



# Oliver Ames High School 2022 School Improvement Plan

*Presented and Submitted by OAHS Principal Wesley H. Paul*



*This plan is being submitted to the Easton School Committee in compliance with the requirements of Chapter 71: Section 59C of the Massachusetts Education Reform Act of 1993.*



OAHS \* 100 Lothrop Street \* North Easton \* Massachusetts 02356

# Oliver Ames High School School Council Members 2020-2021

- **Special thanks to the members of the Oliver Ames High School Council for their sacrifice of time and expertise in advising and assessing the principal in the development of and execution of the School Improvement Plan Goals.**
- **Students**
  - Matthew Nikiciuk, Senior Class President
  - Kathleen Truong, Junior Class President
  - Noah Isleib, Sophomore Class President
  - Kayla Magit, Freshman Class President
- **Parents**
  - Barbara Fox-Buccigross
  - Melissa Kagan
- **Community Representatives**
  - Brian Murphy
  - Mary O'Brien
- **School Professional Staff**
  - Wes Paul (Co-Chair)
  - Catherine Queally (Co-Chair)
  - Elizabeth Starr

# OAHS Mission and Expectations for Student Learning

## Mission Statement

**The Oliver Ames High School** community of faculty, staff, students, parents, and residents believe that in order to fulfill its mission of excellence and equity in education, we must embody the ideals of a comprehensive high school. We will work together to create a safe, nurturing, and stimulating learning environment. Students will become critical thinkers, problem solvers and independent thinkers who contribute in many ways to our ever changing world. We recognize the need for a variety of learning experiences that extend beyond the classroom and promote intellectual curiosity, individual responsibility and respectful interaction. By achieving goals and overcoming adversity, students will be encouraged to reach their potential and be prepared to assume meaningful roles in society.

# OAHS Mission and Expectations for Student Learning continued

## **21st Century Academic Expectations for Student Learning**

### **Academic Expectation for Student Learning**

#### **OA students will ACCESS information in a variety of ways, including**

- A1. Actively and critically reading, listening and observing
- A2. Initiating appropriate questions
- A3. Conducting independent and collaborative research
- A4. Using appropriate technologies and networks to locate and retrieve information
- A5. Demonstrating initiative while seeking information

#### **OA students will PROCESS information in a variety of ways, including**

- P1. Assimilating and organizing information
- P2. Recognizing patterns, evaluating trends, and making comparisons
- P3. Drawing inferences and making conclusions
- P4. Responding and adapting quickly to unexpected challenges
- P5. Creating and designing solutions to problems and challenges
- P6. Applying appropriate form and technique to performance tasks

# OAHS Mission and Expectations for Student Learning continued

## **OA students will COMMUNICATE information in a variety of ways, including**

- C1. Writing and speaking clearly and purposefully for a variety of audiences
- C2. Presenting creative products in a variety of formats
- C3. Using technology to present information
- C4. Demonstrating leadership while promoting individual and collaborative activities

## **OA students will DEVELOP themselves in a variety of ways, including**

- D1. Demonstrating a sense of curiosity by considering alternative perspectives
- D2. Gaining a better understanding of their learning process through consistent self – reflection

# OAHS Mission and Expectations for Student Learning continued

## **Social/Civic Expectation for Student Learning**

### **OA students will act responsibly for themselves and others in a variety of ways, including**

- SC1. Working cooperatively and collaboratively
- SC2. Respecting and understanding cultural differences
- SC3. Participating with a local/global perspective

### **OA students will act respectfully to themselves and others in a variety of ways, including**

- SC4. Interacting appropriately with all members of the community
- SC5. Honoring school policies and procedures
- SC6. Understanding and demonstrating academic integrity

# Easton Public School Vision and Strategic Plan

## **Our Vision:**

The vision of the Easton Public Schools is to provide a relevant, rigorous learning experience in a safe, supportive, and inclusive environment which empowers students and educators to embrace curiosity, think critically, develop positive relationships, and exhibit resilience.

