

WATERTOWN HIGH SCHOOL  
SCHOOL IMPROVEMENT PLAN  
2019 - 2021



## Watertown Public Schools

### **Watertown Public Schools Mission:**

WPS prepares all students for life by engaging them in a challenging and meaningful education within an inclusive, diverse community.

### **Theory of Action**

#### ***If we.....***

Focus on inclusively educating **all** students to their full academic, social, and emotional potential; Design an educational program aligned to standards and promote high expectations and authentic learning; Foster caring and collaborative relationships among and within schools, families, and community members; Build educationally appropriate, joyful learning environments,

....***then we*** will inspire and empower students to explore and shape the world around them.

## **School Description**

Watertown High School serves approximately 680 students in grades 9-12. In addition, the high school has the Learning Experiences Adult Program (L.E.A.P) which is a transitional program with a Life Skills curriculum for students with disabilities up to age 22, who do not yet meet the WHS graduation requirements. Core courses are offered at the College Prep, Honors and Advanced Placement Levels. There are a rich variety of elective offerings in Vocal and Instrumental Music, Visual and Graphic Arts, Culinary Arts, Business, Woodworking, Robotics, Theater, Journalism, Child Care, Video Production, and TV and Radio Broadcasting. WHS has a strong student support system with 2.6 Social Workers, 4.4 Guidance Counselors, 3 ESL Teachers, a PUSH Counselor, a School Psychologist, a Team Chairperson and an array of related service providers. WHS is committed to a variety of Inclusive practices that include fully blended classrooms, co-teaching and instructional assistant support. WHS also has Specialized Programming for students with Autism, Social-Emotional Disabilities and Cognitive Disabilities.

## **Watertown High School Mission Statement**

The mission of Watertown High School is to nurture lifelong learners through examination of human achievements, development of essential skills, and promotion of civic responsibility and ethics. We are committed to a rigorous curriculum designed to foster students' growth as creative and independent thinkers. We will provide a safe and nurturing environment in which students and faculty have the opportunity to realize their potential.

## **Core Values**

**R** We **RESPECT** each other and we RESPECT ourselves

**E** We are **EMPOWERED** to grow and pursue our dreams

**A** We **ACHIEVE** as students and as well-rounded individuals

**C** We aspire to **CREATE** something new from our knowledge and experiences

**H** We **HONOR** our rights and responsibilities as members of this community

## **WHS Site Council Members 2019-2020**

Shirley Lundberg, Principal & Co-Chair

David Stokes, Parent & Co-Chair

Ann Walters, Parent

Kacie Kirkpatrick, Teacher

John Bresnihan, Social Worker

Laura Rotondo, Coordinator

Joseph Lampman, PE/Health & Wellness Coordinator

Yasmin Daikh, Parent

Bandna Kaur, Student

Mona Houjazy, Student

Louise Reaves, Community Member

## **Overview of School Site Council and Process**

- The Watertown High School Site Council is a group comprised of the principal, faculty members, parents, students and a community member.
- The Council is charged with monitoring and advising the principal on the School Improvement Plan.
- We created a two-year School Improvement Plan that will be aligned with the District Wide Strategic Plan.
- The WHS Site Council meets monthly from October through May, to examine current practices and outcomes including the status of implementation of the existing school improvement plan goals. We began with presentations to the Site Council by several coordinators and staff members on the successes and student learning goals of their departments.

<b>WPS Strategic Objective #1</b>	Establish systems and structures that ensure all WPS students receive what they need to develop and achieve their full academic, social, and emotional potential.
<b>SIP Objective #1</b>	1. Implement and evaluate new master schedule

<b>Action Plan/Improvement Strategies</b>	<b>Person(s) responsible for implementation</b>	<b>Timeline</b>	<b>Outcomes and Measurement</b>	<b>Resources Needed</b>
1.1-1: Program new master schedule in PowerSchool and populate with teachers and students	WHS Administration Guidance	Spring 2019-Summer 2019	Schedule accessible in PowerSchool	Time PowerSchool Scheduling Teaching assignments Tech support
1.1-2: Evaluate impact of new schedule on student learning	WHS Administration Guidance	Winter 2020	Data from PowerSchool Feedback from Guidance, Coordinators, Teachers, Students	Time Tech Support
1.1-3: Adjust schedule as needed with feedback gathered re: student learning	WHS Administration Guidance	Spring 2020	Schedule adjustments	Time PowerSchool Scheduling Tech Support
1.1-4: Implement any adjustments; Create new master schedule and populate with teachers and students	WHS Administration Guidance	Spring 2020-Winter 2021	Schedule accessible in PowerSchool	Time PowerSchool Scheduling Teaching assignments Tech support

<b>WPS Strategic Objective #2</b>	Support instructional excellence by building and implementing a cohesive, coherent, and aligned educational program that promotes high expectations, authorship and student agency.
<b>SIP Objective #2</b>	<ol style="list-style-type: none"> <li>1. Complete UbD restructured curriculum and enter into Atlas mapping system</li> <li>2. Continue work on the NEASC Accreditation Cycle</li> </ol>

