

**NORWOOD PUBLIC SCHOOLS
NORWOOD HIGH SCHOOL
SCHOOL IMPROVEMENT PLAN: PROGRESS UPDATE MAY 2022**

Priority Area #1: Social Emotional Learning with an Equity Lens			
Goal: Promote a safe, secure, and emotionally healthy learning environment for all students at NHS through a continued focus on diversity, equity, and inclusion.			
Action Item	People Responsible	Timeline	Status
Continue participation in whole staff and individual professional development activities focused on SEL with a racial equity lens, including anti-bias training.	All Staff	2021-23	In process, on target through work with Highlander.
Advance the “A World of Difference Program” during year three; train new peer leaders in collaboration with the Anti-Defamation League.	Advisors, Admin, student leaders	2021-23	Complete
Provide ongoing professional development and resources for teachers to implement culturally, linguistically, and racially relevant and responsive curriculum, materials, and teaching practices.	All Staff	2021-23	In process, on target through work with Highlander.
Analyze student and community perceptions of race, ability, sexuality, and religion to inform practices.	Admin, Advisors	2021-23	In process through survey results, and District Equity Audit
Analyze and identify participation rates of students in upper level courses, including students with disabilities, students for whom English is not their first language, and Black and Hispanic students; take steps to remedy disproportionality over time.	Admin, Department Chairs, Counselors.	2021-23	In process through district equity audit analysis.
Continue participation in professional development on Universal Design for Learning (UDL) and global competency to foster more inclusive classrooms.	All Staff	2021-23	In process, incorporated into ongoing work, but specific partnerships may not continue next year as we focus on our work with Highlander Institute.
Begin implementing UDL and global competency focused teaching strategies and practices.	Teacher Leaders	2021-23	In process for early adopters and monitored through instructional rounds.
Implement the Restorative In School Education (RISE) program as a structured alternative to suspension.	Admin, Deans, RISE Coordinator	2021-23	Complete; ongoing progress monitoring

Priority Area #2: Portrait of a Norwood Graduate			
Goal: Design and implement curriculum and assessment in line with the Portrait of a Norwood Graduate.			
Action Item	People Responsible	Timeline	Status
Continue documentation, including new additions, of how each of the 5C’s is taught, assessed, built upon, and reinforced each year.	All Staff	2021-23	In process through departmental work
Continue documentation, including new additions, of how each of the 5C’s is taught, assessed, built upon, and reinforced in each content area.	All Staff	2021-23	In process through departmental work

Continue Implementation of revised skills-based curriculum containing focus on 5 Cs and accompanying teaching practices and assessment strategies.	All Staff	2021-23	In process through departmental work
Continue the “branding” of NHS with the 4As, 5Cs, 1 Team slogan to support the school community’s understanding of the school’s mission and vision.	Admin	2021-23	In process, on target.
Synthesize ongoing professional development focused on cultural and global competency and inclusive classroom practices with the Portrait of a Norwood Graduate.	All Staff	2021-23	In process, on target.
Implement new NHS schedule in the Fall of 2021 that allows for increased focus on the PONG skills; monitor and improve over time.	Admin; Department Chairs; Counselors	2021-23	Complete; ongoing progress monitoring.

Priority Area #3: Career Pathways

Goal: Enhance the NHS students’ academic experience through career pathways that increase career counseling, offer exposure to relevant careers and interests, and encourage participation in career immersion experiences to make all NHS graduates “future ready.”

Action Item	People Responsible	Timeline	Status
Enter year three of the Healthcare Innovation Pathway (HIP) with an enrollment of and programming for 75 students.	Career Specialist, teacher, counselors, admin	2021-23	Complete
Facilitate student attainment of and participation in Industry Recognized Credentials (IRCs), college level courses, and technical courses.	Career Specialist, teacher, counselors, admin	2021-23	In process, on target.
Pilot (in year 1) and refine (in year 2) career pathway in the Information sector and prepare to re-apply for Innovation Pathway designation with DESE.	Career Specialist, teacher, counselors, admin	2021-23	In process, deciding if applying for official designation is the right move for this pathway or if we continue without DESE designation.
Maintain existing and identify new partnerships with community business and workforce development agencies.	Career Specialist, teacher, counselors, admin	2021-23	In process; on target.
Implement new NHS schedule in the Fall of 2021 that allows for increased focus on work-based learning through job placement or internship opportunities.	Admin; Department Chairs; Counselors	2021-23	Complete; ongoing progress monitoring
Attract a diverse, representative cohort of students in all career pathways through promotion, advertisement, counseling, and recruitment.	Career Specialist, teacher, counselors, admin	2021-23	Ongoing each year.

Priority Area #4: Academic and Mental Health Interventions and Supports

Goal: Adequately identify, plan for, and support student academic and mental health needs. These needs have increased as a result of the Covid-19 pandemic.

Action Item	People Responsible	Timeline	Status
Increase offerings and enrollment in Response to Intervention courses in Math and Literacy.	Admin; Department Chairs; Interventionists	2021-23	In process and ongoing.
Increase tier 1 and 2 mental health supports for students through additional staffing and supports.	Staff committees, admin, staff.	2021-23	Complete; ongoing progress monitoring.

Strengthen tier 3 mental health supports for students in existing tier 3 programs through additional staffing and support.	Staff committees, admin, staff.	2021-23	Complete; ongoing progress monitoring.
Design and Offer various credit recovery models for students who have either previously failed required courses or are in danger of failing currently required courses.	Staff committees, admin, staff.	2021-23	Added winter credit recovery model, two summer school options, and an additional alternative program.
Identify enhanced mental health supports to assist staff and students with mental health issues associated with the re-opening of schools and Covid-19 in general.	Staff committees, admin, staff.	2021-23	In process and ongoing.