





# Plymouth North High School

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School Improvement Plan  
2022-2025

*2024 Plan Update*



# SIP GOALS: PNHS 2022-2025 & Strategic Plan Alignment

## PNHS SIP GOALS 2022-2025:

1. **IDENTIFY AND IMPLEMENT TRANSITION GOALS:** Develop school-wide transition goals for each grade and post-hs that will allow for learning growth academically, personally and socially.
2. **REACH ALL STUDENTS:** Develop opportunities for increased equity, access & voice for *all* our students with different learning and personal backgrounds so they can reach their full potential.
3. **INCREASE STUDENT ENGAGEMENT:** Develop common strategies, programs and plans to help re-engage our students with school culture, academics and emotional supports to feel safe in taking risks to enhance their high school experience and improve their learning growth.

## PPS STRATEGIC PLAN 2022-2025:

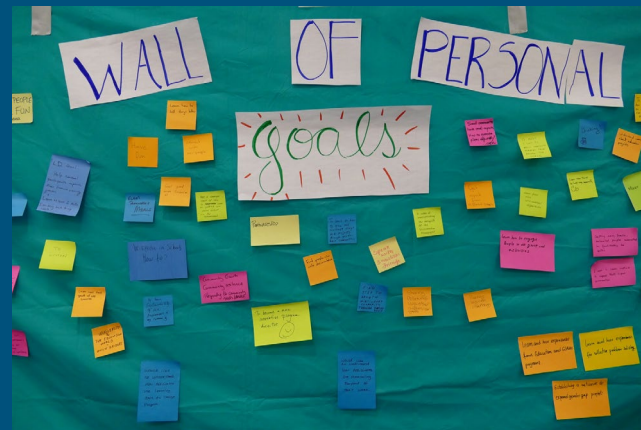
1. **ACADEMIC ACHIEVEMENT:** Improve the outcomes of all learners through an inclusive and equitable education.
2. **SOCIAL EMOTIONAL WELLNESS:** Develop and implement a network of social and emotional support for all learners
3. **FAMILY & COMMUNITY ENGAGEMENT:** Engage all stakeholders to support the success of all students.
4. **EQUITY, DIVERSITY, INCLUSION & BELONGING:** Create and support a Learning Community that recognizes and embraces diversity and talents of all people.

# Goal 1: Identify & Implement Transition Goals

## *Developing a PNHS Vision for Graduates founded in a Growth Mindset*

### Action Steps 2022-2025:

- Review and Refine Freshman Academy Transition Goals:
  - Review “**Deep Thinking**”, “**Self-Advocacy**” and “**Organization**” as Freshman Goals
  - Enhance and Refine Progress Reports, Programs and Policies
- Develop Goals and Programs around **Transition Goals for Grades 10-12**.
- Create a **common template that links transition goal skills** with every department, course and unit at PNHS to publicize to parents
- Develop a **school wide vision for our graduates** that ties into an Advisory Program
- Create a **4-year capstone program** that allows students to self-reflect on Mastery, Identity, Creativity and growth on Transition Goals each year.



### Key Input on Setting this Goal:

- *Review and Modify the Core Values, Beliefs & Learning Expectations based on your Vision of the Graduate based on research and multiple data sources*  
*-NEASC Report Recommendation*
- *47.5% of Parents in our Survey believe PNHS focuses on Learning Growth over Work Production.*

# 2023-2024: Goal Development & Implementation: COMMUNITY, PROFESSIONALISM, RESILIENCE

## PNHS Transition Goals

### Our Goals for Students at Plymouth North

GOALS: The aim or desired result that we hope students will achieve.

SKILLS: The building blocks of expertise to achieve goals.

