

**2023-2024
North High
School Improvement Plan
through**



Shared Decision Making

**BUILDING AND SCHOOL IMPROVEMENT PLAN CHECKLIST
North High 2023-2024**

Your building SDM plan should contain:

Shared Decision Making Team Mission Statement

Operational Principles

Changes in basic school plan, if any

List of meeting dates and times for the current school year

Communication plan (PTA newsletter, posting minutes, etc.)

Previous year successes, challenges, concerns and how data was gathered

Identification of building SDM's self-assessment tool used in the spring of each year

Team Roster indicating stakeholder group represented, dates and term of signature

SCHOOL IMPROVEMENT PLAN

North High 2023-2024

I. Mission Statement

We are a representative group of the Williamsville community who agree to convene in order to plan, problem-solve, and set direction for the improvement of student achievement and character development at Williamsville North High School. We are committed to fostering a safe, respectful, and nurturing learning climate that encourages students to achieve their fullest potential academically, emotionally, physically, and creatively. Our purpose is to positively impact education and allow for the personal growth of all students at Williamsville North, so that they can become the leaders of tomorrow and shape the future.

II. Operational Principles

As team members, we will act as equal partners with the responsibility and the accountability of planning and making decisions. We will arrive at decisions by the consensus model. We will publicly support all decisions made by consensus. We will respect each member of the team, as well as the nature of the issue discussed. We will endeavor to base our decisions upon research and data whenever possible.

III. Changes in Basic School Plan

SCHOOL IMPROVEMENT PLAN North High 2023-2024

Our goals fall within three themes: expanding community relationships, strengthening our collaborative culture where individuals feel valued and supporting students' social emotional learning.

Communication Goals

* We are enhancing the school's awareness of our Shared Decision Making (SDM) Team by partnering with various organizations, clubs, and stakeholders in our school community. Our goals closely align to Strategic Plan Communication Goal 1A: The District will improve communication and collaboration within and among the District and school buildings in order to effectively engage all stakeholders. For the 23-24 year these goals will include partnering with the PTSA and Student council for the Canned Food Drive by raising awareness for the charity work by creating posters that will be displayed in the hallway, newsletter, and TVs to increase donations. We are partnering with Exploring Art, Art Club, and Better Together to increase art installations in the building that support community and inclusion. We also plan to partner with Cultural Awareness for our DEI goals explained below. For these goals and partnerships, we intend to continue to increase awareness of our organization and support building wide communications by publishing information about the following goals (below) in the newsletter, on the TVs or where it may be appropriate for the school community. Furthermore, we are partnering with the North Communications Strategic Plan Committee and the ESOL department to increase inclusivity and equity for families (whose first language is not English) in receiving and understanding communications (ex. Newsletter, WITS homepage, and other announcements).

Wellness, Community, and Sustainability goals

* The following goals have been created in connection to Strategic Plan Wellness, Community, and Sustainability goal 2A: All students and staff will have equitable access to instruction, tools, experiences, and practices that support and enhance their physical, social, and emotional safety and wellness. 1) SDM will partner with teachers to conduct a survey and work with building purchasing to install light dimmers in classrooms. This wellness goal is to increase student wellness and decrease student absences due to migraines etc. from overhead lighting. 2) SDM will partner with Better Together, Art Club, and Exploring Art to increase support for artwork installations on the walls and trash cans. The diverse art produced in this initiative will convey positivity, inspiration, and increase feelings of community, engagement and inclusivity. SDM will support the planning of what to paint, where to paint, and will work to get the clubs the supplies needed. The following goals most closely align with Strategic Plan Wellness, Community, and Sustainability goal 2B: All stakeholders will feel welcomed, connected and have a sense of belonging to their school and District communities. 1) SDM will partner with the PTSA Snack Shack to host diversified snacks that are inclusive of the many cultures represented in our school. 2) SDM will promote two events that will help stakeholders feel welcomed and connected. One night will welcome the families of incoming ELL students to North, the other night will provide a community building event for faculty/staff to participate in a volleyball game with student/family spectators that will then lead into the Taste of North event sponsored by Cultural Awareness.

Diversity, Equity, and Inclusion Goals

* The following goals have been created in connection to Diversity, Equity, and Inclusion goal 3A: Students will be provided opportunities to express their identities in the school setting. 1) SDM will partner with Better Together, Art Club, and Exploring Art to increase support for artwork installations on the walls and trash cans. A theme of the artwork will be images important to different cultures. SDM will support the planning of what to paint, where to paint, and will work to get the clubs the supplies needed. 2) SDM will partner with Cultural Awareness for the Taste of North event. The Taste of North is a school community event where students and families can sign up to bring in food and celebrate the various and diverse cultures of North.

