**South Carroll High School**

**School Improvement Plan**

**2014-2015**

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| **School Vision / Mission** |
| **The mission of South Carroll High School, a community rich in tradition and pride, is to inspire learning today through a variety of academic and extra-curricular opportunities for success tomorrow in an ever changing and diverse world** |

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| **Carroll County Public Schools Vision 2018: Focus on Excellence Objectives** |
| Prepare Globally Competitive Students   * Fully implement a CCPS curriculum aligned with the Maryland State Standards. |
| * Partner with local institutions of higher education to ensure college readiness. |
| * Enhance programs to ensure career readiness for all students. |
| Meet Each Student’s Instructional Needs   * Close the achievement gap between highest achieving and most struggling students. |
| * Provide appropriate education services for students identified with Autism Spectrum Disorder. |
| * Enhance alternative programs responsive to the needs of at-risk students. |
| * Implement a Gifted and Talented Program aligned with COMAR requirements. |
| * Enhance alternative learning opportunities through the use of digital resources. |
| Develop and Maintain an Effective Workforce   * Attract and retain highly qualified, effective, and diverse employees. |
| * Promote a culture of diversity in the workplace. |
| * Develop an electronic observation, evaluation, feedback, and professional development system. |
| * Continuously monitor the organizational structure to support the Vision 2018 Plan. |
| Provide a Secure, Orderly, Modern Environment   * Reduce incidents of bullying, violence, intolerance, and behavioral disruptions. |
| * Improve and modernize the environment within our school facilities and school buses. |
| * Enhance security for all CCPS students, staff, volunteers, and visitors. |

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| **School Needs Assessment** |
| The 3 school improvement goals were determined by the following data that was collected:   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **2013 Gap Reduction Calculation** | | **Algebra** | **English** | **Biology** | |  | 2013 Highest Performing Subgroup | *White* 95.69% | *White* 91.67%\* | *White* 92.77% | |  | 2013 Lowest Performing Subgroup | *Special Education* 72.73% | *Special Education* 45.00% | *Special Education* 65.00% | | **2013 Achievement Calculation** | | | | | |  | % of Students who Scored Advanced or Proficient | | | | |  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 2013 College- and Career-Readiness Calculation | | 2012 5-Yr Graduation Rate | 2011 CCP |  | |  | 2013 College- and Career-Readiness Results | 97.89% | 93.48% \* |  |   **Attendance Data:** Year Average- 95.14%  **Graduation Data:** Dropout Rate- <3% | | | | | **Promotion Rate:**  Grade 12 >95% (SPED 81)  Grade 11: 92.3% (SPED 81.8)  Grade 10: >95% (SPED >95%)  Grade 9: >95% (SPED 92%) | | | | | D/F Data: 1055 students | | | | | **FLEX:** 73, 590 (Academic: 57, 241) | | | | | **Student/Staff Survey on School Culture**  **Safety**: strengthen communication, consistency  **Culture and Diversity**: not doing advisory lessons, losing battle, disconnect with lessons  **Technology:** blocked from many resources, PD | | | | |

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| **School Improvement Goals to Target Areas from Needs Assessment** |
| 1. Increase the number of students who are college and career ready |
| 1. Reduce the achievement gap |
| 1. Define and promote a positive school culture |

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| **School Improvement Goal** | | |
| 1. At the conclusion of the 2015 school year, 95.3% will have met the criteria for CCR | | |
| **Strategic Actions** | **Time Line** | **Measures of Success / Desired Performance Level** |
| 1.1 Develop a plan to allow underclassmen to participate in AP classes | November  Kim Johnson (L) | At least 1 section of an appropriate AP class to be offered to 9th graders for the 2015-2016 school year |
| 1.2 Develop a plan for Vertical teaming among the AP and Honor Level teachers in each department to prepare students for AP classes  1.3 College and Career Readiness information session at 1st annual regional night to bring awareness to the programs/courses offered at SCHS  1.4 Plan a Completer program EXPO for 9th grade students to bring awareness for SCHS programs for 2015-1016 school year  1.5 Career exploration via guest speakers | November  Kim Johnson (L)  November  Diane Cooper (L)  May  Quarterly  Lois Tiffany(L) | Pre-AP classes have been identified and each department submit a AP pathways program by January  Participation feedback survey  Increase enrollment for SCHS programs  Student feedback survey at end of the year |

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| **School Improvement Goal** | | |
| 2. By the end of the 2014-2015 school year, we will reduce the achievement gap between the highest and lowest performing subgroups in HSA and semester grades by 5% | | |
| **Strategic Actions** | **Time Line** | **Measures of Success / Desired Performance Level** |
| 2.1 Identify students who are at-risk of failing a class (D/F) and partner with a teacher to address the individual needs of the at-risk student as additional support to teacher intervention | Interims  Alethea Miller | Reduce the number D/Fs (1055) earned over the course of the year by 5% ( no more than 1002) |
| 2.2 Establish a 9th grade PLC to work on common expectations of students in order to create a foundation of success  2.3 Each department will establish a remediation plan for students who failed to pass the required assessment for graduation  2.4 Establish a test confidence program for first time special education HSA test takers  2.5 Each department will identify disciplinary literacy techniques for their content area  2.6 It is expected that students with D/F will be requested by the teacher at least once  2.7 Each teacher will develop lessons using technology, such as Web 2.0, to increase student engagement | August-May  September  Dept. chairs (L)  September  Vicky Grant (L)  September- May  Admin. (L)  Sept- May  Admin. (L)  Sept- May  Admin. (L) | Increase the number of 9th grade students earning all Cs or higher (61)  Increase the number of students passing the required assessment for graduation  Increase the number of special education students passing the HSA the first time  Department chairs will create an on-going, to be shared at ILT meetings, portfolio with exemplars of the implementation of these techniques  Decrease the number of students with D/Fs and 0 FLEX request  End of year evaluation conferences teachers will demonstrate utilization of Web 2.0 |

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| **School Improvement Goal** | | |
| 3. By the end of the 2014-2015, SCHS will implement programs to address the overall culture of the school related to attendance, cultural diversity, communication and collegiality | | |
| **Strategic Actions** | **Time Line** | **Measures of Success / Desired Performance Level** |
| 3.1 Students that meet the attendance requirement will be able to participate in the attendance reward set for the quarter | Sept- May | Maintain the attendance rate of 95% or higher |
| 3.2 If the school meets the attendance goal, then all students will participate in the attendance reward set for the quarter  3.3 Staff and students will revisit expectations and guidelines for FLEX  3.4 Incorporate Team Building Activities into professional development days  3.4 Establish a Cultural Awareness Week to promote diversity and acceptance of other cultures  3.5 Staff will be revisit guidelines on their active listening skills and communication etiquette  3.6 Create and utilize an on-line Professional Learning portal | Sept- May  Sept  November, January and April  March  November  August- May | Maintain the attendance rate of 95% or higher  Increase the number of students using FLEX  To promote unity and build collegiality among the staff  Increase the percentage of the survey results that apply to diversity and acceptance of other cultures.  Decrease number of concerns as indicated on the end of the year survey  Staff will complete 2 reflections forms (one form per topic) and 1 reflection form and the end of year and in the future (total of 3 forms) |