

<p>Massachusetts Education Reform Act School Improvement Goal: #1 The climate is conducive to high expectations and performance #8 Means for meeting diverse learning needs Other: Using data to improve curriculum, instruction, and assessment Other: Using technology to improve curriculum, instruction, and assessment</p>
<p>Westford Public Schools Vision and Core Values: #2 Promoting individual growth and development #4 Supporting creativity and innovation</p>
<p>Westford Academy School Improvement Plan Goal: #1Curriculum, Instruction, and Assessment – Improve student learning through the use of data gathered from multiple assessment tools (Instructional Support Team Meetings, Surveys, Rubrics, Teacher Evaluation, ACT, PSAT, SAT, AP, DDM, MCAS etc.)</p>

Strategy	Time Line	Responsible Parties	Resources Required	Success Measures
1) Provide additional “discipline specific” professional development opportunities supporting the use of the Chromebook and Google Tools	2017-2020	Administration Central Office Instructional Technology Specialists	Professional Development funds	Number of opportunities for the faculty to be trained within each department. Collaboration between grade 9 and 10 faculty Outside Prof. Development
2) Continue with Understanding by Design- Curriculum Development Process a. Provide UbD Training for new staff b. Provide a standard UbD template c. Provide access to UbD storage space	2017-2020	Administration Curriculum Coordinators	None	Number of UbD units being created and stored in a systemic fashion each school year Preparation for NEASC visit – Fall 2020
3) Continue to monitor teacher and administrative training regarding SEI	2017-2020	Administration Director of Information Technology	None Share information with staff regarding training opportunities	Number of trained staff each school year

<p>4) Research evidence based programs/curriculum for substance intervention and prevention (New legislation) (An act relative to substance use, treatment, education, and prevention) Grade 9 Only</p>	<p>2017-2018</p>	<p>Westford Health Dept. /K-12 Wellness Coordinator, Asst. Supt., School Nurse, and Guidance Dept.</p>	<p>Time and funding for training and materials (Amount TBD-pursue available grants)</p>	<p>Completion of intervention program by the end of school year 2017-2018</p>
<p>5) Develop a series of suggested course sequences for a variety of potential careers/majors for student reference in the course selection process.</p>	<p>2017-2020</p>	<p>Guidance Dept.</p>	<p>None</p>	<p>Number of outlines available to students</p>
<p>6) Explore a bi-lingual literacy seal for students who are bi-lingual and to honor them with a seal at graduation</p>	<p>2017-2019</p>	<p>6-12 Foreign Language Coordinator, Members from the Foreign Language Dept.</p>	<p>None</p>	<p>Number of students awarded with this seal at graduation</p>

Massachusetts Education Reform Act School Improvement Goal:

#4 Enhancement of parental involvement
 #7 Extra curricular activities and academic support
 Other: Utilize technology to enhance local and global connections

Westford Public Schools Vision and Core Values:

#5 Fostering connections with local and global communities

Westford Academy School Improvement Plan Goal:

#2 Community relations – continue effective communication between school and home and community-at-large

Strategy	Time Line	Responsible Parties	Resources Required	Success Measures
1) Explore opportunities for the Westford Professional Community to share employment experiences with high school students in the classroom	2017-2020	Administration Faculty Local businesses	None	Number of classroom visits by business professionals (Entrepreneurship Model- RedHat and IBM & the Westford Business Assoc.)
2) Re-explore the option of broadcasting at athletic events, school concerts, and portions of theater arts productions	2017-2020	Athletic Director Theater Arts Director Visual Arts Curriculum Coordinator Westford CAT	Access to Westford CAT camera equipment Student volunteers Mark Miller share video of games during the day	Number of events/performances shared each year (New this spring, film and broadcast the Senior Scholarship Night)
3) Continue with opportunities for members of the Cameron Senior Center and other seniors within the Westford Community to attend a number of student performances at W.A.	2017-2020	School Council Members Cameron Senior Center Personnel	Transportation – (See Dee Bus)	Number of attended events by senior citizens

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Massachusetts Education Reform Act School Improvement Goal:

#3 Professional development plan to meet the school's goals

Westford Public Schools Vision and Core Values:

#1 Pursuing excellence in a learning community

Westford Academy School Improvement Plan Goal:

#3 Finance and Operations – develop and advocate for a budget, which accommodates for growth, addresses mental health concerns, addresses technology needs and supports a up-to-date facility.