## **Our Philosophy of Education:**

Recognizing that each child is unique, the Easton Public Schools strives: to provide a coordinated and integrated instructional program; to nurture intellectual and academic capabilities; to promote physical development; to stimulate creativity and aesthetic awareness; to encourage participatory learning; to foster an understanding that learning is a lifelong process; and to develop positive attitudes which can lead to being a responsible member of a global society. Utilizing a variety of instructional approaches, each individual is encouraged to maximize his or her potential and thus develop a positive sense of his or her own self worth.

Recognizing the changing structure of family and society, the Easton Public Schools accepts its responsibility to create a safe and nurturing educational environment. The school system views community support and involvement as an integral component of the educational process.

# Easton Public School Vision and Strategic Objectives

## Easton Public Schools Strategic Objectives 2018-2022

- **Goal 1:** Student Achievement
- **Goal 2:** Student and Educator Wellness
- **Goal 3:** Curriculum Development
- **Goal 4:** Educator Excellence

# 2018-2020 Goal Assessment

- The next slides are reviews of the OAHS SIP Goals for the 2018-2020 school year that were directly tied to the EPS Strategic Plan.

**EASTON PUBLIC SCHOOLS  
SCHOOL IMPROVEMENT PLAN 2019-2020**

**SCHOOL:** Oliver Ames High School

**DISTRICT GOAL: (Aligned Strategic Goal) – Student Achievement**

All of our students will demonstrate optimal growth through equitable access to programs and opportunities that meet their individual needs.

**DATA SOURCE/CURRENT REALITY –** There is a growing need to develop a school based approach to helping students identify and understand their skills and interests and how they connect to courses and careers. As a school community we see the need strong career exploration skills and plans on how to connect interests with courses, colleges and careers.

**School Goal #1 (1 of 3 Slides) College and Career Connections –** Increase opportunities for students to explore career interests and develop career awareness. Oliver Ames High School will develop resources within our school to help students make informed decisions about preparing for life after high school and college.

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Identify Career Clusters ie. Health, Business, Computer Science Identify elective courses that would tie to career clusters Organize Program of Studies to include College and Career Connections Reference	Assistant Superintendent, Principal, Director of Guidance, and Department Heads	September-June	Program of Studies with College/Career/Course Connections Career Fair Partnership with MassHire Brockton YouthWorks

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**School Goal #1 (2 of 3 Slides) College and Career Connections –** Increase opportunities for students to explore career interests and develop career awareness. Oliver Ames High School will develop resources within our school to help students make informed decisions about preparing for life after high school and college.

Continued

Strategies and Action Steps	Who is Responsible	Target Date or Timeline	Evidence of Effectiveness
Establish a career fair based on identified Career Clusters  Partnership with MassHire Greater Brockton Youth Works to access their resources for our students; Job Counseling, Resume Support, STEM Career Fair at BSU, Career Day Conf, Internships Program tied to our Internship Class	Assistant Superintendent, Principal, Director of Guidance, and Department Heads	September-June	Program of Studies with College/Career/Course Connections Career Fair Partnership with MassHire Brockton YouthWorks

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**School Goal #1 (3 of 3 Slides)College and Career Connections –** Increase opportunities for students to explore career interests and develop career awareness. Oliver Ames High School will develop resources within our school to help students make informed decisions about preparing for life after high school and college.

Continued

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Design a Child Development Class for FCS and offer in the Spring of 2020 for the Fall of 2021 with the long term goal of creating a Child Care Program in the District where OA Students can get field work in Child Studies.	Assistant Superintendent, Principal, Director of Guidance, and Department Heads	September-June	Program of Studies with College/Career/Course Connections Career Fair Partnership with MassHire Brockton YouthWorks

# Goal Update

Major Career Clusters Identified. Graphic depictions of Career clusters with related courses, college majors, clubs and organizations and potential career paths are developed. Graphics added to the Program of students to enhance student understanding of personal skills and interests are linked to courses, activities and potential careers.

Two representatives from OA join the Brockton MassHire Workforce Board

First school-wide Career Fair held at OA November, 2019 with over 50 careers represented.

