



**APS SCHOOL MANAGEMENT PLAN
PROGRESSIVE PLAN FORMAT
SY: 2021-2022**

**Performance Priorities and Actions to be Taken to
Address Student Achievement
2018-2024 APS Strategic Plan**

Department: Wakefield High School

School Principal: Chris Willmore

PERFORMANCE PRIORITIES (Based on Summative Performance Data)	ANNUAL PERFORMANCE GOALS	ALIGNMENT WITH STRATEGIC PLANNING GOALS	ACTIONS TO PRIORITIES (Align Action Steps with Timeline, Responsible Parties and Anticipated Evidence)	TIMELINE FOR ACTIONS	RESPONSIBLE PARTIES (Be Specific)	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL (Progress Monitoring at 30, 60, 90 and 120 Days)
Student Social-Emotional Well-being	<p>80% of students will be able to identify at least 1 staff member with whom they have a positive connection</p> <p>40 currently trained staff members will participate in a refresher training session and at least 20 new staff members will be fully trained and will participate in the Summer 2022 9th Grade Home Visit Program</p>	Student success and well-being	<ol style="list-style-type: none"> 1. Weekly SEL activities through Warriors' Period. 2. Counseling presentations in classrooms. 3. Teachers incorporating SEL activities, mindfulness, and other similar strategies into their instruction. <p>Training sessions will be offered in spring 2022 to support the resumption of the Summer 9th Grade Home Visit Program. This program did not take place in the summer of 2020 or 2021 due to the pandemic.</p>	<p>On-going throughout the year</p> <p>Spring 2022</p>	<p>Warriors' Period SEL Team</p> <p>Administration</p> <p>Counseling</p> <p>Home Visit Plannign Team</p>	<p>In October, 57% of students strongly agreed/agreed with the statement "I have a trusted adult in the building who I can talk to when I am having trouble managing my feelings." Through the course of the year, we expect to see that number increase.</p> <p>At least 60 staff members will be trained to conduct home visits in summer 2022.</p>

PERFORMANCE PRIORITIES (Based on Summative Performance Data)	ANNUAL PERFORMANCE GOALS	ALIGNMENT WITH STRATEGIC PLANNING GOALS	ACTIONS TO PRIORITIES (Align Action Steps with Timeline, Responsible Parties and Anticipated Evidence)	TIMELINE FOR ACTIONS	RESPONSIBLE PARTIES (Be Specific)	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL (Progress Monitoring at 30, 60, 90 and 120 Days)
Writing Skills	80% of students will be able to write a well-structured essay as measured by a common rubric for the ELA and Social Studies PBA.	Student Success and Well-Being	<p>PLCs within the ELA and Social Studies departments will engage in professional learning related to PBAs and MasteryConnect.</p> <p>Teachers will incorporate writing and vocabulary strategies developed for the Wakefield Literacy Initiative in 2014.</p> <p>The Revisioning Senior Project PLC will meet throughout the year to redesign the Senior Project course and identify ways to incorporate research and thinking skills into other courses and curricula.</p>	The PLCS will meet for at least 6 hours of Professional Learning time between Dec 2021-March 2022.	<p>ELA and Social Studies teachers and Special Education and EL co-teachers in these subjects. Members of the Revisioning Senior Project PLC</p> <p>Administration</p>	Anecdotal evidence indicates that many students, especially 9th and 10th grade students, struggle with writing a well-organized paragraph. As ELA and Social Studies teachers learn more about PBAs and begin to assess student writing using the established rubric, we will see student growth.
Math Literacy	80% of students in Algebra I will pass the class and the Algebra I SOL in June 2021	Student Success and Well-Being	<p>The math department chair, content lead teachers, the Special Education department chair, the EL department chair will work closely with the Algebra I, and Algebra I Part II teachers to identify gaps in students' math knowledge and skills, develop intervention opportunities, and create assessments focusing on essential knowledge for the courses.</p> <p>Professional learning opportunities within APS and through outside organizations will be provided to Algebra I and Algebra I, Part II teachers, co-teachers, and instructional assistants.</p>	On-going throughout the year.	Math, EL, and Special Education department chairs, Math content lead teacher, Dr. Willmore (as supervisor of the Math department)	Objective tests and other assessments will identify student's understanding of the curriculum by objective, allowing for targeted interventions and remediation. In MP 1, 33% of the grades earned by students in Algebra I were either a D or and E; in Algebra I, Part II, 11% of the grades were either a D or and E.

PERFORMANCE PRIORITIES (Based on Summative Performance Data)	ANNUAL PERFORMANCE GOALS	ALIGNMENT WITH STRATEGIC PLANNING GOALS	ACTIONS TO PRIORITIES (Align Action Steps with Timeline, Responsible Parties and Anticipated Evidence)	TIMELINE FOR ACTIONS	RESPONSIBLE PARTIES (Be Specific)	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL (Progress Monitoring at 30, 60, 90 and 120 Days)
Equity	<p>The Equity Team will use the LEAD Tool to identify strengths and opportunities for growth in terms of creating a more equitable environment at Wakefield</p> <p>Develop a mentoring and academic support program for male students who are struggling academically and behaviorally</p>	<p>Student Success and Well-Being</p> <p>Engaged Workforce</p> <p>Student Success and Well-Being</p>	<p>The Equity Team has created sub-committees that will focus on the following priorities identified by the Team:</p> <ul style="list-style-type: none"> -Self-Reflection and growth for equity -Construct and enact an equity vision -Develop organizational leadership for equity -Collaborate with families and communities -Foster an equitable school culture -Communications -Training and onboarding <p>Identify students through staff referrals, parent referrals, student self-referrals.</p> <p>Develop program using research-based best practices</p> <p>Identify staff members who would be willing to serve as a mentor for a small group of students.</p>	<p>Identify priorities in Fall 2021</p> <p>Sub-committees meet Dec-May 2022</p> <p>Develop program, Identify students and mentors Dec 2021</p>	<p>Equity Team Members</p> <p>Counselors, administrators, student support staff</p>	<p>Meeting minutes. Program revisions, development, etc.</p> <p>Student participation in program</p>
Student and Staff Safety and Well-Being	For the SY 21-22 school year, health standards and mitigation strategies will be implemented to ensure a safe and healthy learning environment for students and staff.	Student Success and Well-Being	Enhance opportunities for students to access outdoor lunch options; Work closely with Emergency Management Office and School Health to identify positive COVID cases; Conduct Contact Tracing; Implement recommended safety mitigation strategies; Display visuals of expected safe practices; Communicate with staff, students and families on regular basis on safety guidelines, close contacts.	On-going through-out the year	Administrative team	Minimal cases of in-school transmission of COVID-19.