

**The Public Schools of Brookline**

**Brookline High School**

**School Improvement Plan, Fall 2021-2022**

**School Council Members**

Anthony Meyer- Head of School

Brian Poon - Dean of Student Support Systems

Masu Haque - Parent

Amy Kershaw - Parent

Mary Roark - Parent

Yigal Rosen - Parent

Nikita Bright-Reason - Student

Rebecca Shahrooz - Student

James Dyalchand-Ericson - Student

Lisa Rodriguez - Teacher

Danielle Theissen - Teacher

Young Yvonne Park - Community Member

Sara Stoutland - Community Member

## ***PSB Strategic Plan Goals & Core Value***

### ***Goal 1: Every Student Achieving***

Ensure that every student meets or exceeds Brookline's high standards and eliminate persistent gaps in student achievement by establishing educational equity across all classrooms, schools, and programs.

### ***Goal 2: Every Student Invested in Learning***

Increase every student's ownership of his/her learning and achievement by using rigor, relevance, and relationships to foster a spirit of inquiry and the joy of learning.

### ***Goal 3: Every Student Prepared for Change and Challenge***

Instill in every student the habits of mind and life strategies critical for success in meeting the intellectual, civic, and social demands of life in a diverse, ever-changing, global environment.

### ***Goal 4: Every Educator Growing Professionally***

Foster dynamic professional learning communities that inspire inquiry, reflection, collaboration, and innovation, and use data to improve teaching, advance student learning, and refine the programs and practices of the Public Schools of Brookline.

### ***PSB Core Values:***

- High Achievement for All
- Excellence in Teaching
- Collaboration
- Respect for Human Difference
- Educational Equity

### ***Brookline High School Beliefs***

- We create the culture we want
- You're not done yet.
- This is hard, you can do it, we will help you.
- Freedom and responsibility.

**BHS School Improvement Plan Goals**

Brookline High’s Strategic Plan is focused on preparing the high school for when construction has been completed on 22 Tappan and the STEM wing and our students have been unified in one location. We have a unique opportunity to refocus our school with our new alignment of our physical plant with school mission and values.

Our goals will focus on:

1. Graduation Requirements
2. Student Support and Administrative Structure
3. Delivery of Equity Content

1. Graduation Requirements				
Action	Person(s)/ Teams involved in this work	By when?	Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc.)	Indicators of progress and success
Create a Graduation Requirements Team that will oversee the work. <ul style="list-style-type: none"> <li>➤ Establish challenges, values, and structures</li> </ul>	Poon/Meyer	October	Time in Curriculum Coordinator and Administrative Council Meetings	Establishing this core team by early October.

Research other schools' graduation requirements	Poon/ School Council	October	Time in School Council Meetings	Identify who within SC will take this on during our October meeting.
Collect Data on current Graduation Requirements	Poon/Mason /Steele	October	Time to coordinate with data specialists	Data points established and data gathered
Develop Survey for students, caregivers, BHS Staff, and Programs	Poon/ School Council	Late October	Time in School Council, Admin Council, Curriculum Coordinators, and Deans' Team Meetings	Survey results by Early November
Draft New Graduation Requirements	Poon/School Council/ Admin Council	November	Time in School Council, Administrative Council, Departmental and Faculty Council Meetings	Requirements are drafted.
Ratify New Graduation Requirements	Meyer/ Poon/ Guillory/ Ryan Miller/ School Committee	December	Time to meet with School Committee	Graduation requirements passed.

## 2. Administrative and Student Support Structure

<b>Action</b>	<b>Person(s)/Teams involved in this work</b>	<b>By when?</b>	<b>Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc.)</b>	<b>Indicators of progress and success</b>
Survey students and parents/guardians about student support structure and service.	School Council/ unaligned deans/guidance coordinator/advisory coordinators	End of October	School Council meeting; sessions to review draft survey with guidance coordinator and deans.  Survey tools	Send parent/guardian survey by last week of October.  Implement advisory survey in October or December.
Convene focus groups with student support personnel, students, and parent/guardians.	Wellness, SWs, B-PEN, Teachers, Advisors, Guidance, Deans  Student perspectives: peer leaders, Jr & Sr Mentors/Keepers, Student Council, Legislature Metco, AALSP,	End of January	School Council meetings  Questions for Focus Groups  Facilitators from SC to meet with various students and student groups	Qualitative feedback from focus groups of students, staff, parents, and community members by end of first semester.

	WH, SLC, Excel Tutorial, Coaches, PA, Clubs. Community Partners: BTC, BCF, IF, BEF, BPD			
--	--	--	--	--

**3. Delivery of Equity Content**

<b>Action</b>	<b>Person(s)/Teams involved in this work</b>	<b>By when?</b>	<b>Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc.)</b>	<b>Indicators of progress and success</b>
Create a year-long coherent vision of equity work focused on justice/ injustice with the kickoff being whole school read Just Mercy	Uttaro	September - October 2022	Time in Administrative Council, Coordinators, Departmental and Faculty Meetings  School Council meetings for follow-up	The final draft of the vision, its broad dissemination, and concrete evidence / data from all constituents that it is being acted upon

<p>Administer a May 2021 survey of seniors to learn their perspective over 4 years on equity and inclusion in our BHS culture and curriculum.</p> <p>Discuss and implement action plan in '21-'22 based on findings</p>	<p>Uttaro</p> <p>Meyer/ Poon/ Uttaro/SC</p>	<p>May 2021</p> <p>Sept 2022</p>	<p>Time in School Council</p> <p>Time in Senior Cabinet, Administrative Council, Coordinator, Departmental and Faculty Meetings</p>	<p>Done</p> <p><a href="#">Reflecting on your Experiences of Identity and Belonging During your Time at BHS</a></p> <p>The final draft of the action plan, its dissemination, and concrete evidence / data from all constituents that it is being acted upon</p>
<p>Draft and employ a '21-'22 well-articulated, widely circulated and cohesive equity arc for our Days of, classes, clubs, Advisory, and professional development efforts.</p>	<p>Poon/Meyer/ School Council</p>	<p>October – Dec 2022</p>	<p>Time in School Council, Senior Cabinet Administrative Council, Coordinator, Departmental and Faculty Meetings</p>	<p>The final draft of the arc, its dissemination, and concrete evidence/ data from all constituents that it is being acted upon</p>