[Show less](#)

**EASTON PUBLIC SCHOOLS  
SCHOOL IMPROVEMENT PLAN 2019-2020**

**SCHOOL:** Oliver Ames High School

**DISTRICT GOAL: (Aligned Strategic Goal) –Student and Educator Wellness**

We will provide a safe and supportive environment that will improve the social, emotional and physical well-being of students and staff to promote academic, professional and personal success

**DATA SOURCE/CURRENT REALITY – We must respond to the threats to our students social and emotional well being and find new ways to increase our support of our students who are at risk for underage drinking, substance use, impaired driving, suicide, neglect and maltreatment, by correcting student perceptions. Data from our most recent Youth Health Survey showed** Perception of past 30 day vaping use amongst OA students was 90% . In actuality, 30 day use was 32%

Perception of past 30 day marijuana use 82.7 %. In actuality 20.8% usage reported.

90% of students felt they could speak to a parent or family member about something bothering them. Those students who report that they have refrained from majority of risk behaviors attribute their decisions to family.

74.5% of youth surveyed states that there is at least 1 adult at OA they could talk to if they had a problem

**School Goal #2 (1 of 3 slides) At OAHS we look to see a decrease in student substance use as indicated on the Youth Health Survey by using a positive norms approach to prevention.**

Strategies and Action Steps	Who is Responsible	Target Date or Timeline	Evidence of Effectiveness
Partner with Easton Wings of Hope attending a four day workshop on Positive Community Norms Approach to prevention in June	Principal, Assistant Principals, OA Teachers/Coaches/Adv isors and Leadership at EWH	June 2019-Spring 2020	Core Values for Supporting Students’ Social and Emotional Well Being Press Releases and Social Media Posts on the Positive

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74.5% of youth surveyed states that there is at least 1 adult at OA they could talk to if they had a problem

**School Goal #2 (2 of 3 slides)At OAHS we look to see a decrease in student substance use as indicated on the Youth Health Survey by using a positive norms approach to prevention.**

Strategies and Action Steps	Who is Responsible	Target Date or Timeline	Evidence of Effectiveness
Develop a core set of values to use in developing programming to help our students with threats to their social and emotional well being	Principal, Assistant Principals, OA Teachers/Coaches/Adv isors and Leadership at EWH	June 2019-Spring 2020	Decrease in substance use on Youth Health Survey

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**School Goal #2 (3 of 3 slides)At OAHS we look to see a decrease in student substance use as indicated on the Youth Health Survey by using a positive norms approach to prevention.**

Strategies and Action Steps	Who is Responsible	Target Date or Timeline	Evidence of Effectiveness
Promote the positive attributes of our students and programs and let our students know these are the standards for healthy living.	Principal, Assistant Principals, OA Teachers/Coaches/Adv isors and Leadership at EWH	June 2019-Spring 2020	Student perception of vaping & marijuana use will be closer to actual reported usage in 2019 survey

# Goal Update

## **Decrease with Vaping/ Nicotine Usage-**

*\*2017 data shows 44.1% usage 2019 data shows 33.9 % usage ( Lifetime use)*

*\*2017 data shows 32.3% usage 2019 data shows 16.3% usage ( over past 30 days)*

## **Decrease with Alcohol Use-**

*\*2017 data shows 49.1% use 2019 data shows 41.3% use ( Lifetime use)*

*\*2017 data shows 27.7% use 2019 data shows 24.1% use ( over past 30 days)*

## **Decrease with Marijuana Use-**

*\*2017 data shows 34.9% use 2019 data shows 26.3% use ( Lifetime use)*

*\*2017 data shows 21.0% use 2019 data shows 17.9% use ( over past 30 days)*

***\*In the past 12 months, 12.6 % reported they were offered, sold, or given an illegal drug, down from 15.9% in 2017***

