

# SHEPHERD HILL REGIONAL HIGH SCHOOL



Dudley, Massachusetts



## SCHOOL IMPROVEMENT PLAN 2011-2012

Shepherd Hill Regional High School  
School Council

Dear School Committee Members:

The members of the Shepherd Hill Regional High School Council submit this School Improvement Plan as developed by the school council, administrators, teachers, staff and students throughout the past school year. We believe this document is an organized, focused, and inclusive plan to improve the quality of education we provide to our youth. By working together, it is our hope to continue to propel our children to high levels of achievement and fulfill our mission “....committed to excellence with pride and unity.”

Principal

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Mary A. Pierangeli, Co-Chair

Student Representatives

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Allison Combs, Co-Chair  
Ryan Cotrupi

Teacher Representatives

Patricia Covill  
Eric Hensel  
Marie Robidoux

Parent Representatives

Mary Bodo  
Patricia Kasierski  
Lori Proulx  
Angela Toomey

Community Representatives

Susan Cloutier  
Benjamin Craver

## Shepherd Hill Regional High School 2010-2011 Highlights

For the seventh consecutive year, Shepherd Hill is proud to report that all members of the graduating class of 2010 who participated in the standard administration of the Massachusetts Comprehensive Assessment System (MCAS) achieved competency. PIM and curriculum review continue to propel students towards the goal of 100% proficiency in English language arts (ELA) and mathematics by 2014. With the administration of the spring 2010 MCAS, 91% of Shepherd Hill students achieved a score in the advanced or proficient range on the ELA test and 83% of students performed in the advanced or proficient range in mathematics.

In an effort to increase connections with the community, several new partnerships were developed or strengthened with area agencies. For example, this fall we partnered with Harrington Hospital to provide a program to educate parents and students about bullying and teen pregnancy. Additionally, emerging partnerships with Nichols College, Commerce Insurance, and the Worcester County District Attorney's Office enabled Shepherd Hill to provide several other meaningful educational programs to district families and students throughout the course of the school year.

The academic success and extraordinary talents of our students also continue to be celebrated. Students who achieved first honors for all four quarters of the preceding academic year were once again recognized at the First Honors Dinner hosted at Shepherd Hill. This annual event is in its 21<sup>st</sup> year. This spring we held our 5<sup>th</sup> annual Advanced Placement breakfast honoring students who challenge themselves by enrolling in A.P. classes. The Shepherd Hill Student Council continues to work tirelessly to provide enjoyable programs to Shepherd Hill students and to raise money and resources for a variety of charitable causes such as Boston Children's Hospital and The Red Cross. In recognition of their outstanding efforts they were awarded the Silver Council of Excellence Award this year. The Shepherd Hill Regional High School Chapter of National Honor Society was once again recognized by the Marine Corps for their contribution to the Toys-for-Tots campaign and the organization continues to involve the entire student body in a variety of community service projects.

Shepherd Hill's acclaimed music program continues to be recognized on a state and national level for their outstanding performances. In October, a generous grant from the Dudley Charlton Educational Foundation and the Shepherd Hill Music Parents Association brought the cast of the Broadway show "Wicked" to our school to spend the day working with students in the music, drama, and English departments. This event culminated in a public performance in which our students performed with guest artists. Additionally, the school's athletic teams continue to achieve success and demonstrate sportsmanship on and off the field of play. Many of our teams participated in District playoff contests and the cheerleaders won the fall state championship. Additionally, James Hackenson, the coach of girls varsity basketball, was recognized with the Ann Ash Zeleski Sportsmanship Award, varsity football coach Chris Lindstrom was recognized with the Central Massachusetts Football Officials Sportsmanship Award, and Mark Kelley was recognized with the Eastern Massachusetts Lacrosse Officials Association Coaches Sportsmanship Award.

# Shepherd Hill Regional High School

## Mission Statement

Shepherd Hill Regional High School is “**Committed to Excellence**” and dedicated to developing all students to their full potential. The school, along with parents, community and supporting agencies, provides motivation, quality instruction, guidance, a safe environment and skills for success in today’s ever-changing world. By promoting a sense of “**Pride and Unity,**” we strive to enable students to become productive citizens in a free society and to instill in them a desire for life-long learning.

## Learning Expectations

1. The Shepherd Hill student writes effectively.
2. The Shepherd Hill student reads effectively.
3. The Shepherd Hill student speaks effectively.
4. The Shepherd Hill student listens effectively.
5. The Shepherd Hill student uses technology effectively.
6. The Shepherd Hill student understands and applies personal wellness skills.
7. The Shepherd Hill student demonstrates critical thinking and problem solving skills.
8. The Shepherd Hill student demonstrates an understanding of culture and the arts.
9. The Shepherd Hill student plans and sets goals for transition to post graduate life.
10. The Shepherd Hill student demonstrates a sense of citizenship and community.