* The following goal has been created in connection to the Diversity, Equity, and Inclusion Goal 4A: The District and Schools will plan, develop, and implement meaningful, responsive, and engaging activities that educate, raise awareness of, and support the diverse cultures in our community. SDM is working with the ESOL department to coordinate a welcome night to families of English Language Learners coming to North. This will be in conjunction with the 8th Grade Open House event. There will be a session before the start of Open House where SDM and ESOL will be invited to a welcome orientation. The goal is to welcome and help these families feel a part of the North community to improve communication and increase student success.

IV. Meeting Dates

| | |
|--------------------|----------------|
| September 18, 2023 | 3:15 - 4:15 pm |
| October 16, 2023 | 3:15 - 4:15 pm |
| November 13, 2023 | 3:15 - 4:15 pm |
| December 11, 2023 | 3:15 - 4:15 pm |
| February 12, 2024 | 3:15 - 4:15 pm |

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| | |
|----------------|----------------|
| March 11, 2024 | 3:15 - 4:15 pm |
| April 22, 2024 | 3:15 - 4:15 pm |
| May 13, 2024 | 3:15 - 4:15 pm |
| June 10, 2024 | 3:15 - 4:15 pm |

V. Communications Plan

- *We will identify and discuss defining characteristics of the Shared Decision Making team in accordance with the Plan for Participation in an effort to develop our unique vision and potential for success.
- *We will improve and expand our communication and information sharing with the North community at large; we will disseminate information in a coordinated way through faculty meetings and visitations with the PTSA and Board of Education.
- *We will write columns periodically for various newsletters including PTSA Highlights and the weekly newsletter.
- *We will continue to update our Williamsville North WEB link, adding key information to the SDM front page.
- *We will update whenever appropriate: meeting minutes, bulletin boards, North Notes and email (internal communication with faculty and staff), faculty and student handbooks, and WITS.
- *We will ask SDM committee members to seek opportunities to communicate directly with their constituencies, including annual reports at PTSA meetings. We will also deliver periodic updates through the morning announcements and WITS. In addition, we will present publicly at Student Council / Link Crew meetings, faculty and staff meetings, and school-wide assemblies where appropriate.
- *We will encourage participation in the SDM committee, asking student leadership officers to encourage interested members to attend a Shared Decision Making Committee meeting.
- *We will also continue our efforts to expand communication and information sharing with Casey and Heim Middle Schools through the use of various contacts and liaisons.

VI. Summary

Successes

- * ***Spartan of the year has been an opportunity for continuous growth and has led to ongoing success. We modified some of the data gathering and ways of sorting the nominees. This year we had 4 finalists that were awarded certificates at the Academic Awards night and we had 1 Spartan of the Year who was announced at Academic Awards night and gave a speech at Graduation. We made the voting more inclusive of the students' achievements by having each finalist write a bio in reference to guiding questions that was shared with faculty before voting commenced. With this assessment of success we will create new goals that provide areas of opportunity to celebrate shared student success rather than individual success.***
- * ***At North, we saw a growth in community building through use of community circles. We supported Community Circles by creating and distributing laminated community circle prompt sheets to each and every teacher. As a team, we made community circles a part of our meeting routine by opening and closing each meeting with a circle. With this assessment of success we are creating new wellness goals for the 23-24 school year.***

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Challenges

** We have seen significant growth in the unification of our own team and the leadership opportunities it has provided our student and adult members. We have a lot of great ideas and enthusiasm for growing our school and community. With this being said, we are making a concerted effort to be sure that we ground our work to be in alignment with the goals of Williamsville Central Schools by taking a close look at the WCSD Strategic Plan and Diversity, Equity and Inclusion plan. As we work with stakeholders and determine goals we will aim to make connections to the goals and mission of the district.*

Concerns

** We want to continue to look for ways to positively impact the building.*

Data Gathering Process

** We have used both quantitative and qualitative methods for data gathering for the continuous growth of our goals and our team. We have consistently used Google Forms for data gathering. For example, we used Google Forms to embed all student names in the Spartan of the Year voting so that results were consistent. We also used features in Google Forms to provide teachers with a photo and bio for each Spartan of the Year finalist. We used both quantitative and qualitative data in selecting our student representatives for the 23-24 school year. Students applied to be representatives using a Google Form, they then were invited to an interview where they were assessed using an interview rating scale. We assessed the qualitative and quantitative data to select the representatives. Furthermore, we used the qualitative data learned in the interviews to recommend students who were not finalists to be student leaders in other strategic plan committees.*