***\*3% hallucinogenic drug use. No data to compare but concerns were raised.***

**EASTON PUBLIC SCHOOLS  
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**SCHOOL:** Oliver Ames High School

**DISTRICT GOAL: (Aligned Strategic Goal)** –Curriculum Development - We will develop rigorous curricula with high quality assessments to enhance student centered, personalized, and self-directed learning

**DATA SOURCE/CURRENT REALITY** – Department Heads and the Administrative Team are working on completing the UbD format all units of study in our Core Courses

**School Goal #3** Develop high quality, vertically aligned, standards based units in all content areas

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
<p>History Department will rewrite and rearrange our Social Studies curriculum based on the 2019 History Standards.</p> <p>During Common Planning Periods, PD days, and Department Meetings, all departments will work toward completing the UbD format for our Core Course.</p>	<p>Department Heads Administrative Team Teachers</p>	<p>July 2019- June 2020 and beyond.</p>	<p>Completed UbD Curriculum for Core Courses within each department.</p>

# Goal Update

Work in progress with substantial gains but Covid adjustments have slowed progress and this goal will continue to be a focus for the 2022 School Year and beyond.

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**DISTRICT GOAL: (Aligned Strategic Goal) –Student and Educator Wellness- We will provide a safe and supportive environment that will improve the social, emotional and physical well-being of students and staff to promote academic, professional and personal success.**

**DATA SOURCE/CURRENT REALITY –With the two incidents that occurred within our school this year (Racial and Religious Intolerance) and the vast majority of our student body expressing outrage that these incidents are not reflective of our school’s culture, there is a need to empower our students to find solutions to ignorance or intolerance.**

**School Goal # 4 (1 of 3 Slides) Oliver Ames High School will provide a way to empower students to use their voice on what needs to be done with programming or training to eliminate racial and religious intolerance**

Strategies and Action Steps	Who is Responsible	Target Date or Timeline	Evidence of Effectiveness
Join the Anti Defamation League (ADL) Peer Training Program Send co-advisors to summer training (VT) Select 25-30 Students who represent the middle of our demographics to be our Peer Trainers Participate in the ADL Participation Evaluation Study by taking a survey in November of 2019, February of 2020, May of 2020 and November of 2020	Principal Joanne Coffman Cathy Queally	July 2019 -June 2020 and continuing thereafter	Successful first year with program and supports.

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**School Goal # 4 (2 of 3 Slides) Oliver Ames High School will provide a way to empower students to use their voice on what needs to be done with programming or training to eliminate racial and religious intolerance**

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Students and Advisors will engage in 18 hours of anti-bias education and facilitator skill building training. Weekly meeting for peer leaders and program advisors Participation ADA New England’s Annual Youth Conference	Principal Advisors	July 2019 -June 2020	Successful first year with program and supports.

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**School Goal # 4 (3 of 3 Slides) Oliver Ames High School will provide a way to empower students to use their voice on what needs to be done with programming or training to eliminate racial and religious intolerance**

3 of 3 slides

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Provide three hours of PD for faculty and staff. Provide two hour presentation for parents and caregivers of all students in our school. Provide six hours of on- site technical assistance.	Principal Advisors	July 2019 -June 2020	Successful first year with program and supports.

# Goal Update

## Completed Actions 2019-2020

Summer/ Fall 2019 ADL Advisors attended 3 days of training in VT  
Peer Leaders attended 3 days of training at OA  
Faculty PD @ Peer Leader Program  
Boston University Survey all students during Advisory

Winter/ Spring 19-20 Peer Leaders visit freshman English Classes  
Peer Leaders visit freshman Social Studies Classes  
Bi- Weekly meetings during lunch w/ Peer Leaders  
Boston University Survey Peer Leaders  
Virtual Meetings after school closing due to COVID

Summer 2020- Continuation of virtual meetings and collaboration with RMK

Fall 2020 - Biweekly Virtual Peer Leaders meetings  
Organization and Implementation of DJ Henry Day 10/28 during Advisory Fundraiser with DJ Henry Bracelets, gifted to the DJ Dream Foundation

Winter 2020- Organization and Implementation of BHM activities for the whole school  
Peer Leaders visited the freshman Advisories

