



ESSEX TECHNICAL HIGH SCHOOL

School Improvement Plan 2015-2018

Goal #1: Curriculum, Planning, & Assessment

To promote the learning and growth of all students by implementing a rigorous, relevant, and rich academic and career-technical curricula so that students can take ownership of their learning and develop a mindset of continuous improvement.

Strategies/Activities	Responsible Person(s)	Start Date	Evaluation Measure
1.1 – Implement and analyze DDMs and Common Assessments using data-tracking software in relation to relevant external data (MCAS, AP, SAT, etc.) in all academic and CTE areas	Administrative Team Teachers	September 2015	DDM and Common assessment results and analysis MCAS/AP/SAT data analysis charts - (Mastery Manager)
1.2 – Develop and utilize curriculum maps, course outlines/pacing guides and common assessments in all academic and CTE areas	Administrative Team Teachers	June 2015	Completed Curriculum Maps and Course Outlines/Pacing Guides Completed Common Assessments Classroom observations
1.3 – Develop lesson plans in all academic and CTE areas that reflect the Common Core State Standards for literacy	Administrative Team Teachers	September 2015	Lesson plans Classroom observations
1.4 – Create shared curriculum files containing common assessments, resources, activities and model lessons for all academic and CTE areas	Administrative Team	August 2015	Curriculum documents are in Aspen Shared resources are in folders on Google Drive
1.5 – Provide options for ETHS students to pursue an Early College Program.	Administrative Team Guidance Staff	June 2015	Enrollment data
1.6 – Implement the integration of technology into all academic and CTE areas	Administrative Team	September 2015	Classroom observations Lesson Plans

Goal #2: Teaching All Students

To promote the learning and growth of all students through instructional practices that establish high expectations, create a safe and effective classroom environment, and demonstrate cultural proficiency.

Strategies/Activities	Responsible Person(s)	Start Date	Evaluation Measure
2.1 – Develop and implement rigorous curriculum that is performance based, addresses essential skills, and meets the needs of diverse learners through student engagement	Administrative Team Teachers Co-Teaching Teams	August 2015	Exemplars Unit and Lesson Plans Co-Modeling Activities Classroom Observations
2.2 – Plan, implement, and model lessons that set clear and high expectations and also make knowledge accessible for all students	Administrative Team Teachers Co-Teaching Teams	August 2015	Exemplars Lesson Plans Co-Modeling Activities Classroom Observations
2.3 – Create and maintain a safe and collaborative learning environment that motivates students to take academic risks, challenge themselves, and claim ownership of their learning	Administrative Team Teachers	August 2015	Student Handbook Student Driven Artifacts Recognitions Classroom Observations

Goal #3: Family & Community Engagement

To promote the learning and growth of all students through effective partnerships with families, caregivers, community members, and industry partners.

Strategies/Activities	Responsible Person(s)	Start Date	Evaluation Measure
3.1 - Utilize school software to regularly update parents on curriculum, provide strategies to support learning at home and school and maintain communication about student progress.	Administrative Team Guidance Teachers	August 2015	Analyze data entry
3.2 – Utilize Parent Coffee and Parent Night meetings to provide systems and support for families as concerns arise to reach equitable solutions in the best interest of students. (Parent Outreach)	Administrative Team Guidance	August 2015	Attendance data Analysis and Implementation of ideas and suggestions given during meetings.
3.3 – Increase industry participation in program advisory to advise, assist, and support career-technical education programs.	CTE Coordinators CTE Director CTE Teachers	September 2015	Increased participation New Advisory members
3.4 - Increase role of School Council to provide parent and community point of view to contribute to school decisions.	Principal School Council Members	Fall 2015	Attendance data Meeting minutes

3.5 – Utilize school websites to inform the public about the school including operations, educational programming, athletic events, and extracurricular activities.	Community Relations Coordinator Technology Director Student Activities/Athletic Director	August 2015	Periodic monitoring to make sure all information is current.
3.6 – Utilize Social Media, such as Facebook or Twitter, to provide periodic updates regarding the daily happenings of Essex Technical High School. Additionally, provide clarification to alleviate parent confusion/concerns and recognize student achievement.	Associate Principals Principal Community Relations Coordinator Athletic Director	August 2015	Track number of followers. Periodic monitoring to make sure all information is current.
3.7 – Utilize press relations to announce important information and events.	Community Relations Coordinator Principal Superintendent-Director	Fall 2015	Consistent, appropriate content that expresses district identity and mission.
3.8 – Increase opportunities for school involvement in local community service activities.	CTE Coordinators Student Activities/Athletic Director	Fall 2015	Data on community service events including number of students involved and benefits provided.
3.9 – Utilize Blackboard Connect to communicate time sensitive information to parents by phone.	Superintendent-Director Principal Technology Director	Fall 2015	Feedback of failed calls.
3.10 – Provide opportunities for community outreach as appropriate	Community Relations Coordinator	November 2015	Community Feedback, News activity, data

Goal #4: Professional Culture

To develop and implement professional learning culture grounded in student centeredness, collaboration, interdependence, and accountability for measurable results.

Strategies/Activities	Responsible Person(s)	Start Date	Evaluation Measure
4.1 – Utilize learning walks to determine professional development needs to improve teacher quality	Administrative Team	Fall 2015	Learning Walk Data
4.2 – Utilize the teacher evaluation process as an avenue to promote a professional learning culture	Administrative Team Faculty	Fall 2015	Professional discussions Professional Development Classroom Observations Pre & Post Observation Conferences

4.3 –Use Induction & Mentoring Program to promote teacher professional collaboration and interdependence	Teacher Induction Supervisors	Fall 2015	Teacher retention Pre & Post Survey
4.4 – Promote educator leadership opportunities utilizing forums such as Focus Group, Scheduling Committee, PD Committee, Special Education Parent Advisory Council , Program Advisory, and School Council	Administrative Team	Fall 2015	Meeting agendas Meeting notes Increased participation
4.5 – Increase opportunities for improved communication throughout the school by means of communication protocols, Principal FYI letter, and community bulletin boards	Administrative Team Faculty	Fall 2015	Improved communication Staff feedback
4.6 – Create opportunities for recognition of achievement and accomplishments of educators & students	School Community	Fall 2015	Awards, recognitions, ceremonies, programs
4.7 – Implement Academy Faculty Meetings to create a better sense of community	Administrative Team	Fall 2015	Meeting agendas Meeting notes
4.8 – Allow for a variety of venues to model and share best practices	School Community	January 2015	Faculty Meetings, Late Start Days Instructional Rounds