

KING PHILIP REGIONAL HIGH SCHOOL IMPROVEMENT PLAN

Dr. Lisa C. Mobley Ed.D

Principal

2016-2017

King Philip Regional School District Vision

The vision of the King Philip Regional School District extends our student-focused mission into a commitment to excellence. Our vision is that students reach their highest potential and are well prepared for the future because of a consistent set of 21st century standards and high expectations for teaching and learning. Teachers, administration, and staff work together as a professional team whose collective priority is the student's' education. King Philip Regional Middle and High Schools are hubs in a community of learners that extends from pre-K to higher education and career. The KP community understands and embraces the district's expectations and results. The district is widely recognized for excellence and is a model for educational leadership. Our mission is to foster an educational community where students come first and every child has the opportunity to achieve to their fullest potential. This will be accomplished by embracing the values of respect, individual and collective responsibility, creativity, and enthusiasm for learning. We will ensure a caring and supportive environment that balances academic rigor with the development of character and a strong sense of self.

District Strategic Goals

Curriculum, Instruction, and Assessment

- Support teachers in improving their classroom effectiveness by focusing on specific elements contained in the new teacher evaluation system.
- Develop and implement District Determined Measures that align with the curriculum.
- Establish an instructional environment that fosters critical and creative thinkers and effective communicators in a technologically rich environment.
- Support teachers in improving collaboration vertically and horizontally by adjusting schedules to provide time needed for such collaboration.

Parent and Community Engagement

- Encourage parent and community collaboration to support student growth and development.
- Promote parent and community involvement in the classroom and school community.
- Engage families in two way communication about student progress and performance.

Professional Culture

- Ensure that time and resources are available for high quality professional development reflecting staff and program needs.
- Promote collegiality and collaboration among faculty, staff, and administration.
- Build parental and community support through effective communication with multiple opportunities for involvement in district programs.
- Utilize the in-house expertise of staff for professional development as well as leadership opportunities.

Management and Operations

- Establish a building committee whose purpose is to improve the efficiency of our school facilities and who creates a 5-to 10 year facility improvement plan.
- Build community-wide support and expanded commitment to financially support the school district's operations.
- Build parental, community and District governance support in fiscally supporting programs and practices that best promote student learning for all.
- Review and revise current job descriptions and roles to reflect current and future needs of the district.
- Review, update and provide staff and student training in District wide safety protocols such that they reflect best nationwide safety practices.

King Philip Regional High School Vision

King Philip Regional High School will continue to graduate students who are confident and literate community members as demonstrated by our students ability to;

- * critically analyze and synthesize information
- * question ideas, debate points of view and communicate through multiple modalities
- * be self-motivated and life-long learners

King Philip Regional High School Strategic Goals

Strategic Goal #1: In order to support the professional growth of all of the teachers in the district, the building based administrative team will implement, supervise, and support all staff in their evidence gathering with a focus on Standard IV Professional Practice.

Strategic Goal #2: Staff will support the engagement of students, families and the community through the development of handbooks, guides, calendars and other materials to increase knowledge of and participation in spotlight programming.

Strategic Goal #3 All building staff will develop and execute effective plans, procedures, routines, and operational safety to address a full range of safety, health, and emotional and social needs.

Strategic Goal #4 The budgeting process will prioritize needs based on projected enrollment, instructional resource needs, school supply needs, and maintenance responsibilities.

Strategic Goal # 5 King Philip Regional High School will review and revise two schoolwide programs during 2016-2017 implementing changes for 2017-2018 school year.

Four Year Class Profile

<u>Class</u>	<u>Students</u>	<u>Avg. GPA</u>	<u>Avg. PSAT</u>	<u>Avg. SAT 1600</u>	<u>Avg. SAT 2400</u>	<u>Avg. ACT</u>	<u>Submitted Apps</u>	<u>Apps per student</u>
2013	301	3.032	770	1095	1638	30	1909	6.3
2014	316	3.162	970	1115	1665	26	2255	7.1
2015	270	3.196	860	1121	1672	29	1974	7.3
2016	358	3.218	1200	1115	1656	28	2605	7.3

School Profile

King Philip Regional High School is located in Wrentham, Massachusetts has an enrollment of 1323 students in grades 9-12 serviced by 100.4 Teaching Staff and 20 Teacher Assistants. King Philip Regional High School is committed to maintaining a faculty of highly qualified teachers, thus 100% of our teachers are licensed in their teaching assignment. We have a student teacher ratio of 16.5-1 while the state ratio is 13.2 -1. Our students are supported by 5 Guidance Counselors, 2 School Psychologists, 2 Adjustment Counselors (for specialized programs), 1 Instructional Technologist and 1 Nurse. In addition we are supported by 4 year round secretaries and 1 ten month secretary. We have a head custodian on days and an assistant head custodian on nights along with 5 custodians, a head groundskeeper who is shared with the middle school, and one grounds custodian.

