

2019 – 2020 School Improvement Plan

School/Department Name: Lenox Memorial Middle and High School

Mission Statement: Lenox Memorial Middle and High School cultivates critical and creative thinking, literacy, and social responsibility within a nurturing environment; we value integrity and the pursuit of excellence.

Core Values:

Academic Expectations

- Demonstrate effective communication and reading skills
- Engage in critical and creative thinking
- Use technology appropriately
- Access, analyze and critically apply informational resources
- Examine issues from a global perspective
- Exhibit academic integrity

Social Expectations

- Demonstrate integrity by acting truthfully and honorably
- Show respect for themselves, others, and property
- Strive to enrich themselves, the school, and the greater community
- Accept responsibility for their decisions and their actions

Theory of Action (“If...then” statement): If LMMHS cultivates creative and critical thinking, literacy and social responsibility, all within a nurturing environment for our students; then all students will succeed in their pursuit of excellence with integrity.

- **Goal #1: Utilize TeachPoint Evaluation Software:** LMMHS teachers will collaborate with administration on the implementation of TeachPoint, the computer-based evaluation database to guide instructional practice and to manage observations, teacher and staff evaluation documents, and deadlines in order to foster collaboration, manage growth and performance, and strengthen teacher and staff development.

If we use data to guide teacher effectiveness and increase teacher/administrator collaboration; then we can create targeted instructional improvements that will increase our students' academic success.

Action Items	Timeline	Staff Responsible	Measurable Outcomes
Train administrators and teachers.	Aug-Sept. 2019	Admin, IT, teachers	Teachers will have understanding of software and data review.
Establish a schedule of teacher meetings.	Oct-Nov 2019	Admin. Assist., Teachers, Principal	Schedule with recorded dates.
Establish a routine of classroom visits.	Oct 2019 – March 2020	Admin, Teachers	Visit data collection in TeachPoint, Admin to teacher communication.
Schedule data review and data teacher meetings.	March 2020	Admin	By May 15, 2020 meeting log will be produced.
Complete Evaluations with meetings that detail targeted improvements.	Spring 2020	Teachers, Admin	Increased student performance and growth in all students. Increased teacher confidence in teaching and learning.
Continue to review best practice in teacher evaluation.	June 2020 and beyond	Admin, Dept. Chairs, Teachers	Fine-tuned common language around improved teacher effectiveness.

Goal # 2: Guidance Advisor Committee: LMMHS Administration and Leadership team will collaborate with students, faculty, and parents/guardians with a review of the LMMHS graduation requirements to redirect a better alignment with the state recommended MassCore and Federal Accountability requirements while developing a process to support students, faculty and parents to become more competent in providing career experience and a focus on pursuit of excellence.

If the students, faculty, staff and parents/guardians increase their understanding of career and college readiness, learning and support; then we will be able to meet their needs of all students and equip our learning community to better overcome obstacles in the pursuit of excellence both socially and academically.

Action Items	Timeline	Staff Responsible	Measurable Outcomes
Accountability Data analysis.	Sept. Oct. 2019	Admin and guidance staff	Identify outcomes along with strengths and weaknesses.
Collect DESE Recommendations and distribute and analyze.	Oct. 2019	Admin, Dept. Chairs and guidance staff	Create a document of goals to accomplish for the guidance advisory.
Form committee membership and meeting dates.	Nov. 1, 2019	Guidance staff and Admin	Set meeting dates and agenda items.
Discuss the present and moving toward the future.	Nov.2019 - Jan. 2020	Guidance advisory.	Developed common language in regards to the academic requirements and career experience that will count toward a Lenox diploma.
Changes reflected in the program of studies for the 2020-2021 school year	Feb. 2020	Guidance staff.	All students will find the pathway to college or career with a feeling of inclusiveness.

Goal # 3: Community Out-Reach and Recognition: The LMMHS Community will increase collaboration and pride by providing meaningful out-reach and recognition experiences through the focus on renewing the Athletic Hall of Fame and updating the banners in the gym.

If, as an outstanding educational institution, we develop best practices of community out-reach and recognition; then we will be increasing recognition and pride within the past and present members of the LMMHS community.

Action Items	Timeline	Staff Responsible	Measurable Outcomes
Advertise the formation of a volunteer Lenox Athletic Hall of Fame Committee.	October 2019	Admin and AD	Volunteer Committee Posted
Set meeting schedule and tentative agenda.	October 2019	Admin, AD, Committee	Meeting schedule and tentative agenda topics.
Set Vision, Mission and Procedures of nomination into the Lenox Athletic Hall of Fame.	Nov. & Dec 2019	Admin, AD, Committee Members	Lenox community will be notified of the Vision, Mission and Procedure to Nominate community members for induction into the Hall of Fame.
Plan to review and solicit nominations for induction into the Lenox Athletic Hall of Fame.	Jan. & Feb. 2020	LAHF Committee	Create a press release to inform the community of the nomination process. Begin to review nominations.
Plan a formal induction ceremony.	Spring 2020	LAHF Committee	2020 Induction Ceremony will be advertised.

Goal # 1:

Actions taken- progress toward outcomes:

Goal # 2:

Actions taken-progress toward outcomes:

Goal # 3:

Actions taken-progress toward outcomes: