
School



LENOX PUBLIC SCHOOLS SITE-BASED SCHOOL IMPROVEMENT PLAN

I. INTRODUCTION

The purpose of the Site-Based School Improvement Plan is to allow our school staff to identify needs and recommend solutions based upon our day-to-day professional interactions within the school. Active participation of the staff has been realized throughout shared decision-making, data-based decision-making, program review, and action team planning. This site-based plan will become part of the over-all district comprehensive local education plan.

II. SCHOOL MISSION STATEMENT

Lenox Memorial Middle and High School cultivates critical and creative thinking, literacy, and social responsibility within a nurturing environment; we value integrity and the pursuit of excellence.

Academic Expectations

- Demonstrate effective communication and reading skills
- Engage in critical and creative thinking
- Use technology appropriately
- Access, analyze and critically apply informational resources
- Examine issues from a global perspective
- Exhibit academic integrity

Social Expectations

- Demonstrate integrity by acting truthfully and honorably
- Show respect for themselves, others, and property
- Strive to enrich themselves, the school, and the greater community
- Accept responsibility for their decisions and their actions

III. SCHOOL PHILOSOPHY

We expect that every student will demonstrate proficiency in our academic and social expectations and achieve proficiency in each content standard. Opportunities will be created to provide support for students who struggle to reach proficiency and opportunities will be created for students to surpass these standards. Each day we will work together to recognize and inspire every student and every adult in our middle and high school community.

IV. SHARED DECISION-MAKING COMMITTEES

- a. Site-Based Leadership Team
- b. Site-Based Scheduling Committee
- c. Site-Based Budget Committee
- d. School Council
- e. District Teaching and Learning Committee
- f. NEASC Committee

V. Demographic Data for School:

<u>Ethnicity</u>	<u>Number</u>	<u>Percent</u>
White	<u>422</u>	<u>91.4</u>
Hispanic	<u>8</u>	<u>1.9</u>
African Amer.	<u>5</u>	<u>1.1</u>
Asian	<u>15</u>	<u>3.2</u>
Am.Indian/Alk	<u>3</u>	<u>0.6</u>
Multi Non His	<u>4</u>	<u>0.9</u>
Nat/Hi Pac/Isl	<u>4</u>	<u>0.9</u>
Free & Reduced	<u>56</u>	<u>10.3</u>

VI. STUDENT ACHIEVEMENT

A. Annual Test Score Analysis

On the spring 2011 MCAS testing the student scores were impressive. School-Wide scores for all students tested, grades 6, 7, 8, and 10, performed 16% above the state average in English Language Arts and 8% above the state average in Math. The focus for the staff at LMMHS will be overall improvement at all levels of achievement. This focus is being driven by LMMHS not achieving APY or Adequate Yearly Progress. LMMHS fell short of achieving AYP by 1.1 CPI points in ELA and 10.3 CPI points in Math.

B. Longitudinal Test Score Analysis

Lenox Memorial Middle and High School has a long history of high performance on standardized testing. This year the Governor was pleased to announce that Massachusetts continued to top the nation with SAT scores. Lenox was pleased to announce that our students averaged 30 points higher the states already high average. Lenox averaged SAT scores were 562 in critical reading, 562 in Math and 558 in writing. On the MCAS, 82% of all LMMHS students tested achieved advanced and proficient range in ELA and 63% of all LMMHS students tested achieved advanced or proficient range in Math.

C. Student Achievement / Program Analysis

Lenox Memorial Middle and High School has displayed previous years of MCAS scores with a high and/or very high performance rating. AYP was never a concern to the staff or students of this district. As we approach the state mandated year of 2014 the improvement from year to year now is the benchmark to meet. The LMMHS Math department has begun targeted assistance to increase the improvement of our middle school students through the Math Lab courses. The English Language Arts department has been organizing rubrics and designated targeted assistance time to students in preparation for this year's test. All departments are working on collaborating across the curriculum with MCAS reinforcement and practice. Item analysis and complete data analysis will drive instruction. Math and ELA staff will review and implement pre and post testing to better target instruction.

THE 8 STATE REQUIRED SCHOOL IMPROVEMENT CATEGORIES:

VII. SITE-BASED PROFESSIONAL DEVELOPMENT OFFERED THIS YEAR:

- Positive School Culture / Olweus
- Data Warehouse, Kim Morandi, Data Specialist Berkshire DSAC
- Promoting pro-social behaviors, responsible decision-making and personal self-respect, Patti Cutler
- New Teacher Mentoring
- Achievement Network (ANet) Formative Assessment
- I-Pass Technology / Data Base and Grade Book

VIII. ANNUAL NEEDS ASSESSMENT PLAN:

- **Staffing, Class Size, & Student/Teacher ratios**

LMMHS scheduling committee is again continuing to review class size and course offerings in order to accommodate student needs and college readiness. School choice is used to balance grade levels, class size and section numbers. Currently the Schedule Committee is considering various daily schedules to determine what would be the best practice to implement in Lenox.

