



Oxford High School
School Improvement Plan
2019-2020

Theory of Action: *If we build a professional learning community committed to the continual improvement of the instructional core and the systems and supports necessary for student success based upon the systematic use of data then ALL students will graduate from Oxford High School College and Career ready to successfully continue their education without the need for remedial or developmental coursework, join the world of service or secure gainful employment in the workforce.*

Objective 1: *To develop a vision of the graduate that includes the attainment of transferable skills, knowledge, understandings, and character necessary for future success.*

Initiative 1.1: Develop a written vision of the Oxford Public Schools graduate

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Winter 2020 Update
<p>1.1.1: Develop and publish an electronic survey to collect data from key stakeholders on their vision of the OHS graduate. (students, parents, OXPS faculty and staff, School Committee, community members, local businesses, etc.)</p>	<ul style="list-style-type: none"> • Principal • Assistant Principal • School Council members • NEASC Steering Committee 	<ul style="list-style-type: none"> • The OHS core values, beliefs, and learning expectations as well as 21st Century learning expectations will be reviewed in September 2019 • Survey developed by late October 2019 • Survey is published in November 2019 	<ul style="list-style-type: none"> • September 2019- November 2019 	<ul style="list-style-type: none"> • Useable data to help create a written vision of the graduate 	



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<p>1.1.2: A written vision of the graduate will be developed</p>	<ul style="list-style-type: none"> • Principal • Assistant Principal • School Council members • NEASC Steering Committee 	<ul style="list-style-type: none"> • Survey data processed by early January 2020 • Written draft completed by February 2019 • Final draft voted on by OHS faculty in March 2019 • Final written vision of the graduate presented to School Committee in April 2020 	<ul style="list-style-type: none"> • December 2019-April 2020 	<p>Completed written vision of the graduate</p>	



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Objective 2: Continue to develop a data-driven culture that builds Oxford High School’s capacity to monitor all improvement efforts and to make data based decisions.

Initiative 2.1: Develop a systematic process to collect, analyze and communicate quantitative and qualitative data to improve core instruction.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Winter 2020 Update
<p>2.1.1: Common Planning Teams lead by Department Heads will examine evidence of student learning and adjust their practices</p>	<ul style="list-style-type: none"> Principal Assistant Principal Department Heads Teachers 	<ul style="list-style-type: none"> September 2019: Common Planning Time schedule is published. September 2019: Common Planning Teams begin analyzing data including student work samples and test data to adjust instructional practice 	<ul style="list-style-type: none"> September 2019-June 2020 	<ul style="list-style-type: none"> Common Planning Teams will make data-driven decisions about instructional practices as well as engage in reflection and collegial conversations about student work and become comfortable making adjustments to 	



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				their instructional practice in support of improved outcomes for students.	
<p>2.1.2: Common Planning Teams will map curriculum using a consistent school-wide tool</p>	<ul style="list-style-type: none"> • Department Heads • Common Planning Teams 	<ul style="list-style-type: none"> • September 2019: Choose a school-wide curriculum mapping tool. • October 2019: Begin mapping curriculum in Department meetings • June 2020: Curriculum mapping is complete 	<ul style="list-style-type: none"> • September 2019-June 2020 	<ul style="list-style-type: none"> • Fully mapped consistent curriculum on a school-wide tool . 	
<p>Objective 3: Increase the High School's capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.</p>					



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Initiative 3.1: Develop an array of enrichment programs that will provide accelerated learning opportunities to students demonstrating prior academic success or expressed interest					
Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Winter 2020 Update
<p>3.1.1: Implement the 8-12 School Counseling curriculum</p>	<ul style="list-style-type: none"> • Director of School Counseling • School Counselors • School Adjustment Counselor 	<p>September 2019 Revise and finalize the 8-12 School Counseling curriculum</p> <p>October 2019: School Counseling Team presents highlights of School Counseling Curriculum to the OHS Faculty & Staff including the District Curriculum accommodation Plan (DCAP)</p> <p>October 2019: School Counseling Curriculum is implemented and School Counseling offerings are presented to students and parents at a forum</p>	<ul style="list-style-type: none"> • September 2019-June 2020 	<ul style="list-style-type: none"> • All stakeholders will understand the role and desired outcomes of a comprehensive School Counseling curriculum that is developmentally appropriate and supports College & Career Readiness for ALL students. • Support offered to students around college and career readiness as well as social-emotional wellness will be improved through delivery that is systemic and predictable. 	



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