

**NORWELL PUBLIC SCHOOLS
DISTRICT IMPROVEMENT PLAN
2012-2015**

1.0 LEADERSHIP AND GOVERNANCE

- 1.1 Norwell Public Schools shall establish a comprehensive policy review plan to ensure that all policies of the Norwell School Committee are reviewed and updated regularly.
- 1.2 The Superintendent of Schools shall implement a revised Supervision and Evaluation system for the Norwell Leadership Team during the 2012-2013 school year, with revisions as needed.
- 1.3 Norwell Public Schools shall communicate a clear, concise, and thoughtful vision to faculty, staff, and community that incorporates ongoing initiatives and state and federal mandates by September, 2012.

2.0 CURRICULUM AND INSTRUCTION

- 2.1 Norwell Public Schools shall conduct a review of horizontal curriculum alignment in all grade levels/content areas and will implement organizational systems to continue to monitor such alignment over time.
- 2.2 Develop and maintain the use of formative student assessment data for the purposes of communicating progress and areas for improvement, as well as informing classroom instruction.
- 2.3 Norwell Public Schools shall work to ensure a common understanding of high quality evidence-based instruction and will have an established system for monitoring instructional practices.
- 2.4 Norwell Public Schools shall continue to foster and expand the integration of technology into the classroom, including the roll-out of 1:1 technology for students.
- 2.5 Norwell Public Schools shall conduct a comprehensive review of leveling in grades 7-12 and shall ensure sufficient rigor and challenge in all levels of instruction.

3.0 ASSESSMENT

- 3.1 Norwell Public Schools shall streamline data collection to ensure a user-friendly interface for faculty and staff to use.
- 3.2 Norwell Public Schools, through data analysis, shall examine disaggregated student results to ensure all students are achieving in our strong curriculum.
- 3.3 Norwell Public Schools shall develop and clearly communicate benchmark assessments to inform instruction in all grades and subject areas.

4.0 HUMAN RESOURCES AND PROFESSIONAL DEVELOPMENT

- 4.1 Norwell Public Schools shall continue to investigate and develop teacher-leader positions and/or other opportunities for teacher leadership and growth.
- 4.2 Norwell Public Schools shall work to ensure that evidence-based supervision processes are used to monitor and support teachers in meeting instructional and programmatic expectations.
- 4.3 Norwell Public Schools shall develop and implement a tiered Professional Development Program that addresses the unique needs of both new and veteran staff.

5.0 STUDENT SUPPORT

- 5.1 Norwell Public Schools shall conduct a comprehensive review of its Response to Intervention Program, examining and implementing changes to the existing structure in order to support students with emotional and/or behavioral challenges.
- 5.2 Norwell Public Schools, through its Professional Development Program, shall ensure all staff receives necessary training to create supportive and democratic classrooms using techniques and materials from the Responsive Classroom Program.

6.0 FINANCIAL AND ASSET MANAGEMENT

- 6.1 Norwell Public Schools shall develop/use new accounting procedures and/or technology to facilitate tracking, forecasting, and control procedures, and to integrate the district-level financial information of each school and program.