## Dudley-Charlton Regional Schools Strategic Plan Goals

**Strategic Goal #1:** To provide a challenging curriculum that engages all students in rigorous and relevant learning.

Objective #1.1: To align the curriculum, delivery of instruction and assessment for continuous improvement of student achievement.

Objective #1.2: To provide learning environments integrated with technology, to integrate technology standards into the curriculum, and to offer opportunities for learning that enhance technological proficiency.

Objective #1.3: To prepare students to communicate and evaluate information in a global society.

Objective #1.4: To provide high-quality professional development opportunities which promote individual and organizational effectiveness, in alignment with district instructional objectives.

**Strategic Goal #2:** To support the continuous academic growth, safety and personal well being of all students.

Objective #2.1: To provide behavioral interventions that support individual student success and foster an atmosphere of mutual respect.

Objective #2.2: To provide instruction and expand intervention strategies that addresses the needs of at-risk students.

Objective #2.3: To seek additional opportunities for collaboration with community organizations to identify resources and services that improves the school environment.

**Strategic Goal #3:** To provide updated facilities for students and staff that promote and enhance effective educational programs in a safe and secure environment.

Objective #3.1: To institute a District Administration Office capable of serving multiple community and school efforts.

Objective #3.2: To actively advocate for state funding for school renovation/building through the Massachusetts School Building Authority (MSBA).

Objective #3.3: To direct and manage the successful completion of objectives listed in the District's Capital Improvement Plan.

**Strategic Goal #4:** To identify and utilize financial resources that supports the district standards and strengthens the curriculum.

Objective #4.1: To communicate the importance and value of a quality education within the communities of Dudley and Charlton.

Objective #4.2: To seek alternate funding sources that promotes and enhances the improvement of teaching and learning.

Objective #4.3: To advocate for adequate and equitable school funding at the local, state and federal levels.

**Goal # 1:** Provide a curriculum and instructional strategies that engage students in inquiry, problem-solving and high-order thinking while providing opportunities for the authentic application of knowledge and skills to prepare our students for success in the 21<sup>st</sup> century.

Objective	Indicator of Success	Person(s) Responsible
Provide effective curricular coordination and articulation with sending schools.	<p>Realign K-12 curriculum mapping in mathematics with Common Core Standards.</p> <p>Complete K-12 curriculum mapping in English Language Arts to align with Common Core Standards.</p> <p>Continued progress in curriculum mapping for other curricular areas.</p>	<p>Administration</p> <p>Director of Curriculum</p> <p>Department Coordinators</p> <p>Classroom Teachers</p>
Provide effective curricular coordination and collaboration among all academic areas within the school.	Development of a school-wide theme similar to last year's "Common Ground" that includes increased interdisciplinary units.	<p>Principal</p> <p>Department Coordinators</p> <p>Classroom teachers</p>
Technology shall be integrated into and supportive of teaching and learning.	<p>Continued professional development in the use of educational technology and software.</p> <p>Provide updates to current technology to meet the needs of 21<sup>st</sup> century teaching and learning.</p> <p>Increase availability of technology in the building.</p>	<p>Administration</p> <p>District Technology Coordinator</p> <p>Department Coordinators</p> <p>Classroom teachers</p>
Professional development activities shall support the development and implementation of the curriculum and provide opportunities for teachers to develop and improve instructional strategies.	<p>Continued use of faculty and department meetings for curriculum mapping, examining student work and discussing instructional strategies.</p> <p>Utilize allotted professional development days to assist teachers in embedding 21<sup>st</sup> skills in the curriculum.</p>	<p>Director of Curriculum</p> <p>Principal</p> <p>Department Coordinators</p> <p>Classroom teachers</p>

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
Provide opportunities to increase global awareness and extend learning beyond the normal course offerings and the school campus.	Continue with current opportunities such as UMASS Regional Science Resource Center for biology students, Massachusetts Maritime Academy at Buzzards Bay for environmental science students, European travel, band and show choir festivals.  Investigate and expand opportunities in other areas.	Principal  Department Coordinators  Classroom Teachers
Continue to develop partnerships with local agencies, businesses and institutions of high learning to expand educational opportunities for students.	Continued provision of programs with Commerce Insurance, Nichols College, Harrington Hospital, District Attorney's Office and the Boys' and Girls' Club.	Administration
Continue to explore Virtual High School and other distance learning opportunities to expand curricular offerings for students.	Present feasible options to School Council for possible endorsement and forwarding to School Committee.	Administration  Director of Student Resources
Examine instructional strategies for level 2 courses to improve student success.	Decreased drop-out rate and retention rate  Decreased failure rate  Maintain and improve our four year graduation rate above the state average (SHRHS 85.5% vs. State 81.5%)  Maintain smaller class size for level 2 classes.	Administration  Guidance Counselors  Department Coordinators  Classroom Teachers
Continue to move towards the adoption of the MassCore Program of Studies.	Analysis of current student attainment of the MassCore Program of Studies.  Evaluate the feasibility of implementing a two-year foreign language graduation requirement and/or a one credit arts requirement.	Principal  Director of Student Resources  Department Coordinators