Graduation requirements for the class of 2017 and beyond are aligned with the Massachusetts Common Core and include 4 years of English and Mathematics, 3 years of a lab science, 3 years of a social science, 2 years in the same world language, 2 physical education courses and 1 health course. Students must earn a minimum of 120 credits to graduate.

Students can not only select from a wide range of courses but also from a variety of specialized pathways in order to enhance their educational experience. The following pathways are currently available to students: Global Citizenship, Humanities and the Honors Academy. All pathways include aspects of community engagement in which the student must participate. Students at King Philip Regional High School also have the opportunity to participate in dual enrollment, virtual high school, and internships. Courses are offered at the Essential College Prep, College Prep, Honors and Advanced Placement levels. King Philip Regional High School also offers a variety of specialized programs that cater to students requiring an individual education plan. King Philip Regional High School has a transitional education program financially supported by the metrowest health grant through January 2018 that serves students in transition.

Assessment and Accountability Data

In 2016, King Philip Regional high School students outperformed the state percentages of students scoring proficient or higher in all three areas, (ELA, Math, Science and Technology). King Philip Regional High School is a Level 1 school meeting the gap narrowing goals of the State of Massachusetts.

Grade and Subject	Proficient or Higher		Advanced		Proficient		Needs Improvement		Warning/ Failing	
	DISTRICT	STATE	DISTRIC T	STATE	STAT E	DISTRICT	STATE	DISTRICT	STATE	
GRADE 10 - ENGLISH LANGUAGE ARTS	98	91	64	47	34	45	2	6	1	3
GRADE 10 - MATHEMATICS	91	78	73	54	18	24	6	15	3	8
GRADE 10 - SCIENCE AND TECH/ENG	94	73	60	29	34	44	5	21	0	5

Advanced Placement 2016 Exam Results

Subject	Tests Taken	% Scoring 1-2	% Scoring 3-5
**Music Theory	1	0	100
Studio Art 2-D	23	8.7	91.3
Studio Art 3-D	10	30	70
English Language and Composition	155	20	80
English Literature and Composition	80	25	75
Microeconomics	21	19	81
Psychology	43	11.7	88.3
US Government and Politics	36	25	75
US History	52	21	79
World History	36	19.5	80.5
Calculus AB	69	0	100
**Calculus BC	6	0	100
**Computer Science A	3	0	100
Statistics	51	49	51

Biology	44	11.4	88.6
Chemistry	25	20	80
**Physics C: Electricity and Magnetism	1	100	0

** Courses taken through Virtual High School

SAT Results

King Philip High School	State
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Critical Reading Mean	Math Mean	Writing Mean	Writing MC Subscore	Writing Essay Subscore	Critical Reading Mean	Math Mean	Writing Mean	Writing MC Subscore	Writing Essay Subscore
551	543	534	53.2	7.6	517	530	506	50.4	7.3

Plans of High School Graduates

Plan	% of the Class of 2016
4-Year College	80.4
2-Year College	8.4
Work	.90
Military	1.8
Other	8.5

ACTION PLAN – GOAL #1

Strategic Goal #1: In order to support the professional growth of all of the teachers in the district, the building based administrative team will implement, supervise, and support all staff in their evidence gathering with a focus on Standard IV Professional Culture.

Action Steps	Persons(s) Responsible	Resources Needed	Date of Completion	Evidence of Implementation	Assessment of Progress
1.1 Provide assessment material for all staff in order to facilitate the self-assessment.	CTLs with Departments HS Leadership Team	Training resources for use of S.M.A.R.T. template for new staff S.M.A.R.T. Template District Strategic Plan Access to MCAS scores, SAT scores, AP scores	End of November 2016	Completed Action Plans	Engagement in action plan steps with progress updates from CTLs

1.2 Engage staff in training required by DESE on the new Educator Evaluation Model.	HS Leadership Team Curriculum Team Leaders Teachers	Training resources Funding Collaborative meeting time	September 2016	Scheduled trainings during professional development time	Attendance at trainings Training Materials
1.3 Involve staff in self-assessment, goal setting, and standard review of evidence.	HS Leadership Team Staff Technology Department	Funding- Tools Collaborative meeting time Use of Teacher Evaluation Binder as Reference Teachpoint- Training	October 2016	Completed forms and use of tools (e.g., binder, Teachpoint) for evidence gathering	Department Heads Weekly Evaluation Meetings Artifact Fair Binder Sharing Electronic Sharing Staff Meeting Celebrations
1.4 Design, differentiate, and implement professional development such that it continues to help improve teaching and learning per goals of professional practice.	HS Leadership Team Curriculum Team Leaders Department Heads Teachers	Two way communication Department Heads-HS Leaders CTLs- Departments CTLs- HS Leadership Reflection time to review data and determine needs	Ongoing	A full calendar of Professional Development planned for staff that delineates what will occur for all meeting and PD time	Create a PD calendar that plans faculty meetings/department meetings and PD days (Sept-January provided to staff in September) (February through June provided to staff in January) Plan each meeting with products for staff as a result of the trainings
1.5 Discuss and evaluate progress as related to action plans/team goals.	CTLs/Department heads with Departments HS Leadership Team	CTL meeting time with HS Leadership Team	Monthly meeting	Completion of formative assessments for all staff mid-way through cycle	CTLs present department progress at monthly meeting

