



PEPPERELL HIGH SCHOOL
JASON KOUNS, PRINCIPAL
DAVE ALLEN, ASSISTANT PRINCIPAL
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School Improvement Plan Pepperell High School 2023-2024

School Improvement Goals

Overarching Need #1

Overarching Need as identified in CNA Section 3.2	Noted deficit (In terms of scoring percentage) for students in 8th Grade End of Grade Assessments. Students scoring at the Beginning and Developing Levels will decrease by at least 3%.
Root Cause #1	Students arriving on campus with academic language deficit levels
Root Cause #2	Lack of data / benchmarks (Science/Social Studies)
Root Cause #3	Impact of changing socio economics in the community
Goal	Increase proficient/distinguished + by 3% at a minimum and decrease beginning/developing by maximum of 3%

Action Step #1

Action Step	Transition/Physical Location Change of 8th Grade Classroom Placement
Funding Source	N/A
Subgroups	8th
Systems	Collaborative Planning/Conversation
Method for Monitoring Implementation and Effectiveness	Meeting Notes/Minutes, Instructional Coach Feedback
Position/Role Responsible	Teachers/Coaches/Admin
Timeline for Implementation	23-24 academic school year
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

Action Step #2

Action Step	Increased writing across all curriculum
Funding Source	none
Subgroups	All students
Systems	Teachers/Coaches/Admin (MS & HS)
Method for Monitoring Implementation and Effectiveness	Lesson Plans, TKES observations, student artifacts
Position/Role Responsible	All
Timeline for Implementation	23-24 School year
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

Action Step #3

Action Step	Provision of after school tutoring with certified content instructional staff every Tues and Thurs.
Funding Source	20 Day Money/Title Funding
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Taking roll/attendance, increased grades/scores in individual courses (Core) for those participating.
Position/Role Responsible	Teachers/Admin/Grad Coach
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	

School Improvement Goals

Overarching Need #2

Overarching Need as identified in CNA Section 3.2	Noted deficit (In terms of scoring percentage) for students in Biology that scored in the Proficient/Distinguished categories, will be less than 50%.
Root Cause #1	Three years removed from any Life Science formal assessment (7th grade -10th grade)
Root Cause #2	Students arriving on campus with academic language deficit levels. (Lack of data)
Root Cause #3	Impact of changing socio economics in the community.
Goal	Increase proficient/distinguished + by 3% at a minimum and decrease beginning/developing by maximum of 3%

Action Step #1

Action Step	Creation of Common Benchmark Assessments
Funding Source	Instructional
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Admin/Academic/Teachers
Position/Role Responsible	Admin/Academic/Teachers
Timeline for Implementation	23-24-September 23'
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

Action Step #2

Action Step	Continue to develop a Biology preview unit (To specifically address Vocabulary and Science Stem Words) within the 9th grade Physical Science
Funding Source	Instructional
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Unit plans/LessonPlans/ Observations/ Data from Assessment (EOC at the end of the course)
Position/Role Responsible	Teacher/Admin
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

Action Step #3

Action Step	Provision of after school tutoring every Tues and Thurs. Before/After School Tutoring-Content Specialist
Funding Source	20 Day Money/Title Funding
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Taking roll/attendance, increased grades/scores in individual courses (Core) for those participating.
Position/Role Responsible	Teachers/Admin/Grad Coach
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based	Provision of after school tutoring every Tues and Thurs (Learning Lab).

organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	Before/After School Tutoring-Content Specialist
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Overarching Need #3

Overarching Need as identified in CNA Section 3.2	An Increase in students taking multiple AP exams with scores of 3 or higher.
Root Cause #1	Competition with Dual Enrollment/exam expense
Root Cause #2	Delay in identification of students who would benefit from participation in AP/Honors
Root Cause #3	Impact of changing socio economics in the community
Goal	Increase in students with multiple, successful AP course completion (course enrollment & 3+ score on test) by 10%

Action Step #1

Action Step	Determine funding source to alleviate financial burden of AP tests
Funding Source	District/Local
Subgroups	All students
Systems	
Method for Monitoring Implementation and Effectiveness	Increase in Test participation
Position/Role Responsible	AP Lead/AP Coordinator/ AP teachers
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	Potential Community Business Partners Utilized campus PBIS Fundraisers.

Action Step #2

Action Step	Early recruitment and retention of AP students
Funding Source	None
Subgroups	All students
Systems	Pathway night/Course registration (Allison Goggans)
Method for Monitoring Implementation and Effectiveness	Increase in participation
Position/Role Responsible	AP Teachers/AP Lead/ AP Coordinator/ Admin
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	

Action Step #3

Action Step	Implementation of Dragon Foundation
Funding Source	Private Donations/Vending Balances
Subgroups	All Students
Systems	
Method for Monitoring Implementation and Effectiveness	Administrative Oversight
Position/Role Responsible	Admin
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	Community Business Partners/Individual Sponsorship

Overarching Need #4

Overarching Need as identified in CNA Section 3.2	18% of our students (10-12) are enrolled in the Learning Lab based on credit deficiency.
Root Cause #1	Covid/Pandemic-Loss of supervision/accountability based on options such as virtual.(Class of 24 - last of virtual year students)
Root Cause #2	Basic skill gap lingering from pandemic affected school years
Root Cause #3	Lack of Carnegie Unit/Grade Transition occurs at the Secondary Level.
Goal	To reduce the number of failures of courses required in/for Graduation by 5%.

Action Step #1

Action Step	Communicate and reinforce to the community an understanding of how credits are earned for graduation and the importance of passing all classes
Funding Source	None
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Parentsquare data and other communication vehicles for this message
Position/Role Responsible	Grad Coach/Admin/Teachers
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	Community (Buy-In)

Action Step #2

Action Step	Options for Grade Recovery during academic semester through the implementation of a "Study Skill Period" 2023-2024
Funding Source	None
Subgroups	All
Systems	
Method for Monitoring Implementation and Effectiveness	Decrease in the number of students required to participate in the Credit Recovery process for the next semester.
All Fau	All Faculty
Timeline for Implementation	23-24
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

Action Step #3

Action Step	In semester individual student transcript conversations
Funding Source	None
Subgroups	All (Sophomores/Juniors)
Systems	
Method for Monitoring Implementation and Effectiveness	Roll/Attendance verification-Notes from the individual meetings.
Position/Role Responsible	Counselors/Grad Coach/Admin
Timeline for Implementation	23-24 (December)
What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	None