Strategy	Time Line	Responsible Parties	Resources Required	Success Measures
1) Develop departmental budgets with curriculum coordinators/guidance director/instructional support specialists	2017-2020	Principal/Curriculum Coordinators	.2 FTE Foreign Language	Part time FTE Positions added to support new sections of Foreign Language (Spanish)
2) Continue to review and update the network infrastructure in support of the technology goal of 1:1 for all students	2017-2019	Town of Westford IT Dept. /Digital Learning Director (Mike Wells) (Julie Baudreau), Anne Millerick (WA)	Working with the Town of Westford IT Dept. and the Director of Digital Learning	Continuity/consistency of infrastructure performance based on added blue socket technology/decrease in the amount of “dead spots” first and second floor at W.A.
3) Capital Expenditures a. Track renovation with surrounding fence b. Restroom Facilities/Concession conversion c. Visitor Bleachers/Restroom facility within Alumni Stadium d. Stadium Lighting	2017-2020	Permanent Building Committee/Master Plan Committee	3) See Capital Plan/Master Plan	Town support for additional amenities/facilities at Alumni Stadium/WA Trustees Field
4) Explore less expensive AED units to purchase in order to meet the new state mandate for August 1, 2018	2017-2018	Athletic Director, Principal	TBD- Possible WA Trustee Gift or Westford Charitable Foundation	Number of new AED units at athletic events

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Massachusetts Education Reform Act School Improvement Goal:

#5 Health, safety, and discipline

#6 Welcoming school environment characterized by tolerance and respect

#7 Extracurricular activities and academic support

Westford Public Schools Vision and Core Values:

#3 Ensuring safety and well-being

Westford Academy School Improvement Plan Goal:

#4 Provide for the emotional, physical and intellectual well-being of students

Strategy	Time Line	Responsible Parties	Resources Required	Success Measures
1) Continue to refine the transition process for incoming 9 th graders a. Panel of faculty and staff meet with parents of incoming 9 th grade students to review concerns or questions connected to W.A.	2017-2020	Administration, Faculty, Guidance, MS Administration/Guidance	None	Less 9 th grade referrals to Student Support Services/Parent feedback to Guidance
2) Discuss the options of a later start time for high school students	2017-2020	Central Office Administration / High School Administration / School Committee W.A.	None	Do students perform better with a later start time at the high school level?
3) Explore opportunities to have more faculty and staff trained in the use of NARCAN (To provide support to our school community and/or visitors to our school community)	2017-2018	Administration/Westford Fire Dept.	Funding to purchase NARCAN units (Unit costs are \$36.00 each)	Number of faculty and staff trained at Westford Academy besides the athletic trainer and the school nurses

CHALLENGE SUCCESS PLAN-W.A. Stony Brook & Blanchard- group goal				
4) Establish a multi-stakeholder team comprised of students, faculty and parent members to reflect upon and examine the challenges, obstacles, and best practices needed to support the Westford Academy community of learners.	Fall 2016 COMPLETE	Principal Challenge Success Team	Challenge Success Membership	Meeting agendas and minutes
Administer <i>The Stanford Survey of Adolescent School Experiences</i> to assess students' perspectives on areas such as homework, extracurricular activities, sleep, physical health, stress, parent expectations, academic engagement, academic integrity, and teacher support.	Fall 2016 COMPLETE	Administration	N/A	Survey Participation
Collaboratively develop a vision and action plan for change informed by student survey results.	2016-2018 PARTIALLY COMPLETE	Challenge Success Team Westford Academy Faculty	N/A	Data-driven recommendations developed and presented to faculty
Disseminate information pertaining to student wellness and <i>Challenge Success</i> initiative to W.A. parents.	2016-2020	Principal Challenge Success Team	N/A	Identified resources, research-based strategies, PD opportunities, and community events Regular updates via School Council, Principal's newsletter
Provide opportunities for staff professional development aligned with Challenge Success initiative.	2016-2020	Administration Challenge Success Team	PD funds PD and/or meeting time	Identified resources, research-based strategies, PD opportunities Changes in programming and practice Increased knowledge and effective implementation of strategies

<p>Train member(s) of the Westford Academy Challenge Success Team at the annual Challenge Success Conference.</p>	<p>2016-2017 COMPLETE</p>	<p>Challenge Success Team</p>	<p>District funding</p>	<p>Member participation</p>
<p>5) Develop a system within the Guidance Dept. to ensure real time assistance for any student-in-need a. Place a folder on the door of each Guidance Counselor with a formal template and protocol for communication /share with entire student-body b. Guidance Dept. will visit Health classes and Wellness classes to explain communication procedures c. Train Peer Counselors to serve as first level of communication to a student-in-need when the guidance counselor is unavailable</p>	<p>2016-2020</p>	<p>Guidance Dept. Wellness Curriculum Coordinator</p>	<p>None</p>	<p>Number of referrals being filled in a more timely fashion within the Guidance Dept.</p>
<p>6) Training by the Anti-Defamation League on "Responding to hate and bias at School" for faculty and administration</p>	<p>2017-2020</p>	<p>Superintendent of Schools, Cultural Awareness Committee, Administration</p>	<p>Supported by Central Office</p>	<p>Ability for faculty and administration to handle difficult conversations connected hate and bias</p>