

2023-2024

Westford Academy

School Improvement Plan



30 Patten Rd.

Westford, MA 01886

978-692-5570

wa.westfordk12.us

James P. Antonelli, Principal

School: Westford Academy
School Improvement Plan 2023-2024

School Advisory Council Members:

1)	James Antonelli	Principal	Signature: <i>James Antonelli</i>
2)	Lauren Clark	Teacher	Signature: <i>Lauen Clark</i>
3)	Kristin Morris	Teacher	Signature: <i>Kristin Morris</i>
4)	James Geraghty	Community Member	Signature: <i>James Geraghty</i>
6)	Silas Mark	Parent	Signature: <i>Silas Mark</i>
7)	Mark House	Parent	Signature: <i>Mark House</i>
8)	Christine Schurman	Parent	Signature: <i>Christine Schurman</i>
9)	Rory Li	Student	Signature: <i>Rory Li</i>
10)	Sahil Dua	Student	Signature: <i>Sahil Dua</i>
10)	Mia Votano	Student	Signature: <i>Mia Votano</i>
10)	Robert Ware	Dean	Non Voting Member

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

Westford Academy 2022-2023

-Student enrollment 1571 Freshman 353, Sophomore 370, Juniors 377, Seniors 422 UNG, 2

-Accountability status - Level I

-Class size average - 12:1

-Teacher-student ratio - 23:1

- Graduation rate - 98%

Post Secondary Plans 2022				
Class of	2019	2020	2021	2022
4 Year College	91%	93%	86%	93%
2 Year College	6%	3%	8%	2%
Employment	1%	2%	2%	1%
Military/Other	2%	2%	4%	4%
Mean SAT Scores				
Class of	2019	2020	2021	2022
# Tested	415	400	173	323
EBRW	618	620	655	625
Math	635	637	678	644

Mean ACT Scores				
Class of	2019	2020	2021	
# Tested	195	142	68	
Composite	26.9	28.0	29.5	
National Merit Scholarship Results				
Class of	2019	2020	2021	2022
Commended Students	49	39	27	30
Semifinalists	10	10	12	14

2022 AP Distribution

Test Scores	Number of Scores	% Total Exams
5	368	41%
4	254	28%
3	176	20%
2	68	8%
1	23	3%

Advanced Placement Profile:

Class of	2019	2020	2021	2022
Total AP Students	439	475	407	448
AP Scholars	195	197	187	182
Number of Exams	887	951	818	889
% Total of AP Students with scores of 3 or above	97.3	96.6	93.37	89%

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 2022-2023 (Dates)

October 20, 2022, December 1, 2022, January 19, 2023, February 16, 2023, April 6, 2023, April 27, 2023

Goal 1 : Infuse our equity work into the heart of what we do which is working with children via our curriculum and instruction. In addition, continue to work on the four recommendations as outlined by the New England Association of Schools and Colleges (NEASC), which was completed on March 24, 2020.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
1) Find more ways to celebrate the diversity (DARBA, Chinese/Lunar New Year, etc.)	Annually	Co-curricular Activity Advisors/Students, W.A. Administration	School Facilities	Number of events hosted each year connected to a variety of diverse backgrounds
2) Provide more opportunities for professional development connected to equity (UDL) (PBL)	Annually	Central Office, Curriculum Coordinators, School-based administrators	A school calendar that supports a variety of professional development opportunities	Quality P.D. that impacts teaching and learning, which leads to improved student performance and a sense of belonging
3) Provide opportunities to create Professional Learning Community (PLC) to increase access to resources	2023-2025	Administration, Curriculum Coordinators	Create time during the school day for PLC's to meet	Improved collaboration in with the school building

4)NEASC Priorities-Decennial Visit (Four Priorities) Progress Report June 2023	1 st Progress Report Due June 1, 2023		Annual Fee	
a) Develop and implement core values and a vision of the graduate	Next is a 3-Year Progress Report a-d are ongoing activities connected to the accreditation visit	Steering Committee, Self-Reflection Committee and Administration, (Faculty input, parent input, student input)	Time	a) Having an established set of core values and a vision of the graduate
b) Written Curriculum- in a consistent format (Pacing Guide with Stage II and Stage III- Understanding by Design model)	Annually	Administration, Curriculum Coordinators, Faculty	Time to update UBD units	b) A completed set of UBD units for teachers to use and update each year
c) Use of technology across all curricular areas • 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	Annually	Administration, Curriculum Coordinators, Central Office	Central Office Professional Development Funding/Plan	c) More focus on the Google Platform and less on a variety of Learning Management Systems (LMS)

