

## School Improvement Plan: 2022-23

### Strategic Objectives

1. **Connectedness:** Create an inclusive, collaborative school climate that fosters a sense of belonging and connectedness.
2. **Narrow the Opportunity and Achievement Gaps:** Achieve excellence with equity.
3. **Curricular and Programmatic Engagement:** Create, maintain, and deliver meaningful, robust, current, accessible curriculum and programming.
4. **Student and Staff Well-being:** Prioritize student and staff well-being and positive self-identity development as essential components to sustainable personal growth and life-long learning.

### School Goals: 2022-2023

- Continue and expand work on student and staff connectedness. (**Connectedness Initiatives 1.1, 1.2, 1.3,1.4, 1.5; Core Value of Focus: Fostering Caring and Cooperative Relationships**)
- Gather data and establish metrics to assess both achievement and opportunity gaps. (**Narrow the Opportunity and Achievement Gaps Initiatives 2.1**)
- Review department curricula to ensure that they: include the L-S Portrait of Graduate principles; are current and relevant; promote culturally responsive practices; support social-emotional learning. (**Curricular and Programmatic Engagement Initiative 3.1**)
- Finalize a decision on the current block schedule. (**Curricular and Programmatic Engagement Initiative 3.2**)
- Assess institutional challenges to student and staff well-being. (**Student and Staff Well-being Initiative 4.1**)

[L-S Strategic Plan 2020 - 2025 \(Revised July 2022\)](#)

<b>Guiding Strategic Plan Initiative</b>	<b>Specific Improvement Action</b>	<b>Persons Responsible</b>	<b>Required Resources</b>	<b>Timeline/Bench marks</b>
<p><b>Connectedness:</b>  <b>1.2</b> <i>Provide ongoing professional development opportunities for faculty and staff that foster connectedness and model cultivating community.</i></p> <p><b>1.3</b> <i>Implement programming specifically designed to cultivate community for groups that have traditionally reported not feeling a sense of belonging and connectedness to L-S.</i></p> <p><b>1.4</b> <i>Implement both new and ongoing programs and school events that enhance an inclusive school climate broadly, and solidify connections for all within the L-S community.</i></p>	<p>Finalize the year one advisory curriculum.  Train faculty advisors.</p>	<p>Advisory Committee   Full Faculty</p>	<p>Stipends for two coordinators and curriculum creators, consultancy fees.</p>	<p>Faculty PD to begin in November 2022.</p> <p>Full year-one curriculum to be reviewed and finalized.</p> <p>Pending MOA between LSSC and LSTA, advisory to start in SY 2023-24.</p>
<p><b>Connectedness:</b>  <b>1.4</b> <i>Implement both new and ongoing programs and school events that enhance an inclusive school climate broadly, and solidify connections</i></p>	<p>Continued CCC and House activities to build community for all</p>	<p>The Cultivating Community Committee will continue to provide Fun Fridays, with</p>	<p>None</p>	<p>Fun Fridays to be held twice monthly</p>

<p><i>for all within the L-S community.</i></p>		<p>different L-S departments, programs, and clubs (e.g., GSA, German Club, Biology Club, Math Department, Autism Awareness Club) volunteering to host Fun Fridays. Broaden involvement in Fun Fridays Intentionally incorporate new hires into this process (so they feel connected to both students and staff in their first year experience).</p>		
<p><b>Narrow the Opportunity and Achievement Gaps</b>  <b>2.1</b> Gather data and establish metrics to assess both opportunity and achievement gaps.</p>	<p>Develop additional metrics beyond grades and test scores to measure student achievement and opportunity. Begin collecting data on these metrics.</p>	<p>Strategic Planning Committee  Academic Council</p>	<p>None</p>	<p>Additional metrics to be agreed upon and initial data collected by the end of the school 22-23 year. Data analysis to begin on a rolling basis as collected. Strategies to address will be promoted on a rolling basis.</p>
<p><b>Narrow the Opportunity and</b></p>	<p>Continue to train faculty in</p>	<p>Administrative Team</p>	<p>Title IIA grant funds</p>	<p>Provide more faculty with access</p>

<p><b>Achievement Gaps 2.3</b>  <i>Provide ongoing professional development opportunities for faculty and staff that enhance institutional student supports.</i></p>	<p>Universal Design for Learning and grading for equity practices.</p>	<p>Academic Council</p>	<p>for continued professional training</p>	<p>to the introductory UDL Explore course through Harvard Graduate School of Education and CAST. Send a team to the second second course in the series, UDL Apply, by the end of the 22-23 school year.</p>
<p><b>Curricular and Programmatic Engagement 3.1</b>  <i>Review department curricula to ensure that they: include the L-S Portrait of Graduate principles; are current and relevant; promote culturally responsive practices; support social- emotional learning.</i></p>	<p>Faculty in departments agree on the ways that their courses help students develop the qualities listed</p>	<p>Administrative Team  Academic Council  Departments</p>	<p>none</p>	<p>End of semester one</p>
<p><b>Curricular and Programmatic Engagement: Initiative 3.2</b>  <i>Finalize any changes to the current block schedule, including adding time for advisory</i></p>	<p>Produce a new schedule which builds in time for advisory</p>	<p>Schedule Review Committee  Full Faculty</p>	<p>None</p>	<p>Schedule to be completed by spring 2023.</p>

<p><b>Curricular and Programmatic Engagement: Initiative 3.7</b>  <i>Re-evaluate the structure and schedule of the January and June exam weeks.</i></p>	<p>Create a new schedule for end of semester assessments which based on feedback from faculty and students</p>	<p>Academic Council</p>	<p>None</p>	<p>New midyear schedule to be finalized by early October 2022, for use in January 2023. Student and faculty feedback collected in February 2023 for continued analysis and discussion by the Academic Council.</p>
<p><b>Student and Staff Well-being 4.1</b>  <i>Assess institutional challenges to student and staff well-being, including: technology, academic commitments, co-curricular commitments, professional responsibilities, professional culture, and community expectations.</i></p>	<p>Disseminate data from the MetroWest Adolescent Health Survey. Engage community members, including students, staff, and the community, in a discussion of its findings</p>	<p>Metro-West Survey Team</p>	<p>None</p>	<p>Discuss the 2021 MetroWest survey results with faculty, students, and community September and October 2022. Collect suggestions for improvement.</p>