- **Facilities**

One consideration for LMMHS as the school moves forward to expand curricular offerings is the facilities. This year many teachers are teaching extra sections and new courses. As LMMHS expands course offerings and multiple sections to free up scheduling conflicts, the next concern will be facilities to house new offerings. With expanded sections and courses this year, many teachers are sharing rooms throughout the day. A closer look at facility usage will be planned as the scheduling committee moves forward this year.

- **Curriculum / Program**

Again the individual Department Heads will be leading their Departments through a review of our curriculum scope and sequence. Time will be allotted to the core departments to work through aligning course offering with the Mass Core graduation recommendations and state frameworks. LMMHS will focus on improving our teaching and learning to incorporate the 21st Century learning skills.

IX. PARENT INVOLVEMENT IN THE SCHOOL:

Parent involvement at the Middle and High School level is always welcomed. LMMHS includes parental support on many different decision making committees such as the Wellness Task Force, School Council, The Physical Education Compromise Committee, and the many Booster Groups that support our sports, clubs and activities. At Back to School Night highlights of the schools initiative to increase school to parent communication was premiered. This initiative is to foster a partnership with parents to increase student academic success.

X. SAFETY AND DISCIPLINE IN THE SCHOOL:

- **Crisis Plans**

A Comprehensive Crisis Management Plan exists for Lenox Memorial Middle and High School. This plan is shared at the building level, district level, as well as with the Lenox Police and Fire Departments. This plan includes two teams. The first team, Blue Team, assists in assessment of crisis and determination of the appropriate response. The second team, Red Team, assists in a school wide crisis response.

- **Discipline Statistics**

A five year review of the school's discipline statistics indicates that Lenox Memorial Middle and High School maintains a safe and orderly learning environment. Discipline is always addressed proactively and consistently progress in order to achieve the end result which is declining referrals for poor behavior. LMMHS will focus on positive school culture combined with the Olweus Training to promote pro-social behaviors, responsible decision-making and personal self-respect in all students.

2008-2009 - 44 ISS - 10 OSS

2009-2010 - 48 ISS - 14 OSS

2009-2010 - 14 ISS - 11 OSS

2010-2011 - 7 ISS – 19 OSS

XI. SCHOOL ENVIRONMENT, CULTURE AND DIVERSITY:

- **Programs, Assemblies, etc**

Lenox Memorial utilizes grade level meeting to discuss school policy, the student handbook/code of conduct, and to develop Positive School Culture. The Middle School students and staff continue to plan and implement P.O.D. activities for grades 6, 7, & 8 to build community, offer support and to reinforce expectations for the middle school students, and increase Positive School Culture. The High School students continue to lend their support and talent to the peer mentorship program, as well as student government, Captain's Council, and internship program. Student travel to provide leaning opportunities about community and diversity is encouraged through both curricular and co-curricular field trips. LMMHS continues to promote the use of the Student Support Center as a proactive approach to encouraging positive behavior and responsible decision making throughout the student body.

XII. EXTRACURRICULAR ACTIVITIES FOR STUDENTS:

A. Middle School:

1. Student Council, MS Yearbook, Peer Education, French Club, Spanish Club, Destination Imagination, Art Club, Going Places, ASAP, Mountain Bike Club, Crew Club, Science Club, MS Literary Magazine, Drama, MS Chorus

B. High School:

1. Student Council, Yearbook, Student Newspaper, National Honor Society, National Art Honor Society, Quiz Team, Peer Education, Photography Club, French Club, Spanish Club, Latin Club, Destination Imagination, Peer Tutoring, Art Club, Chess Club, United Nations Club, Mock Trial, Glee Club, Going Places, ASAP, Mountain Bike Club, SAVE, Evergreen, Student Relief, Crew Club, Spanish Guitar Club, Cooking Class, Math Club, Computer Programing Club, French Film Club, Publications, Drama, Musical.

C. The following sports teams are currently offered:

1. FALL: B & G Soccer, B & G Cross-Country Running, Mixed Team Golf, B & G Crew, Volleyball, Football (with Lee High School team)
2. WINTER: B & G Basketball, B & G Cross-Country Skiing, B & G Alpine, B & G Swimming (with Monument Mountain) Hockey (with Mt. Everett H.S. Team)
3. SPRING: Baseball, Softball, B & G Tennis, B & G Track and Field, B & G Lacrosse (with Lee High School team)

XIII. SCHOOL SITE EDUCATIONAL SMART GOALS & IMPROVEMENT OF STUDENT PERFORMANCE:

Each year goals are reviewed and updated based on progress toward meeting the goals and on staff identified needs. Schools will initiate a minimum of three site goals each year. The *Site-Based School Improvement Plan* is finalized each September, presented to the School Committee in October, reviewed with the superintendent in February for mid-year progress, and evaluated each June with the School Committee.

