

Weston High School Improvement Plan 2023-24

WPS Strategy 1: Innovative Instruction For All Students		
Action Steps	Measurable Outcomes	Status
<p>A. Plan and provide at least eight Culturally Responsive Education (CRE) training sessions at the high school focusing on developing independent learners through building learning partnerships, supporting students’ information processing, and creating inclusive classroom cultures.</p> <p><i>(Asst. Superintendent, Teaching & Learning, Director of District Advancement, METCO Director, Wellness Director)</i></p>	<p>Monthly leadership training sessions focusing on learning partnerships in 2022-23</p> <p>School-based CRE sessions throughout the 2022-2023 school year</p> <p>Survey feedback from faculty regarding the CRE training sessions</p> <p>Plan and provide at least eight CRE training sessions with follow up teacher work and reflection in PLCs</p> <p>Culturally responsive teaching practices regularly noted in classroom observations</p>	<p style="background-color: yellow;">All Outcomes Complete</p>
<p>B. Develop a set of SEL competencies as a basis for lesson objectives and share the SEL competencies with faculty and staff. Form school-based working groups, determine how best to integrate social emotional learning into academic instruction.</p> <p><i>(Director of District Advancement, Principals/Asst. Principals, Department Heads and Directors, Coaches, Grade Level Leaders)</i></p>	<p>An agreed upon set of K-12 SEL competencies upon which lesson objectives can be based, shared with faculty and staff in all schools, and communicated to the public, by June 2023</p>	<p style="background-color: yellow;">Ongoing</p>
<p>C. Form a task force of administrators, teachers, and community members to examine Engineering curriculum, instruction, and programming K-12. Make recommendations for long-range planning.</p> <p><i>(Asst. Superintendent for Teaching & Learning, selected Principals, Science Department Head, Science & Social Studies Curriculum Specialists, selected educators)</i></p>	<p>A subsequent action plan with timelines that follows the recommendations of the Engineering task force</p>	<p style="background-color: yellow;">In Progress</p>

<p>E. Construct the new Middle/High School Robotics and Engineering Lab and use the facility to enhance robotics and engineering opportunities for students both during and after school.</p> <p><i>(Asst. Superintendent for Teaching & Learning, Director of Libraries and Technology, K-8 Principals, Science Department Head, Science & Social Studies Curriculum Specialist, Technology Integration Specialists)</i></p>	<p>A subsequent action plan with timelines that follows the recommendations of the Engineering task force.</p> <p>During the 2023-2024 school year 75% of Middle School students will access their schools maker space, evident in scheduling. TBD in regards to High School student opportunity/ involvement.</p>	<p>Lab Complete</p>
<p>F. Continue to update the scope and sequence of curriculum in all departments at all grade levels. Articulate essential understandings, standards, and practices for each unit.</p> <p>Publish updated curriculum maps on the district website.</p> <p><i>(Asst. Superintendent for Teaching & Learning, Department Heads, Directors, Curriculum Specialists)</i></p>	<p>During the 2023-2025 school years 100% of content-specific educators will demonstrate proficiency evident in classroom observations that teacher teams are following the scope and sequence together.</p>	<p>Ongoing</p>

WPS Strategy 2: Diversity, Equity and Inclusion

Action Steps	Measurable Outcomes	Status
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<p>A. Build a MTSS (Multi Tiered Systems of Support) Model at the High School level based on research and quality examples. The High School is part of our WPS initiative to build seamless MTSS systems in each of our schools. We will work toward creating Inclusive and Equitable Systems (Novak) that ensure that ALL students learn at high levels.</p>	<p>Administration will lead the faculty in raising awareness through information sharing, implementing some changes to student supports, and providing training for faculty in UDL as necessary.</p> <p>Administration will build the MTSS Focus Areas into our strategic planning for the 2022-23 school year and beyond.</p> <p>Teachers will provide high quality Tier 1 instruction in all classrooms, using UDL Strategies.</p>	<p>Ongoing</p>
<p>A1. Introduce educators and administrators on best Universal Design for Learning (UDL) practices and how they fit with other equitable teaching practices from Responsive Classroom, Culturally Responsive</p>	<p>During the 2023-2024 school year 100% of educators will have been introduced to UDL through professional</p>	<p>New Goal</p>

