



**Concord Carlisle High School
2022-2023 School Improvement Plan
DRAFT**

Superintendent: Dr. Laurie Hunter

Principal: Michael J. Mastrullo

Asst. Principal: Brian Miller

Asst. Principal: Katie Stahl

Special Ed. Admin: Frances Wooff

Mission

Concord-Carlisle High School is committed to excellence in and out of the classroom. Our mission is to inspire our students to strive for and meet the highest levels of academic and personal achievement while nurturing a respectful, supportive, engaged, curious, and passionate learning community.

Concord and Concord-Carlisle Regional School District Vision

Students of Concord and Concord Carlisle Regional Schools actively seek varied pathways through which they achieve their potential and find joy. They will possess a strong sense of self and embrace their responsibilities as members of both local and global communities.

Core Values

The Concord and Concord Carlisle Regional School District values:

- Excellence
- Engagement
- Perseverance
- Inclusion
- Innovation

Theory of Action

If we...

- Provide engaging, innovative learning experiences that support multiple paths to success,
- Ensure our students' well being,
- Create a collaborative and inclusive culture that values diversity and the uniqueness of each learner, and
- Create a physical environment that catalyzes student learning,

Then...

- Our students will achieve their potential and find joy in learning.

Strategic Objectives

Multiple Paths to Success Year Two	Well Being Year Two	Inclusive Culture Year Two	Innovative Environment Year Two
1. Employ teaching practices that are highly engaging, emphasize innovation, and offer multiple paths to student success.	2. Establish and commit to ensuring student achievement through student well-being.	3. Create a collaborative and inclusive culture in the schools and community that values diversity and recognizes the contributions and uniqueness of each learner.	4. Create a physical environment that catalyzes student learning through safe, healthy, and innovative indoor and outdoor spaces.

GOAL #1 - Develop a bell schedule that promotes student well-being, equity, intellectual curiosity, and authentic learning opportunities for students and educators.

Process Benchmark	Person Responsible	Date	Status
Form committee including, teachers, community members, students, administrators, METCO, Athletic Director, CCTA Union representative, and support staff. (no more than 20 people)	Leadership Team and teachers in all departments	June 2022	
Create timeline & Process	Committee	June 2022	
Identify desired outcomes	Committee	Sept 2022	
Look at various options around the country	Committee	Sept 2022	
Shadow students	Committee	Sept 2022	
Develop schedule options and get feedback from all constituents	Committee	Oct & Nov 2022	
Negotiate with CCTA	Admin & CCTA	Dec 2022	
New schedule adopted	Full school	Dec 2022	

GOAL #2 - Develop and implement a multi-tiered system of supports (MTSS) to promote continuous-improvement, data-based problem solving and decision-making across all grade levels.

. (MTSS/RTI/DCAP)

Process Benchmark	Person Responsible	Date	Status
Create a school-based MTSS working group (Members of the Student Intervention Team, Guidance department, Kristen Herbert, Nancy Boutin, Katie Novak)	Herbert, Stahl, Nowicki	22-23	
Provide professional development opportunities for staff to learn, review, and improve a MTSS process	Admin/Katie Novak	22-23	
Outline MTSS process at CCHS for the faculty.	MTSS Working Group	22-23	
Review, revise, and implement the DCAP to provide Tier 1 interventions for Academic (reading & math), Social-Emotional, and Behavioral areas for all students	MTSS Working Group	22-23	
Improve and expand interventions and RTI structures	MTSS Working Group	22-23	
Provide intensive, small-group reading interventions for students reading and writing below grade level	Reading Specialist	22-23	
Provide intensive, small-group social-emotional interventions for students in Tier 3	School Psychologist/ Adjustment Counselor	22-23	
Progress monitor the growth of students utilizing targeted ELA and/or Math RTI interventions.. <ul style="list-style-type: none"> CCHS - Star 360 and additional progress monitoring data structures. Data team meets 4 times a year. 	MTSS Working Group	22-23	

GOAL #3 - Incorporate deliberate practices to advance diversity, equity, and inclusion to build an inclusive and collaborative culture at CCHS.

Process Benchmark	Person Responsible	Date	Status
Support the DEI Lead who will chair the CCHS Cultural Competency Committee .	DEI Lead Principal DEI Director	2022-23	
Provide professional development around race/privilege/implicit bias/microaggression for teachers/staff/students in an effort to create a more welcoming community for all students.	CCHS Admin Team DEI Director	2022-23	
Develop new events that foster connection and continue with existing traditions and events such as the Multicultural Food Festival.	CCHS Admin Team DEI Director Student Government Ray Pavlik	2022-23	
Assess patterns of disproportionality in student achievement and identify research-based, data-driven enrichment programs (similar to the Calculus Project) to close academic gaps.	CHS Admin Team DEI Director	2022-23	
Organize social engagements that foster trust and respect, and promotes a greater sense of diversity and cultural awareness, inclusion and belonging for educators, staff, students, and families.	CHS Admin Team DEI Director/LT	2022-23	
Develop an African American History course at CCHS	Admin Team/ DEI Director/ METCO Director/LT	2022-23	
Expand METCO Transportation to accommodate Boston students; late practices, home/away games/ weekend practices/ practices during school vacation	Admin Team/ DEI Director/ METCO Director	2022-23	
Create grade level METCO student leaders.	Admin Team/ DEI Director/ METCO Director	2022-23	

GOAL #4 - 9th Grade Academy

Continue to improve practices to ease student transitions from one school to another and one town to another; fully implement the best practices for a 9th-grade education, and support students and staff of the 9th-grade Academy.

Process Benchmark	Person Responsible	Date	Status
Identify priority academic and SEL skills for students, locate where they are being explicitly taught in the curriculum, and where they can be located if not being currently taught.	9th-Grade Team	22-23	Ongoing
Develop inter-cohort practices and protocols to create equitable experiences for students. This work will inform ways to evaluate the 9th Academy program and preparedness for students sophomore year.	9th-Grade Team	22-23	Ongoing
Pilot 9th Academy ADL training	Andrew Nyameche and team leaders	22-23	Pilot
LAB Integration	LAB teachers and academy leaders	22-23	Pilot