

2020/2021
Westford Academy
School Improvement Plan



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James P. Antonelli, Principal

School: Westford Academy
School Improvement Plan 2020-2021

School Advisory Council Members:

- | | | | |
|-----|------------------|--------------------|------------------|
| 1) | James Antonelli | Principal/Co-chair | Signature: _____ |
| 2) | Wendy Pechacek | Teacher | Signature: _____ |
| 3) | William Saunders | Teacher | Signature: _____ |
| 4) | Karen Benway | Community Member | Signature: _____ |
| 6) | Silas Mark | Parent | Signature: _____ |
| 7) | Clare O'Brien | Parent/Co-chair | Signature: _____ |
| 8) | Prisha Mark | Student | Signature: _____ |
| 9) | Alexandra Ryan | Student | Signature: _____ |
| 10) | Colin Hoar | Student | Signature: _____ |

School Improvement Plan Purpose

School Improvement Plans, as described by the legislation, are created to contain some or all of the following elements:

1. An assessment of:
 - The impact of class size on student performance
 - Student-to-teacher ratios
 - Ratios of students to other supportive adult resources
2. A scheduled plan for reducing class size, if deemed necessary
3. Professional development for the school's staff and allocation of any professional development funds in the school budget
4. Enhance of parental involvement in the life of the school
5. School safety and discipline
6. Establishment of a school environment characterized by tolerance and respect for all groups
7. Extra-curricular activities
8. Means for meeting, within the regular education programs at the school, the diverse learning needs of as many children as possible, including children with special needs currently assigned to separate programs
9. Any further subjects the principal, in consultation with the school council, shall consider appropriate

School Data

Provide a few key pieces of information/data that your SAC feels would be helpful to share. Some examples are:

-Student enrollment 1638 Freshman 382, Sophomore 423, Juniors 389, Seniors 444, PG 3

-Accountability status - Level I

-Class size average - 12:5:1

-Teacher-student ratio - 23:1

- Graduation rate (WA Only) 98%

CURRENT DATA- due to Covid-19 (As of October 22, 2020)

Hybrid Pod A students- 671 Remote Learning Academy Pod A-116

Hybrid Pod B students 599 Remote Learning Academy Pod B- 233

RLA Breakdown by grade: Grade 9- 93, Grade 10- 100, Grade 11- 91, Grade 12-65

Dual Enrollment Students- 14

2020 AP Distribution

Test Scores	Number of Scores	% Total Exams
5	436	46
4	310	33
3	162	17
2	38	4
1	5	1

Advanced Placement Profile:

Class of	2017	2018	2019	2020
Total AP Students	530	437	439	475
AP Scholars	143	188	195	197
Number of Exams	702	878	887	951
% Total of AP Students with scores of 3 or above	97.7	96.3	97.3	96.6

AP Courses Offered: Studio Art, Biology, Chemistry, Physics C-Mechanics, Environmental Science, Psychology, Calculus, Statistics, Computer Science, US History, European History, English Literature, French Language, Spanish, Language, German Language, Latin and Music Theory

Advanced placement courses are typically offered during the junior and senior year and students maximize their educational opportunities within the confines of the master schedule and graduation requirements. For students taking Advanced Placement courses in the 2020-2021 school year, the AP examination in May is optional.

Mission of the Westford Academy School Advisory Council

The mission of the Westford Academy School Council is to assist the principal in identifying the educational needs of our students, reviewing our school's annual budget and formulating and monitoring the School Improvement Plan.

School Year 2020-2021 (Dates)

October 15, October 22, November 19, 2020- January 14, March 18, April 8, May 8, 2021

Highlighted Goal

Goal 1 : Operations/Hygiene - Implement the safety guidelines as defined by the Operations and Hygiene Reopening Committees.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
Review and implement all necessary changes in both facility/operations organization as well as organization and structure of time in order to best support COVID-19 safety practices	Fall 2020 - Spring 2021	Principal/Deans WA Staff/ Guidance/ Nurses	DESE Reopening Guidelines and Updates WPS Reopening Plan Sanitization supplies Sanitization stations Signage PPE Air Purifiers Plexi Dividers HVAC evaluation & upgrades (ie. filters)	<ul style="list-style-type: none"> • Follow DESE guidelines for social distancing in all areas of school/classrooms/bus • Consult with Custodian Team on disinfecting/cleaning practices • Consult with School Nurses • Compliance with DPH & DESE COVID-19 requirements (mask wearing, social distancing) in school/classrooms/bus • Communication of COVID-19 information via email from the school nurse, district and town to staff and families • Revised arrival, dismissal procedures, and safety drill procedures • Revised attendance procedures • Consult with custodial staff on disinfecting/cleaning practices • Building checks; ongoing assessment of air quality, supply inventory • Classrooms set up in compliance with health & safety requirements • Establish Caring Room • Revised visitor procedures • Events & meetings such as Open House, parent conferences, SAC, faculty meetings held remotely • Ongoing staff, student, parent education