SHARED DECISION MAKING TEAM ASSESSMENT North High 2023-2024

This assessment is intended as a tool to reflect on your team's functioning, progress, and/or successes. This tool is to be completed in June (of the preceding school year, for inclusion in the SDM plan completed in the fall). Rate each item as a strong (5) or a weak (1) area for your team. You may complete this assessment individually and then discuss your answers as a team.

| | | 5 | 4 | 3 | 2 | 1 |
|-----|--|---|---|---|---|---|
| 1. | Our SDM Team has established a process insuring that our School Improvement Plan is focused on strengthening student achievement and character development/wellness. | X | | | | |
| 2. | Operational Principles guide our meetings. | X | | | | |
| 3. | Our team has agreed on procedures for holding efficient and effective meetings. | X | | | | |
| 4. | All SDM members have equal opportunities to share creative, innovative ideas. | X | | | | |
| 5. | Each member of our team takes responsibility for doing his/her fair share of work. | X | | | | |
| 6. | We communicate SDM plans and progress with all stakeholder groups. | | X | | | |
| 7. | We collaborate with the entire school community to meet our SDM goals/plans. | X | | | | |
| 8. | We celebrate and publicize our SDM success. | | X | | | |
| 9. | Our team is most proud of: Our continued plan of improving the building and the willingness to take action and improve through collaboration. | | | | | |
| 10. | One way that we could improve: Publicizing the initiatives that SDM works on. | | | | | |

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN
North High 2023-2024**

School Goals:

School Goals

Our goals fall within three themes: expanding community relationships, strengthening our collaborative culture where individuals feel valued and supporting students' social emotional learning:

Goal 1: Communications

*SDM will improve communication and collaboration in order to effectively engage all stakeholders.

*SDM will increase awareness of our organization and support building wide communications by publishing information in the newsletter and on the TVs. We will partner with the North Communications Strategic Plan Committee and the ESOL department to increase inclusivity and equity for families (whose first language is not English) in receiving communications (ex. Newsletter, WITS homepage, and other announcements).

Goal 2: Wellness, Community, and Sustainability

*SDM will work to ensure all students and staff will have equitable access to instruction, tools, experiences, and practices that support and enhance their physical, social, and emotional safety and wellness.

*SDM will support the installation of fluorescent light shades in classrooms.

*SDM will partner with Better Together, Art Club, and Exploring Art to increase support for artwork installations that convey positivity, inspiration, and increase feelings of community, engagement and inclusivity.

*SDM will work to ensure all stakeholders will feel welcomed, connected and have a sense of belonging to their school and District communities.

*SDM will partner with the PTSA Snack Shack to host diversified snacks.

*SDM will promote events that will help stakeholders feel welcomed and connected. This includes a community building event for faculty/staff to participate in a volleyball game, and Taste of North.

Goal 3: Diversity, Equity, and Inclusion

*SDM will plan, develop, and implement meaningful, responsive, and engaging activities that educate, raise awareness of, and support the diverse cultures in our community.

*SDM will work with the ESOL department to coordinate a welcome night to families of English Language Learners in conjunction with the 8th Grade Open House event.

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN ROSTER
North High 2023-2024**

| Stakeholder Group | Name | Dates of Term | Signature |
|--------------------------|-------------------|----------------------|------------------|
| Student | Zelda Abramovich | 9/2023 - 6/2025 | |
| Student | Niranjanaa Ramesh | 9/2022-6/2024 | |
| Parent | Diana Cavall | 9/2022 - 6/2025 | |
| Parent | Karen Shiff | 9/2023 - 6/2025 | |
| Parent | Jennifer Kerr | 9/2020-6/2025 | |
| Support Staff | TBD | | |
| Teacher | Noelle Abdallah | 9/2023 - 6/2026 | |
| Teacher / SDM Chair | Katelin Beaudet | 9/2022- 6/2025 | |
| Teacher | Emily Cardullo | 9/2019 - 6/2024 | |
| Principal | Robert Coniglio | Permanent | |
| Community | Tom Lucia | 9/2018 - 6/2024 | |