d) Collaborative Planning • 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		Administration, Curriculum Coordinators	Dedicated time during the day for teachers to collaborate	d) Amount of time allotted for collaboration during the school day and during professional development
5) DEI Work- Utilize the training and professional development offered by Dr. Mirko Chardin a) Engage in thoughtful conversations with students and staff b) Educate faculty and staff in how to handle difficult conversations c) Learn how to understand bias and explore ways to eliminate bias d) Review existing Panorama Data and develop goals based on the results		Administration, Director of Equity, Curriculum and Instruction	Building based Professional Development time for building principals to hold site-based faculty learning opportunities connected to DEIB	Pre and Post survey students and staff regarding DEI work. Looking for trends where the faculty feels safe to engage thoughtful conversations and where survey results show that students feel they are in a safe learning environment and a sense of belonging. (Panorama results March 2022 and March 2023)
6) Expand voice and choice in students' experiences within the existing offerings or add to the breadth of offerings/activities		Administration, Curriculum Coordinators		Increased learning opportunities for students

while developing options for more project-based learning				
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SIP Elements Addressed (1-9) - 3, 4, 8

SDIP Elements Addressed - 1, 1.2, 1.3

Goal 2: Assess our organizational structures to ensure equitable learning environments for all of our students

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
1) Advocate and implement a change in school start times	2023-2025	Superintendent School Committee, WA Administration	Financial Forecast 2023-2025	School start time changed for the school year 2024-2025
2) Rebuild the operating schedule for the school system. Create a ½ day once every other week to create Professional Learning Communities for all schools	2024-2026	Superintendent School Committee, WA Administration	Financial Forecast 2023-2025	A new school calendar that builds in a system for sustained professional development

SIP Elements Addressed (1-9) - 8

SDIP Elements Addressed - 2.1, 2.2, 2.3

Goal 3 : Prioritize mental health and wellness for all of our students and staff by exploring strategies to minimize academic and social emotional “pressure valves” that negatively impact performance

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
1. Utilizing strategies from UDL to provide a variety of assessments to check for mastery of learning. Examples: project based, oral presentations, written, computer-based, podcast, etc.	2023-2024	Central Office, WA Administration	Collaboration time	An increased number of assessments to check for mastery of learning. Examples: project based, oral presentations, written, computer-based, podcast, etc.
2. Survey students, faculty and families to better understand where student pressures come from during the year (Panorama March 2022, March 2023 data)	2023-2024	WA Administration	Communicate with other high schools to see if a survey is available	Produce recommendations from what we take away from the survey
3. Utilize existing data from a universal mental health screener	2023-2025	WA Administration, School Counseling Department	Cost associated with selected screener and direct services	Number of referrals to outside mental health providers
4. Explore introducing a Therapy Dog to Westford Academy	2023-2024	WA Administration, School Social Worker	Grant, School Choice Funds	The introduction of a Therapy Dog to our school community to support the social and emotional well being of students throughout our school

SIP Elements Addressed (1-9) - 1, 3

SDIP Elements Addressed - 1.2, 3, 3.1

Goal 4: Collaborate with Town partners to support goals specifically outlined in the [Westford's Climate Roadmap](#) authored by the Clean Energy and Sustainability Co.

Strategy	Timeline	Responsible Parties	Resources Required	Success Measures
1. Research ways to utilize solar power on the roof of Westford Academy to support the amount of power required each school day	2022-2024	Westford Academy Administration	Access to information connected to monthly electric expenses. Access to building plans to support the exploration of solar panels on the high school roof.	Solar panels installed on the roof of the high school and a decreased expenditure for the WPSS due to the use of solar power
2. Utilize produce from the Giving Gardens in the cafeteria	2022-2024	Consultants from the Giving Gardens Organization, Principal, Cafeteria Manager	Original funding by the Westford Academy Trustees	Amount of fresh produce used in the school cafeteria from the Giving Gardens
3. Use WPSS Feasibility Study to build "healthy facilities", reducing food impact	2022-2024	Superintendent of Schools, SMMA Consultants	Cost of study	Furniture purchased to assist with a healthier school building, look at= food waste
4. Explore curriculum opportunities for classes connected to sustainability	2023-2026	WA Administration	Staffing	New course(s) at W.A. connected to sustainability

SIP Elements Addressed (1-9) -6, 8

SDIP Elements Addressed - 2, 2.1, 2.2