Highlighted Goal

Goal 2: Teaching and Learning - Implement the district wide Hybrid/Remote Learning Academy models as defined by the Teaching and Learning Reopening Committees.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
Adjust instructional practices and lesson planning to maximize the learning opportunities for all students in both the Hybrid and Remote Learning Academy models.	Fall 2020 - Spring 2021	Principal/ Deans/Staff	Student Devices (Chromebooks) Professional Development to support the Hybrid and Remote Model	<ul style="list-style-type: none"> ● Student pod placement keeps families together ● Creation of a student schedule that offers a blend of face-to-face, live remote, and asynchronous learning ● Class sizes adhere to occupancy and social distancing guidelines ● Student schedule offers both synchronous and asynchronous learning activities
<p>HIGHLIGHTED GOAL(S) NEASC Priorities- Collaborative Visit- November 1-2, 2018- Four Priorities:</p> <p>a) Develop and implement core values and a vision of the graduate</p> <p>b) Written Curriculum- in a consistent format (Pacing Guide with Stage II and Stage III- Understanding by Design model)</p>	<p>2019-2020</p> <p>In Progress</p> <p>Near Completion</p>	Steering Committee, Self Reflection Committee, and Administration, (Faculty input, parent input, student input)	Professional Development time	<p>Ability to respond to the recommendations in a timely fashion in preparation for the Fall 2020 Decennial NEASC Visit</p> <p>Measuring Success:</p> <p>a) Having an established set of core values and a vision of the graduate</p> <p>b) A completed set of UBD units for teachers to use and update each year</p> <p>c) More enhanced use of technology across all disciplines- survey students about usage</p> <p>More focus on the Google Platform and less on a variety of Learning Management Systems (LMS)</p>

<p>c) Use of technology across all curricular areas</p> <ul style="list-style-type: none"> • 1:1 use in the classroom to enhance teaching and learning • Limit the number of Learning Management Systems in place. Focus on Google Platform for consistency purposes and less stress for students 	<p>Near Completion</p>			<p>d) Amount of time allotted or collaboration during the school day and during professional development</p>
<p>d) Collaborative Planning</p> <ul style="list-style-type: none"> • Find time during the school day for collaboration. Teachers teaching similar classes need time share ideas • Find time beyond the school day for collaboration or during professional development time 	<p>In Progress</p>			

Highlighted Goal

Goal 3 : Social Emotional Adjustment - Implement the strategies and Toolkit as outlined by the Social Emotional Adjustment Reopening Committee.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
Utilize data from the Panorama surveys to address the social emotional needs of staff and students	December 2020 – June 2021	Principal/AP/ Guidance/Staff	Panorama Dashboard	<ul style="list-style-type: none"> • Review of the Panorama Playbook and modeling lessons during Faculty and Curriculum Meetings. • Implementation of Panorama Lessons based on survey feedback.
Fostering Resilient Learners - Strategies for Creating a Trauma-Sensitive Classroom (SEL Related)	November 2020 - June 2021	Principal/AP District Level Colleagues	Online Resources from Teacher Toolkit, consult with SEL Reopening Committee	<ul style="list-style-type: none"> • Teachers will continue to build a toolbox of strategies to help address students who are having a challenging time within the school day. • Creation of a common language to address students who are experiencing trauma or difficulties with self-regulation.
<p><u>HIGHLIGHTED GOALS</u></p> <p>6) Revisit the Challenge Success Survey three years later to see if Challenge Success strategies have influenced the social and emotional well-being of students in grades 9-12 (Social Emotional Learning SEL)</p>	2019-2020 In Progress (New)	Administration	Grant from the Westford Academy Trustees of \$6000 to pay for the follow up survey	<ul style="list-style-type: none"> • Analyze data to see if sleep has improved/homework has improved with new homework policy, etc. • Identify new areas to address based on the survey results

Highlighted Goal

Goal 4: Diversity, Equity, and Inclusion - Promote a school environment characterized by tolerance, respect, and safety.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
Continue to support implementation of A World of Difference (AWOD) student and staff trainings	Fall 2020 - Spring 2021	Principal/AWOD Advisors Faculty & Staff	Faculty meeting/PD time	<ul style="list-style-type: none"> • Staff training • Faculty meeting discussion • Student & staff feedback
Participate in District wide DEI Committee and BAR-WE (Review School Mascot)	October 2020-June 2021	Administration/ Staff Principal/School Mascot Committee	None	<ul style="list-style-type: none"> • Teacher representation on committees • Updates and resources shared with staff, families, and students via faculty meetings, email, newsletters