	<b>Goal 1: Community</b>	<b>Goal 2: Professionalism</b>	<b>Goal 3: Resilience</b>
	<u>Community</u> : a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.	<u>Professionalism</u> : the skill, good judgment, and polite behavior that is expected from a person who is trained to do a job well	<u>Resilience</u> : the capacity to recover quickly from difficulties; toughness
<b>Grade 9</b>	Our goal is for Freshmen to be active participants in their <b>class</b> community.	Our goal is for Freshmen to develop <b>organization and time management</b> skills.	Our goal is for Freshmen to identify and implement strategies to <b>self-advocate</b> .
<b>Grade 10</b>	Our goal is for Sophomores to be active participants in their <b>school</b> community.	Our goal is for Sophomores to exhibit professionalism in <b>communicating</b> with others.	Our goal is for Sophomores to <b>recognize struggle</b> and identify solutions.
<b>Grade 11</b>	Our goal is for Juniors to be active participants in their <b>civic</b> community.	Our goal is for Juniors to apply professional skills to meet <b>high academic</b> expectations.	Our goal is for Juniors to take risks to <b>deepen and expand thinking</b> .
<b>Grade 12</b>	Our goal is for Seniors to take a <b>leadership</b> role in serving their community.	Our goal is for Seniors to demonstrate professionalism to <b>achieve post-secondary goals</b> .	Our goal is for Seniors to <b>exhibit confidence in applying strategies</b> to overcome challenges.
Skills to Develop that Will Help Achieve Goal	*Community Service* *Cultural Awareness* *Commitment to Others* *Civic Involvement* *Social Responsibility* *Acceptance* *Self Awareness* *Kindness*	*Professional Email Etiquette* *Professional Communication* *Being Dependable* *Following through on Commitment* *Being Organized* *Developing Resumes* *Appropriate Social Skills* *Meeting Deadlines* *Resourcefulness*	*Grit* *Growth Mindset* *Taking Calculated Risks* *Self-Confidence* Perseverance* *Self-Identify Strengths & Weaknesses* *Critical Thinking* *Problem Solving* *Positive Response to Constructive Criticism*

# Year Two: Initial Lessons School Wide

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- Publish Goals: Craft and Publish School-Wide document outlining which transition goals are incorporated into every unit of every course in every department.
- Initial Lessons for Students: Begin to identify curriculum, lessons and plans to implement an Advisory curriculum that teaches and assesses student growth on Transition Goals of “Community”, “Professionalism” and “Resilience”. Freshman Advisory & Advisory Visits.

# Year Three: Lessons School Wide

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- Redesign Advisory for Transition Goal Lessons: Begin to identify curriculum, lessons and plans to implement an Advisory curriculum that teaches and assesses student growth on Transition Goals of “Community”, “Professionalism” and “Resilience”. Model sample lessons for feedback and review.
- Senior Capstone Reflection: Design and Implement Capstone Activity for Seniors to reflect on and express growth on transition goals during their high school career & apply to real-world learning.

# Goal 2: Reach ALL Students

## *Inclusion, Equity for Diverse Students & Learning Growth at ALL levels*

### Action Steps 2022-2025:

- Create formal and informal opportunities to review data to identify trends that will **support students at-risk**.
- Implement new programs to allow **increased access and voice for diverse students**.
- Use data and input to develop targeted formal programs specifically designed to help **support underperforming student subgroups to improve learning growth**.
- Find resources, provide professional development and implement strategies school-wide to help **improve our curriculum, policies and instruction for students at all learning levels**.
- Develop programs and opportunities for teacher collaboration to **improve learning growth for CP1 and CP2 level students** to help them thrive at PNHS.



### Key Input on Setting this Goal:

- *Ensure that teachers adjust their instructional practices to meet the needs of each student... strategically differentiating, purposefully organizing group activities and providing additional support and alternative strategies*  
*-NEASC Report Recommendation*
- *39% of Parents in our Survey believe PNHS is aware of their children's unique talents and achievement, and 31% are undecided.*



# 2023-2024: Expand Student Voice and Data Team

## ACTION

Create formal and informal opportunities to review data to identify trends that will **support students at-risk**.  
Implement new programs to allow **increased access and voice for diverse students**.

New systems for regular review of school wide data weekly, monthly & term based by DHs and Administrator for trends. Increased involvement of students during school time for voice and input of perspective. Training and development for teacher-led data team.

**Expand the Equity and Justice Committee** to provide faculty advisor Common Planning Time during K Block and provide student volunteers in-school meeting time to join

THANK YOU BRITTANY, TONY & KELSEY! Provide planning and development time for key staff members running the Equity and Justice committee weekly via K Block. Allow committee leaders to expand meetings to include student volunteers during K Block meetings as a school club for Equity and Justice.