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
Continue to provide options for credit recovery.	<p>Expand summer school availability.</p> <p>Continue to provide NovaNet or another on-line program.</p> <p>Maintain and improve our four year graduation rate above the state average (SHRHS 85.5% vs State 81.5%)</p>	<p>Director of Student Resources</p> <p>Summer School Director</p> <p>Guidance Counselors</p>
Increase knowledge of instructional strategies to address needs of English Language Learner Population	<p>Increase the number of teachers participating in ELL Category training.</p> <p>Further implementation of Sheltered Immersion classroom instruction for LEP students</p>	<p>Principal</p> <p>ELL Coordinator</p> <p>Classroom teachers</p>
Continue to investigate new NEASC Standards in preparation for next decennial accreditation visit	<p>Continue review of standards for accreditation.</p> <p>Complete Special Progress Report.</p>	<p>Administration</p> <p>Department Coordinators</p> <p>Classroom teachers</p>

**Goal # 2:** Provide a variety of assessment strategies to determine student knowledge, skills and competencies and use these results in a collaborative manner to identify areas and develop strategies for curricular and instructional improvement that result in data driven success for all students.

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
<p>Analyze MCAS results in English Language Arts to increase the percentage of students in the proficient category for the aggregate and all sub-groups.</p>	<p>Performance Improvement Mapping</p> <p>Maintain 100% MCAS eligibility for graduation.</p> <p>Increase the percentage of students in the proficient and advanced category for the aggregate and all sub- groups</p> <p>Remedial opportunities for students</p>	<p>Administration</p> <p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom teachers</p>
<p>Analyze MCAS results in Mathematics to increase the percentage of students in the proficient category for the aggregate and all sub-groups.</p>	<p>Performance Improvement Mapping</p> <p>Maintain 100% MCAS eligibility for graduation.</p> <p>Increase the percentage of students in the proficient and advanced category for the aggregate and all sub- groups</p> <p>Remedial opportunities for students</p>	<p>Administration</p> <p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom teachers</p>
<p>Analyze MCAS results in Biology to increase the percentage of students in the proficient category for the aggregate and all sub-groups.</p>	<p>Performance Improvement Mapping</p> <p>Maintain 100% MCAS eligibility for graduation.</p> <p>Increase the percentage of students in the proficient and advanced category for the aggregate and all sub- groups</p> <p>Remedial opportunities for students</p>	<p>Administration</p> <p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom teachers</p>

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
Maintain AYP attainment	<p>Performance Improvement Mapping</p> <p>Analysis of Data Warehouse reports in order to develop strategies for MCAS improvement.</p> <p>Remedial opportunities for students</p>	<p>Administration</p> <p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom teachers</p>
Require common assessments for mid-term and final exams in all curricular areas	<p>Submission and review of mid-term and final exams.</p> <p>Analysis of results to determine needed curricular, instructional and assessment modifications.</p>	<p>Administration</p> <p>Department Coordinators</p> <p>Classroom Teachers</p>
Reevaluate school-wide student learning expectations in preparation for NEASC accreditation in 2015.	Adoption of revised student learning expectations	<p>Administration</p> <p>Faculty</p>
Develop rubrics for the revised student learning expectations as well as strategies to insure consistent application	<p>Completed rubrics.</p> <p>Development of exemplars to illustrate achievement levels.</p>	<p>Administration</p> <p>Department Coordinators</p> <p>Classroom Teachers</p>
Review assessment strategies in level 2 classes to improve student success.	<p>Decreased drop-out rate and retention rate</p> <p>Decreased failure rate</p> <p>Maintain and improve our four year graduation rate above the state average (SHRHS 85.5% vs State 81.5%)</p> <p>Continue to utilize student improvement plans to further support students with failing grades.</p> <p>Maintain smaller class size for level 2 classes.</p>	<p>Administration</p> <p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom teachers</p>

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
Utilize a curriculum-based measurement to develop appropriate Response to Intervention strategies as part of the pre-referral process	<p>Increase in grade equivalent scores on the STARS Assessment results.</p> <p>Increase in STARS Assessment results through individualized teaching strategies.</p> <p>Decrease in referrals to Special Education and IST Teams.</p>	<p>Special Education Teachers</p> <p>Classroom Teachers</p> <p>Department Coordinators</p>
Improve SAT and PSAT scores	<p>Continue to provide prep courses and investigate other options to provide additional assistance to students to improve scores above the national average.</p> <p>Analysis of results to determine needed curricular, instructional and assessment modifications</p>	<p>Director of Student Resources</p> <p>Department Coordinators</p> <p>Classroom Teachers</p>