Please see the form on next page

School: Lenox Memorial Middle and High School

Year: 2011-2012

SMART GOAL: 1

Align LMMHS course offering with the Mass Core Guidelines.

Strategic Goal Correlate:

Action Step: #1

Review the current course offerings and compare to Mass Core.

A. Begin Date: 9/2011 Anticipated Completion Date: 1/2012 Actual Completion Date:

B. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1. Bi-weekly meeting of schedule committee.

9/2011-12/2011

2. Faculty meeting brainstorm activities.

10/2011

3. Department heads meetings and review of data.

Ongoing

D. Person/persons responsible for monitoring:

Principal, Dean of Students, Guidance Department, Schedule Committee, Faculty

E. Education Results – (data)

F. Linked Professional Development

1.

Scheduling Committee meetings.
DESE Mass Core

2.

3.

School: Lenox Memorial Middle and High School

Year:

SMART GOAL: 1

Align LMMHS course offering with the Mass Core

Strategic Goal Correlate:

Action Step: #2

Review schedule, scope and sequence, and staffing to meet the Mass Core recommendations.

C. Begin Date: Anticipated Completion Date: Actual Completion Date:

D. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1.

2.

3.

F. Person/persons responsible for monitoring:

G. Education Results – (data)

F. Linked Professional Development

1.

2.

3.

School:

Year:

2011-2012

SMART GOAL: 2

LMMHS will increase the ELA and Mathematics Composite Performance Index in order to meet the performance target for Adequate Yearly Progress.

Strategic Goal Correlate:

Action Step: #1

Identify and schedule students into the Math Lab course for targeted assistance in Math.

E. Begin Date:

7/2011

Anticipated Completion Date:

9/2011

Actual Completion Date:

F. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1.

Student grades

End of year 2010-2011 Math dept. Teachers

2.

Preliminary MCAS score data

Mid-Summer 2011 Math Dept. Head/Guidance

3.

Parents recommendations to take course

Scheduling season spring-Fall 2011

H. Person/persons responsible for monitoring:

Math Dept. Teachers, Guidance Counselors, Principal

I. Education Results – (data)

F. Linked Professional Development

1.

2.

3.

School: Lenox Memorial middle and High School

Year:

SMART GOAL: 2

LMMHS will increase the ELA and Mathematics Composite Performance Index in order to meet the performance target for Adequate Yearly Progress.

Strategic Goal Correlate:

Action Step: #2

Review all MCAS Data in Data Warehouse and adapt lesson plans and targeted assistance to improve student learning.

G. Begin Date: Anticipated Completion Date: Actual Completion Date:

H. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1.

2.

3.

J. Person/persons responsible for monitoring:

K. Education Results – (data)

F. Linked Professional Development

1.

2.

3.

School: Lenox Memorial Middle and High School

Year: 2011-2012

SMART GOAL: 3

LMMHS will increase positive school culture.

Strategic Goal Correlate:

Action Step: #1

Designated staff attends Olweus Training in Bullying Prevention.

I. Begin Date: 6/2011 Anticipated Completion Date: 6/2011 Actual Completion Date: 6/2011

J. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1. Staff attended two day workshop.

June 21 and 22, 2011

2. Lenox School District Staff complete survey.

Summer 2011

3. Teacher survey results reviewed by Faculty and Staff

9/2011

L. Person/persons responsible for monitoring:

Superintendent, Principal, Dean of Students, teachers

M. Education Results – (data)

1.

2.

3.

F. Linked Professional Development

Lenox Public Schools
Bullying Prevention Training

Michelle Bienvenue, LICSW
Jennifer Stokes, LICSW

School: Lenox Memorial Middle and High School

Year: 2011-2012

SMART GOAL: 3

LMMHS will increase positive school culture.

Strategic Goal Correlate:

Action Step: #2

Middle and High School Club and Activity Fair.

K. Begin Date: 9/7/2011 Anticipated Completion Date: 9/30/2011 Actual Completion Date:

L. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1. Student council hears and approves the plan.

9/7/11 continue planning

2. Student council requests tables and selects date.

9/2011

3. Student council notifies club advisors and builds faculty support.

9/2011

N. Person/persons responsible for monitoring:

Principal, Dean of Students, Student Council Members

O. Education Results – (data)

F. Linked Professional Development

1.

2.

3.

School: Lenox Memorial Middle and High School

Year:

SMART GOAL: 3

LMMHS will increase positive school culture.

Strategic Goal Correlate:

Action Step: #3

Training activities for entire LMMHS Faculty and Staff

M. Begin Date: Anticipated Completion Date: Actual Completion Date:

N. Measurement Method(s) and Specific Assessments Used.

C. Monitoring Dates/Timelines

1.

2.

3.

P. Person/persons responsible for monitoring:

Q. Education Results – (data)

F. Linked Professional Development

1.

Patti Cutler, founder/director of Springdale Education Center

2.

3.