Spring 2021- Recruitment and Preliminary training for new Leaders (replacing seniors)  
Continue Bi- weekly meetings.  
10 Peer Leaders will attend the ADL Youth Conference on 4/14.  
Peer leaders plan on visiting 8th grade English classes. Extra-curricular book club / discussion group Empowering Stories starts spring 2021 - social justice theme for students & faculty

- Peer Leaders have collaborated with the Faculty Social Justice Group at OA
- Peer Leaders have collaborated with RMK Youth Forum in Easton

# 2022 School Improvement Plan

- The next slides detail the school improvement plan goals for the 2022 school year at Oliver Ames High School. These goals are new this year and are based upon the priorities of EPS Strategic Plan.

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SCHOOL IMPROVEMENT PLAN 2021-2022**

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**DATA SOURCE/CURRENT REALITY** – Department Heads and the Administrative Team are working on completing the UbD format all units of study in our Core Courses

**School Goal #1** Develop high quality, vertically aligned, standards based units in all content areas

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
<p>History, Music, Physical Education, Media World Language, and the Art Departments will rewrite and rearrange our curricula based on New State Standards.</p> <p>During Common Planning Periods, PD days, and Department Meetings, all departments will work toward completing the UbD format for our Core Course. Including diversity and inclusion.</p>	<p>Department Heads Administrative Team Teachers</p>	<p>July 2021 June 2022 and beyond.</p>	<p>Completed UbD Curriculum for Core Courses within each department.</p>

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**DISTRICT GOAL: (Aligned Strategic Goal) –Student Achievement**

**DATA SOURCE/CURRENT REALITY – The COVID impact on student performance has been significant with higher levels of D’s and F’s (OAHS - Total Grade Distribution)**

2021 - T1 (D+ 86; D 122; D-118; F 184) / T2 (D+ 103; D 150; D- 119; F 267)

2020 - T1 (D+ 63; D 49; D- 27; F 55) / T2 (D+ 101; D 94; D- 53; F 84)

**School Goal #2 1 of 2 slides - Intensify our approach to supporting students who have struggled with the Hybrid Model of 2021 and continue with the model developed in 2021 with students at risk for failure identified and supported with both Executive Functioning Assistance and Content.**

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Students Identified in 2021 will be offered assistance in September and new students identified by faculty, guidance, Bridge, Adjustment Counselor, and School Psychologists will be offered after school assistance.	Faculty Guidance Adjustment Counselor Psychologists Admin	July 2021 June 2022 and beyond.	Increase in Student GPA.

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**School Goal #2 2 of 2 slides - Intensify our approach to supporting students who have struggled with the Hybrid Model of 2021 and continue with the model developed in 2021 with students at risk for failure identified and supported with both Executive Functioning Assistance and Content.**

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
Develop and offer Summer School Credit Recovery and and specific courses students need to advance in their program of studies.	Faculty Guidance Adjustment Counselor Psychologists Admin	July 2021 June 2022 and beyond.	Increase in Student GPA.

**EASTON PUBLIC SCHOOLS  
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**DISTRICT GOAL: (Aligned Strategic Goal) –Student and Educator Wellness**

**DATA SOURCE/CURRENT REALITY –COVID took a direct hit to many of the co-curricular and celebratory traditions at Oliver Ames High School.**

**School Goal # 3 - Establish a robust offering of student and faculty celebrations and events.**

<b>Strategies and Action Steps</b>	<b>Who is Responsible</b>	<b>Target Date or Timeline</b>	<b>Evidence of Effectiveness</b>
<p>New Principal to meet with outgoing principal to review the traditional school events calendar. Establish a “We are OA” Committee comprised of Class, Student Council, National Honor Society, Junior and Senior Student Leaders, and Administrators to map out the year and make sure time is taken to educate the students of the school on all that we offer.</p>	<p>Administration Faculty Student Leaders</p>	<p>July 2021 June 2022 and beyond.</p>	<p>Calendar of Events Student survey of Effectiveness</p>