Find resources, provide professional development and implement strategies school-wide to help **improve our curriculum, policies and instruction for students at all learning levels**.

Faculty-wide professional development offerings reviewing Special Ed and EL processes, providing Special Ed and EL strategies to use building wide and opportunities for cross-department conversations on best practices. Faculty-wide PD session in inclusive practices and improving perspective on the diversity of students at PNHS.

# Year Three: Programs to reach *all* students

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- Improve & Implement Policy based on Formal Data Team Feedback: Implement building wide strategies and programs to review scheduling, practices and policies based on data trends.
- School-Wide Program to Improve Inclusion and School Experience: Implement student-led school-wide workshops or experience to provide perspective on diverse students and inclusive practices for all students and staff.
- Identify & Implement Inclusive Practices: Implement specific practices and strategies that particularly respond to issues raised in data and feedback that improve instruction, culture, learning growth and inclusion.

# Goal 3: Increase Student Engagement

## *Getting Back to Deeper Learning and Social/Emotional Success*

### Action Steps 2022-2025:

- Review and Redesign our **school wide beliefs** and our vision for what our graduates will be, codify that set of beliefs and broadcast them.
- Work to implement programs and adjust strategies and protocols to help **re-engage students with expectations of a typical academic school year.**
- Provide increase **social/emotional and mental health supports** in our resources, staff and schedule to improve student success.
- Develop programs and strategies for **improved school attendance, extra-curricular engagement and grit.**
- Allow for collaborative time for teachers to improve engagement in their classes and with the content in their course around **mastery, identity & creativity.**



#### Key Input on Setting this Goal:

- *Use the school's core values, beliefs and learning expectations to drive the school's curriculum, instruction and assessment in every classroom and to guide the school's policies, procedures, decisions and resource allocations.*  
*-NEASC Report Recommendation*

*Mental Health (#1) & Academic Support (#2) were the most common post-pandemic needs noted in the 2022 Parent Survey*

# Year Two: Increase Student Engagement

- Engagement Continuum: Implement PD and Practices around the three tenets of “Engagement Continuum” to help support planning and instruction to move students from “Participation” in to “Driving” their learning.
- Peer Observations: Create formal opportunities for teachers to conduct peer observation of each other’s classroom with guided post observation feedback and collaboration time.
- Formative Assessment: PD, Practices and Strategies that create a building culture of developing formative assessment and using that data in crafting and revising lessons to improve our instruction to meet the needs of student learning growth

# Year Three: Planning & Collaboration

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- Use of Formative Assessment in Lesson Planning: PD, Collaborative time and PLC time focused on using Formative Assessment data in lesson planning to improve engagement and improve learning growth.
- Team Tours: Expansion of formal, scheduled, non-evaluative tours of classrooms with cross-disciplinary administrators, department heads and teachers to create common understanding of school-wide learning expectations, facilitate discussions on trends in teaching and learning, and share best practices across departments to improve student engagement and learning growth.

# PNHS Implementation March, 2024 - March, 2025

## *This Year's Action Plan:*

### GOAL 1: IDENTIFY AND IMPLEMENT TRANSITION GOALS:

- *Publish Transition Goals: Community, Professionalism & Resilience and course connections.*
- Create Advisory Lessons to teach skills to build Transition Goal achievement
- Begin to develop *Senior Capstone* on reflection of goals and personal growth

### GOAL 2: REACH ALL STUDENTS:

- Develop *Data Team* findings and possible solutions to implement targeted programs to support at-risk students
- *School-Wide Program* for all staff and students to improve inclusive culture
- Develop in-school programs to provide *voice* to improve access to learning and culture for diverse and at-risk students

### GOAL 3: INCREASE STUDENT ENGAGEMENT:

- Expand Team Tours to create consistency and share best practices around improved engagement and learning growth
- Implement common building-wide strategies for using *formative assessment* and using the data to improve instruction

# Developing a PNHS where:

- Students *personalize* their learning.
  - Students *reflect* formally both on content growth **AND** personal growth.
  - **ALL** students feel a sense of *belonging* and at home at PNHS.
  - Every type and level of learner believes they can *succeed and achieve* more than they did yesterday.
  - Our students have the supports and resources to fully engage with a *well rounded high school experience*.
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