<b>Action Plan/Improvement Strategies</b>	<b>Person(s) responsible for implementation</b>	<b>Timeline</b>	<b>Outcomes and Measurement</b>	<b>Resources Needed</b>
2.1-1: Departments will complete and refine Stage 1 of UbD (Content/Knowledge & Performance/Skills)	Coordinators Faculty	Winter 2019-2020	Stage 1 complete and entered into in Atlas	Meeting time
2.1-2: Departments will create and refine assessments for UbD Stage 2 (Assessment and Evidence of Student Learning)	Coordinators Faculty	Fall 2020	Stage 2 complete and entered into Atlas	Meeting time
2.1-3: Departments will complete Stage 3 for UbD (Learning Plan).	Coordinators Faculty	Spring 2021	Stage 3 complete and entered into Atlas	Meeting time
2.1-4: Provide public access to view curriculum	Assistant Superintendent Coordinators	SY 2021-2022	Curriculum available for public to view in Atlas	Tech Support

2.2-1: Develop and initiate an implementation timeline for NEASC recommendations	WHS Faculty and Staff	Fall 2019	Timeline created	Time Funding as needed
2.2-2: Complete special report re: NEASC warning status	WHS Principal NEASC Team Faculty	Fall 2019	Letter submitted	Time
2.2-3: Complete changes to mission statement and learning expectations	WHS Faculty and Staff	Spring 2020	Completed mission statement and learning expectations shared with public	Time
2.2-4: Initiate and complete 5 year report	WHS Faculty and Staff	Fall 2020-2021	5 year report submitted to NEASC	Time



<b>WPS Strategic Objective #3</b>	Foster caring and collaborative relationships among and within schools, families, and community members.
<b>SIP Objective #3</b>	<ol style="list-style-type: none"> <li>1. Improve parent/family engagement at WHS</li> <li>2. Expand SEL programming at WHS</li> </ol>

<b>Action Plan/Improvement Strategies</b>	<b>Person(s) responsible for implementation</b>	<b>Timeline</b>	<b>Outcomes and Measurement</b>	<b>Resources Needed</b>
3.1-1: Pilot late-afternoon conference time at HS	WHS Administration	Fall 2019	Schedule new time	Planning
3.1-2: Open PowerTeacher Pro to parents	District Administration Tech Services	Fall 2019	Provide access to parents for grades, attendance	Parent/teacher training
3.2-1 Expand SEL skill building through enhanced Advisory Curriculum for grades 9 - 12	Advisory Planning Committee WHS SEL Team	Summer 2019 + SY 2019 - 2020	Baseline survey of Advisory students in September on SEL skills  Survey in June to measure any growth or insight in SEL skill development	Train Advisors on new curriculum during August planning days
3.2-2: Create a PLT to pilot integration of SEL into the classroom	Lead SEL Team Member PLT of classroom teachers	SY 2019 - 2020	Baseline survey of classroom students Mid-year evaluation End of year survey Evaluate results and use for planning for next school year	PLT Time Training PD time

<p>3. 2-3: SEL Team continues to meet to explore expanded programming at the high school.</p>	<p>WHS Administration SEL Team Members WHS Faculty PTSO Site Council</p>	<p>SY 2019 - 2020 SY 2020 - 2021</p>	<p>SEL program chosen for classroom Summer training lined up for 30% of the staff</p>	<p>Funding for SEL Training Program Ongoing PD</p>
<p>3.2-4: Do a Whole School event to promote an inclusive school community and support a safe, positive school culture</p>	<p>SEL Team</p>	<p>SY 2019 - 2020</p>	<p>Enhanced faculty/staff/student culture relationships. Improved, positive school culture</p>	<p>Planning Time Materials Facilitator</p>

<b>WPS Strategic Objective #4</b>	Build educationally appropriate, joyful learning environments that support the WPS mission and vision
<b>SIP Objective #4</b>	<ol style="list-style-type: none"> <li>1. Work with the District Administration and MSBA in the high school building project process</li> <li>2. Maintain the existing building as necessary to support current students at WHS</li> </ol>

<b>Action Plan/Improvement Strategies</b>	<b>Person(s) responsible for implementation</b>	<b>Timeline</b>	<b>Outcomes and Measurement</b>	<b>Resources Needed</b>
4.1-1: Update Educational Program	Superintendent, WHS Administration	Summer 2019 - Fall 2019	Educational Program submitted to MSBA	Time
4.1-2: Hold Community Engagement Meetings	Superintendent, WHS Administration, Building Committee	School Year 2019-2020	Meetings held, input gathered	Time
4.1-3: Hold Workshops for designing a building that supports 21st century teaching and learning	Superintendent, WHS Administration, Building Committee	Fall 2019	Design Workshops held, input gathered	Time Facilitator
4.1-4: Develop and Submit preferred Schematics and estimated cost	Superintendent, WHS Administration, Building Committee	Spring 2020	Schematics complete and submitted	Time
4.2-1: Continue Preventive Maintenance protocols	Director of Facilities, Supervisor of Custodians, Custodial Staff, WHS Administration	Fall 2019 - Completion of new/renovated building	PM activities completed on schedule Work Orders submitted and completed	Time PM Schedule Maintenance Direct

4.2-2: Repair or replace broken fixtures and finishes as needed.	Director of Facilities, Supervisor of Custodians, Custodial Staff, WHS Administration	Fall 2019 - Completion of new/renovated building	Needed repairs made or fixture/finishes replaced	Time Maintenance Direct
4.2-3: Continue to invest in up-to-date technology & equipment that can be used in new/renovated facility	Central Office Administration, WHS Administration, Director of Facilities	Fall 2019 - Completion of new/renovated building	Students have the resources they need for learning	Funding