<p>Teaching, and Sheltered English Immersion</p>	<p>development.</p> <p>Attendance at training data</p>	
<p>B. Enhance student support process using our Instructional Support Team (IST)</p>	<p>IST creates a streamlined Referral Process for teachers, using a step-by-step intervention process</p> <p>Special Education referrals are reduced when appropriate and MTSS Tier 2 supports are adjudicated. (FLEX, DSP, Topics, etc.)</p>	<p>Significant Progress Made</p> <p>Goal Ongoing</p>
<p>C. Implement the Positive Behavior Interventions and Supports Model (PBIS). School-wide PBIS focuses on the development and implementation of pro-active procedures and practices to prevent problem behavior for all students and improve school climate.</p>	<p>Faculty and Staff will use the PBIS process as a guide to positive behavioral interventions.</p> <p>Assistant Principal and team members create the WHS PBIS Handbook for use in the 2022-23 school year and beyond.</p>	<p>Significant Progress Made</p> <p>Goal Ongoing</p>
<p>D. Reboot and enhance the High School advisory program so that every student is connected to an advisor, all advisors are involved, trained and prepared, and that there is a system of providing relevant, engaging advisory lessons throughout the school year.</p> <p><i>(Director of District Advancement, Secondary Principals/Asst. Principals, advisory teams)</i></p> <p>Form a taskforce of teachers and administrators that will reimagine High School Advisory to enhance connections with faculty and peers, support students' social-emotional learning needs, and prepare students for college and career.</p>	<p>Advisory systems, structures and schedules created by November 2022</p> <p>Advisory teams regularly planning advisory sessions and supporting educators with materials in 2022-23</p> <p>School-wide advisory professional development in Winter, 2022/23</p> <p>Students surveyed on the impact of advisory in May/June, 2023</p> <p>VOCAL and MetroWest data in 2024-2025 demonstrates a 10% increase in belonging and connectedness to a trusted adult.</p>	<p>Progress since 2022</p> <p>Shifts coming for the 24-25 school year</p> <p>New Goal</p>
<p>E. Utilize all-school (or all-grade) assemblies for the purpose of building connection and belonging in every school.</p> <p><i>(Principals, Grade Leaders, Department Heads, Directors)</i></p>	<p>Team of student leaders, WHS educators, and administration, working collaboratively to plan for each assembly</p> <p>Students surveyed about the impact of school/grade assemblies on their sense of belonging in May/June, 2023</p>	<p>Complete</p>

WPS Strategy 3: Communication and Community Connections

Action Steps	Measurable Outcomes	Status
<p>A. Develop a Center for Community Service at Weston High School that helps students pair up with community providers, including creating more opportunities for senior internships</p> <p><i>(Asst. Superintendent for Teaching & Learning, HS Principal, HS Community Service Advisor)</i></p>	<p>Launch the Center for Community Service in Spring, 2023</p>	<p><i>Complete, with ongoing goals</i></p>
<p>B. Focus on communication and community connections through in-person forums and topical zoom presentation. This year we are experimenting with a hybrid communication model that combines both formats to increase community participation post Covid school.</p>	<p>Principal will lead at least 3 Coffees during the school year for families in-person and virtual combination.</p> <p>Administration will provide in-person/virtual forums on suggested topics like MCAS results, VOCAL Survey Results, transitions, mental health supports, etc.</p>	<p><i>Complete, increased to monthly meetings</i></p>

Other Initiatives: Plan for sustaining and enhancing systems and structures in a fiscally responsible manner

Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
<p>A. Examine the MS and HS physical plant and infrastructure to determine future needs.</p>	<p>Superintendent, Asst. Superintendent for Finance & Operations, HS & MS Principals</p>	<p>PBC meetings ongoing 2023-2024</p> <p>SOI to MSBA January 2024</p>	<p>Feasibility report with recommendations by August 2024</p>
<p>B. Develop a HS/MS schedule that enhances students opportunities to learn</p>	<p>Superintendent, Asst. Superintendent for Teaching & Learning, MS/HS Scheduling Team</p>	<p>Formulate a scheduling committee in January 2024</p>	<p>By June of 2024 a plan of how to adopt a new schedule will be developed.</p> <p>Implementation of a new schedule by September 2026</p>