1.6 Calibrate observational and submitted evidence.	HS Leadership Team Department Heads	Weekly Meeting Time	On going weekly meeting through the end of May 2017	Consensus on observations and evidence submitted between department heads and administrators	Agenda Training Materials Department Heads evaluated on the observations they conduct Creation of an evidence library
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ACTION PLAN- GOAL #2

Strategic Goal #2: Staff will support the engagement of students, families and the community through the development of handbooks, guides, calendars and other materials to increase knowledge of and participation in spotlight programming.

Action Steps	Persons(s) Responsible	Resources Needed	Date of Completion	Evidence of Implementation	Assessment of Progress
2.1 Build a base for effective communication.	CTLs with Departments HS Leadership Team Tech Coordinator	Fusion Technology Use of school communication tools	Ongoing through June 2017	Teacher use of web pages, communicating student progress, phone logs. Completed assessment forms for student plans, atlas updates, rubrics etc. Establishment of Student Help Desk with a portion focused on communication Pre and Post assessment of student and parental knowledge of programming	Continued use of Fusion as a web development tool Curriculum written and presented to SC to formalize the student help desk program January 2017 Data from pre and post assessment
2.2 Involve students, parents, and community members in school governance through the Student Council, School Council, Parent Network, KPMA and Boosters.	HS Leadership Team Main Office Staff; KPPN; KPMA; Boosters; School Council;	PTSO Executive Board Parent and teacher representation on Council Student Council Advisors	June, 2017	Handbook; Senior Handbook, Junior Guide and Guidance Calendar Student Council Implementation of Annual Activities	Meeting agenda Monthly activities planned by Student Council

	Student Co. Leadership	Student Council representation		PTO Activities	
2.3 Involve parents through attendance at conference, IEP meetings, BBST meetings, meetings with counselors, and Open Houses.	HS Leadership Team; Faculty-School Based Teams Guidance and Main Office Staff	Technology to facilitate communications	September Open House Conferences June, 2017	Sign-in sheets, IEP attendance, BBST attendance logs, and head counts	Event and meeting updates as needed with main office and guidance
2.4 Use technology to inform parents of student progress and KPHS programming.	HS Leadership Team; Faculty; and Main Office Staff; KPPN; KP Council	Student Management software Tech Director Tech support Connect Ed Website Principal Admin Assistant	June, 2017 Weekly Connect Ed Website updates	Completed progress reports and report cards Parent Email; Weekly Newsletter Announcements posted to web page and tweeted out by our student help desk	4 Mid-Term reports 4 Term reports Daily and Monthly updates
2.5 Staff involvement in school wide recognition program(s).	HS Leadership Team Staff/CTLs	School letterhead; mailing cost Feedback from Faculty Interdepartmental Collaboration to develop programs of distinction.	June, 2017	Warrior Awards Presentation Senior Recognition Night Student of the Term Graduation with distinction in : STEM Humanities Global Entrepreneurship	Annually Quarterly Annually presented. Developed by June 2017

ACTION PLAN- GOAL#3

Strategic Goal #3: All building staff will develop and execute effective plans, procedures, routines, and operational safety to address a full range of safety, health, and emotional and social needs.

Action Steps	Persons(s) Responsible	Resources Needed	Date of Completion	Evidence of Implementation	Assessment of Progress
3.1 Use district and school multi-hazard emergency response plan.	HS Leadership Team All Staff, and Public Safety Officials	Blue binder that includes emergency response plan Substitute Plans/class lists Training in protocols	At least 2 drills by the end of semester 1 At least 2 drills by the end of semester 2	Routine Drill completion; Revisions to protocols as needed	Review of response by HS Leadership team following use of protocols at staff meetings

