

Norton Public Schools Improvement Plan

Goal 1. Student Achievement

Objective	Strategic Actions	Measurement	Responsibility	Timeline
1. To offer supplementary academic support to students during the school day.	1. Investigate establishing a peer tutoring program.	Discussions with Honor Society advisors and students.	Honor Society Advisors and Administrators	04-05
	2. Consider employing academic tutors.	Filing appropriate grant applications.	Curriculum Coordinator and Administrators	ASAP
	3. More vigorously encourage students to seek after school extra help-consideration for late bus transportation.	Track number of students staying after school	Teachers	Ongoing
2. To increase publicity and recognition of student achievement.	1. Request activity/club advisors to write one news clip a month on noteworthy student accomplishments.	Track number of news clips submitted and appearing in local papers.	Teachers, Advisors and Administrators	04-05
	2. Ask each department to identify a "student of the month".	Listing of students so identified.	Department members	04-05
	3. Display newspaper articles on the library bulletin board.	Appearances of articles	Library staff	Ongoing
	4. Increase acknowledgement of	Number of articles appearing in local papers	Guidance	04-05

	students' accomplishments in the local newspapers			
	5. Invite cable to film special events.	Communication with cable director	Professional Staff and Administrators	Ongoing
3. To continue to work toward 100% proficiency on the "high stakes" MCAS test	1. Require students who have failed or are in need of improvement to take an MCAS remediation class.	Track number of students enrolled in remediation course.	Guidance Counselors and Teachers	ASAP
4. To hold all students to high standards	1. Review all course expectations: especially those of level 2.	Revisions of course expectations	Faculty	04-06
	2. Maintain high student expectations by using a variety of instructional methods, including the use of technology, to allow all students to meet with success.	Observations of varying teaching strategies	Department Chairs and Administrators	Ongoing

Goal 2. Curriculum and Instruction

Objective	Strategic Actions	Measurement	Responsibility	Timeline
1. To investigate more interdisciplinary ventures.	1. Identify opportunities for parallel sequencing in different content areas to help students make interdisciplinary connections.	Listing of areas so identified	Teachers with Department Chairs	04-06
	2. Afford faculty time for interdisciplinary collaboration/ventures (possible staffing implications).	Scheduled opportunities	Administrators	04-06
	3. Hold joint department meetings (science/math, English/social studies, etc.) to review common curricula topics.	Minutes of such meetings	Department Chairs and Teachers	Start 04-05, and ongoing
	4. Ask teachers to review curriculum maps to identify topics for interdisciplinary ventures.	Listing of identified topics	Teachers and Department Chairs	04-06
2. To further expand our course offerings (possible staffing implications).	1. Replace overlapping and/or redundant course content with new topics/courses.	Changes in topics/courses	Teachers and Department Chairs	Ongoing
	2. Investigate additional "hands on" course opportunities.	Introduction of new courses	Teachers and Department Chairs	Ongoing

3. To continue to improve the delivery of curriculum by differentiating instruction.	1. Provide training in the use of a variety of teaching strategies (RBT).	Continued use of RBT and differentiated instruction opportunities	Administrators	Ongoing for non-professional staff ASAP for professional staff
	2. Provide in-house workshops to model differentiated instruction.	Occurrences of workshops	Faculty	05-06
	3. Encourage the use of teaching strategies that involve the active participation of students.	Observation of classroom activities	Department Chairs and Administrators	Ongoing
	4. Encourage peer observations.	Use of peer observation	Faculty and Administrators	04-07
4. To improve articulation between the middle school and the high school.	1. Allow time for school staffs to get together, especially eighth and ninth grade teachers.	Scheduling of meetings	Administrators and Department Chairs	05-06
	2. Require teachers at the "break point" (grade 8 to 9) to review course maps at both grade levels.		Grade 8 and 9 Teachers and Department Chairs	04-05
	3. Consider replacing department heads for grades 9-12 with content specialists for grades 6-12 (contractual considerations).		Administrators	Upcoming contractual discussions

5. To make more effective use of department/curriculum time.	1. Whenever scheduling allows, provide common prep/planning time for department members.	Reports of activities	Teachers	Ongoing
	2. Increase the sharing of best practices.	Occurrences of such	Teachers	Ongoing
	3. Review, revise, and develop curriculum, keeping frameworks alignment in mind.	Curriculum cycle, and assessment results	Teachers	Ongoing
	4. Investigate ways to promote greater use of the professional library.	Tracking of use of library by professional staff	Librarian	04-05
6. To help each student reach his/her full potential.	1. Hold all students to high expectations.	Observations, assessment results	Teachers and Administrators	Ongoing
	2. Offer challenging curricula.	Written curricula Assessment results	Teachers and Administrators	Ongoing
	3. Integrate technology into instruction.	Observable occurrences and use of Edline	Teachers and administrators	Ongoing
	4. Update and increase technology inventory.	Availability and age of equipment	Supervisor of Technology	Ongoing