**Goal # 3:** Provide a safe, caring environment that promotes the well-being and learning of our students.

<b>Objective</b>	<b>Indicators of Success</b>	<b>Person(s) Responsible</b>
Continue the implementation of a group counseling program to meet the varied psycho-social needs of our students.	Continued implementation of 5 psycho-social counseling groups, varying in topic, based on the needs of the student body.	Director of Student Resources Guidance Counselors
Continue to improve the school lunch program to provide nutritious, high-quality meals that appeal to high school aged students.	Use fresher and more nutritious ingredients (whole grains, reduced fat and fat free options, a la carte fruits and salads, etc.)  Regularly introduce new and appealing offerings to the menu.	Assistant Principal(s) Food Service Director
Upgrade the physical education facilities and equipment, providing students with a modern and entertaining venue to pursue improved health and fitness.	Installation of project adventure equipment and staff training.	Principal Athletic Director Physical Education & Health Department Coordinator
Update the physical facility to improve the learning environment for students and staff.	Installation of new windows and doors through the MSBA Green Repair Program.  Renovation of the one remaining chemistry lab.	Principal Director of Maintenance Finance Director
Continue to educate students on the dangers associated with drug and alcohol use and abuse.	Continue to offer a parent education program, with a goal of increasing community awareness.  Continue to provide speakers, assemblies and other outreach programs for students to increase awareness and improve decision making.  Consistently apply “student probation” to discipline students who violate the school’s alcohol and drug policy.  Provide a mandatory pre-prom program for students and parents to educate them on the dangers of binge drinking and social host laws.	Administration Faculty and Staff Community agencies School Resource Officer

<b>Objective</b>	<b>Indicators of Success</b>	<b>Person(s) Responsible</b>
Obtain funding to increase the School Resource Officer to 5 days per week.	Increase School Resource Officer program to 5 days per week.	Administration  Dudley Police Department Officials
Continue to thoroughly review and revise emergency response procedures in cooperation with local police and fire personnel.	Hold bi-annual Emergency Response drills in cooperation with police and fire departments.  Administrator(s) will attend professional development on responding to school emergencies.  Solicit feedback and questions from staff regarding potential deficiencies in the Emergency Response Plan and make appropriate revisions.	Administration  Dudley Police and Fire Department Officials
Continue to educate staff and students on the district bullying policy and ensure consistent enforcement of the guidelines and procedures therein.	Include the policy in teacher and student handbooks.  Review the policy with all staff members at a faculty meeting.  Review the policy and expectations for student behavior in class assemblies, held at the outset of every school year.	Administration  Faculty
Continue to expand extra-curricular offerings to serve the diverse interests and talents of our student body.	Encourage students to collaborate with members of the faculty to develop their ideas and create additional extra-curricular offerings.	Administration  Faculty
Continue to evaluate, improve, and expand the advisory program to ensure that every student has at least one adult in the building who personalizes each student's educational experience and knows the student well.	Continue to train students to participate as co-leaders of advisory groups and allow them to serve in a leadership role for freshmen advisory groups.  Survey staff and students to ascertain program weaknesses and gather suggestions for improvement.	Advisory Program Coordinators  Administration  Student volunteers

<b>Objective</b>	<b>Indicator of Success</b>	<b>Person(s) Responsible</b>
Enhance parent communication and involvement	Add email addresses to contact information in I-Pass.  Email newsletter to parents.  Link to faculty websites on the SHRHS web page.	Administration  Administrative Assistants Classroom teachers

**Shepherd Hill Regional High School**  
**Demographics**

**Student Enrollment by Grade**  
**October 1, 2010**

Grade 9.....291  
 Grade 10.....262  
 Grade 11.....333  
 Grade 12.....264  
 Special Needs.....3  
**Total .....1,153**

Number of Teachers .....80  
 Student-Teacher Ratio .....14.4:1

**Post-Graduate Plans (Class of 2010)**

Attending 4 year college..... 63%  
 Attending 2 year college..... 22%  
 Attending other higher education ..... 3%  
 Enlisting in Military..... 3%  
 Employment..... 5%  
 Other ..... 0%  
 Non-graduates..... 2%  
 Post-graduates..... 2%

AP Courses .....8  
 Total AP Enrollment.....122

<b>SAT Scores for Class of 2010</b>		
<b>Critical Reading</b>	<b>Mathematics</b>	<b>Writing</b>
Mean Score: 502	Mean Score: 518	Mean Score: 501

<b>MCAS Tests of Spring 2010</b>				
	<b>Advanced</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
Grade 10 English	27%	64%	8%	1%
Grade 10 Mathematics	51%	32%	15%	2%
Grade 10 Science & Technology	20%	57%	19%	4%