3.2 Review, revise, and educate school community about school wide expectations.	HS Leadership Team, School Council, Faculty, Students, and Administration	Technology-Connect Ed/Newsletter or posting of minutes School Council and Staff review	June 2017	School Handbook Content Assembly meetings with students	Notification to parents on completion of drill and information on school wide safety concerns
3.3 Monitor and maintain safety and security equipment.	HS Leadership Team, Custodial Staff; Public Safety Officials; Security Monitoring Vendor	Head custodian meeting time with HS Leadership Team; Training Resources; Equipment	As needed; minimum weekly	Log of alarm calls; Material Specification Data Sheets (MSDS) Record; Use of maintenance technology	Weekly update reports ; Technology monitoring of building H.V.A.C. system with printouts as needed
3.4 Report and monitor maintenance requests.	HS Leadership Team, All teachers, cafeteria, and custodial staff, and business director.	Custodial Team; Maintenance Supplies and Equipment; Maintenance Repair Form; Technology	On-going utilization of custodial help desk	Completion of maintenance tasks; Follow-up on building maintenance requests; Occupancy Permit Approval	Review of completed tasks ; September Walk Through with School Committee, Head Custodian, and District Leadership Team

ACTION PLAN- GOAL #4

Strategic Goal #4: The budgeting process will prioritize needs based on projected enrollment, instructional resource needs, school supply needs, and maintenance responsibilities.

Action Steps	Persons(s) Responsible	Resources Needed	Date of Completion	Evidence of Implementation	Assessment of Progress
4.1 Obtain and use projected class size information to anticipate scheduling and program needs.	HS Leadership Team	Meeting Time with district and school based leadership	March 2016	Formation of schedule with allocated resources	Review with district leadership team
4.2 Review recommendations for personnel, instructional resources, and school supplies.	HS Leadership Team, Tech Director, SPED Director, CTL's, and Departments, School Council	Meeting Time with district and school based leadership	November 2016 and June 2017	Meetings notes from CTL group and individual meetings September 2016-November 2016	Review with district leadership team

				Inclusion in School Committee Presentation	
4.3 Review recommendations for maintenance (safety and security needs). Focus on traffic and building safety study completed in Spring 2016.	HS Leadership Team, Head Custodian, and Business Director, School Council	Meeting Time with custodial team and school leadership	November 2016- January 2017	Inclusion in School Committee Presentation	Review with business director team
4.4 Present recommended high school budget.	Principal	Committee meeting time	January 2017	Presentation to School Committee (January) and implementation with allocated resources (FY18)	Completed HS Budget Presentation
4.5 Approve budget requests for personnel, instructional resources and supplies, and maintenance, with allocated resources.	Principal	Budget Allocations	FY18	Receipt of resources and implementation	End of Fiscal Year within budget

ACTION PLAN- GOAL #5--Specific Focus on Program Review and Improvement

Strategic Goal #5: King Philip Regional High School will review and revise two schoolwide programs during 2016-2017 implementing changes for 2017-2018 school year.

Action Steps	Persons(s) Responsible	Resources Needed	Date of Completion	Evidence of Implementation	Assessment of Progress
5.1 Identify two school-wide programs that through data review indicate they need review/revisions.	HS Leadership Team Department Heads CTI's	Time Data	October 2016	Programs identified Goals set included in this SIP	Program I--Science department review of department curriculum to maintain progression or revamp This is supported by the review of the new science standards

					Program 2--9th grade orientation. Review of the program and revamp the program to create an environment at KPHS that better assists 9th grade students in managing the transition to KPHS
<p>5.2 Review Science course progression to determine if a change to 9th grade science will benefit the students of KPHS.</p> <p>Benefits would include MCAS testing for science in grade 9 as well as increasing access to offerings for students.</p>	<p>HS and MS Staff HS and MS Leadership Team</p>	<p>Professional Development time Money to support professional development</p> <p>Assurance of budgetary support (priority given to this area for FY18) should a change be recommended</p>	<p>June 2017 Curriculum work to commence if needed during the summer of 2017.</p>	<p>Collaborative meetings with MS staff. Changes made to Atlas. Materials budgeted for FY18</p>	<p>Meeting Agendas Professional development time. New curriculum New materials</p>
<p>5.3 Review 9th grade orientation and adapt program to ensure it serves 9th grade students in a successful and better transition to high school.</p>	<p>HS staff HS Leadership Team</p>	<p>Professional Development time Money to support professional development</p> <p>Assurance of budgetary support (priority given to this area for FY18) should a change be recommended</p>	<p>June 2017 Curriculum work to commence if needed during the summer of 2017</p>	<p>Collaborative meetings with staff and administration to develop 9th grade survey</p> <p>Survey sent to 9th grade students and parents</p> <p>Review of data. Meetings with staff from other high schools who have various transition programs</p>	<p>Development of survey</p> <p>Administration of survey</p> <p>Review of data.</p> <p>Review of surrounding programs</p> <p>Development of new KP program</p>

				Development of curriculum and materials for new program	
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