Goal 3. Professional Development

Objective	Strategic Actions	Measurement	Responsibility	Timeline
1. To offer more content specific professional development opportunities.	1. Programs should also focus on level of teaching (high school)	School specific professional development programs	Professional Development Committee and Administrators	04-07
	2. Consider collaborative programs with other school districts in content specific areas	Collaborative programs at NHS and other area high schools	Professional Development Committee	04-07
	3. Provide more opportunity for teachers to attend workshops and conferences.	Record of attendance	Teachers and Administrators	Ongoing
	4. Annually survey teachers regarding their professional development needs.	Survey results	Professional Development Committee	ASAP (04-05)
	5. Design the teacher mentoring program to be more school level (high) focused.	Description of program activities	Curriculum Coordinator	Ongoing
2. To promote online professional development and graduate courses.	1. Make literature pertaining to online opportunities available in the professional library.	Folder of opportunities	Administrators and Library Staff	04-05, and ongoing
3. To share best practices	1. Maintain a library of "best" lessons/units,	Establishment and growth of this library	Teachers	04-05, and ongoing

	which should be especially helpful to new teachers.			
	2. Have teachers give presentations of effective practices.	Occurrences of presentations	Teachers	04-06
	3. Provide time, when possible, for sharing best practices.	Scheduled opportunities	Administrators	04-06
	4. Present model lessons at department meetings.	Minutes of meetings	Teachers and Department Chairs	04-05, and ongoing
	5. Use department time on a regularly scheduled basis to share best practices.	Minutes of meetings	Teachers and Department Chairs	04-05, and ongoing
	6. Share best practices through the mentor program.	Description of Mentoring Program	Teachers and Curriculum Coordinator	Ongoing
4. To offer training in the use of assessment data to drive decision making.	1. Review assessment data (MCAS, SAT, AP, midyear and final exams, etc.) to inform instruction and to indicate curriculum revision needs.	Occurrences of meetings	Teachers and Department Chairs	Ongoing
5. To offer a sustained program of professional development in an area of need.	1. Consider, at the high school level, a program on the use of a variety of teaching methods/strategies to	Establishment of program	Administrators, Curriculum Coordinator and Department Chairs	05-06

	accommodate different student learning styles (differentiated instruction).			
	2. Continue to offer training for required technology usage, such as Grade Quick and Edline.	Training sessions	Teachers and Supervisor of Technology	Ongoing

Goal 4. School Climate

Objective	Strategic Actions	Measurement	Responsibility	Timeline
1. To uniformly enforce school rules by the entire professional staff.	1. Consistent application of school rules with emphasis on mutual respect.		Teachers and Administrators	Ongoing
	2. Restructure the Saturday School program to focus on a work component.	Improved school appearance, more work opportunities on Saturdays	Administrators and Custodians	Ongoing
	3. Establish a faculty committee to make recommendations on more effective ways to enforce school rules.	Creation of Committee, Regular meetings	Faculty and Administrators	04-05
	4. Review important rules at the beginning of the school year.	Agenda item on first faculty meeting	Faculty and Administrators	04-05
2. To make the building and grounds more serviceable and attractive.	1. Encourage student community service for this purpose.	Improved school appearance, Honor Society hours regularly given for this	Faculty and Advisors	04-06
	2. Seek community volunteers.	Community help at events and games	Advisors, AD, and Coaches	04-06
	3. Enlist the support of Saturday School students.	Improved school appearance, schedule of work on Saturday schedule	Administrators, Faculty and Custodians	04-05
3. To provide an off site alternative learning	1. Assign chronically disruptive students to	Establishment of Program	Administrators	04-06

program.	this program.			
4. Consider the employment of a school resource police officer (financial implications).	Resource Officer becomes part of disciplinary system.	Improved communication with police, better response time to problems	Administrators	04-07
5. Involve students more in decision making – consider a faculty advisor to the Student Council.	Student Council's role increases in responsibility.	New Faculty Advisor, greater effectiveness of Student Council	Administrators, Faculty, Students	04-05
6. Provide a late bus so more students can participate in after school activities which foster a sense of spirit and belonging.	Student participation in activities increases.	Regular use of bus by students.	Administration, Bus Coordinator	04-06

Goal 5. Community and Parent Involvement

Objective	Strategic Actions	Measurement	Responsibility	Timeline
1. To take advantage of resources available through neighboring colleges, businesses, and civic organizations.	1. Ask parents to volunteer for school events.	Greater parental involvement in school events.	Athletic Director, Activity Advisors, Guidance, Administrators, PAB	Ongoing
	2. Develop a stronger relationship with Norton Cable Access.	Regular programming specific to NHS	AD, Guidance, Activity Moderators	Ongoing
	3. Expand our relationship with Wheaton, Stonehill, and Bridgewater State College.	More jointly coordinated activities.	Faculty, Guidance and Administrators	Ongoing
	4. Contact area businesses for donations of materials.	Increase in donations	Faculty	04-06
	5. Expand our current relationship with YMCA.	More jointly coordinated activities.	Administration, Faculty and AD	Ongoing
2. To keep parents informed of their child's progress through teacher communication.	1. Provide teachers with telephone access in locations that allow for privacy.	Telephones in small offices	Administrators	04-06
	2. Continue to promote the use of Edline with teachers, students, and parents.	More parents and students registered. Teachers regularly upload information.	Faculty, Administrators, Parents, Students	Ongoing
	3. Enlist the support of	Cards sent regularly	Faculty	04-05

	the Norton Teachers Association for “good news cards”.			
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