

FRANCIS HOWELL CENTRAL HIGH SCHOOL 18-19 School Improvement Plan

ACHIEVEMENT

2 YEAR GOAL:

1. **Student EOC Achievement** – FHC will achieve “2020 Target” status ratings in Comm. Arts 2, Biology, Algebra 2, and Government. FHC will achieve an “On Track” status rating in Algebra I. FHC will achieve “Exceeding” Progress ratings in Biology, Algebra I, Algebra 2, and Government. FHC will earn “2020 Target” status and “Exceeding” progress ratings in Mathematics (Algebra 1 & Algebra II together). FHC will earn “Exceeding” progress ratings for the Super Subgroup in every tested subject. In so doing, FHC will earn every point available in the MSIP 5 rating for EOC tests.
2. **PLC Teams** – 100% of PLC teams will administer common formative assessment, collect and analyze standard mastery data, and use mastery data to modify instruction and implement interventions. All FHC PLCs will update progress on their SMART goal quarterly.
3. **College / Career Readiness** – The Class of 2019 will achieve an ACT composite average of 22. Every graduating FHC senior will have taken an appropriate college / career assessment (ACT, WorkKeys, or ASVAB).
4. **Advanced Placement (AP)** – 100% of AP teachers will set individual goals for percentage of students taking the AP exam and for the % of students earning a score of 3 or better on those exams. 50% of those teachers will meet their goals. FHC will administer 80% of the tests that are possible to administer in May of 2018. Enrollment in 2019-2020 AP courses will meet or exceed 2018-2019 levels. African American and Free-And-Reduced Lunch enrollment in AP courses, as measured by percent of cohort enrolled, will increase by 5% for the 2019-2020 school year.

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DATA-DRIVEN RATIONALE FOR ACHIEVEMENT

SPRING EOC ACHIEVEMENT--ALL STUDENTS							
COURSE	2015	2016	2017	2018	MSIP 5 STATUS	MSIP 5 PROGRESS	MSIP 5 POINTS
ELA (COMM. ARTS 2)	419.4	414.3	414.6				
SCIENCE (BIOLOGY)	440.2	406.2	424.1				
(ALGEBRA 1 AND ALGEBRA 2 TOGETHER)	382.9	384,2	396.5				
ALGEBRA 1	366.3	366,1	365.5				
ALGEBRA 2	421.5	412.2	441.9				
SOCIAL STUDIES	391.5	407.9	416.5				
SPRING EOC ACHIEVEMENT--SUPER SUBGROUP							
COURSE	2015	2016	2017	2018	MSIP 5 STATUS	MSIP 5 PROGRESS	MSIP 5 POINTS
ELA(COMM.ARTS 2)	396.6	367.9	367.7				
SCIENCE (BIOLOGY)	401.9	332.8	380.9				
(ALGEBRA 1 AND ALGEBRA 2 TOGETHER)	342.7	330.4	337.4				
ALGEBRA 1	331.6	324.4	304.3				

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ALGEBRA 2	411.8	377.3	435.5				
SOCIAL STUDIES (GOVERNMENT)	338.3	354.3	367.7				
ACT SCORES BY GRADUATING CLASS							
2011	2012	2013	2014	2015	2016		
22.5	23	22.1	22.9	22.0	21.4		
2017	2018	2019	2020	2021	2022		
21.9							
ADVANCED PLACEMENT (AP) DATA							
YEAR	AP ENROLLMENT	# OF TESTS	% TESTS TAKEN	%3 OR GREATER			
2012	562	427	76%	64.0%			
2013	678	483	71.2%	66.0%			
2014	763	543	71.2%	70.9%			
2015	696	527	75.6%	69.4%			
2016	704	558	79.3%	69.7%			
2017	1092	781	71.5%	70.2%			

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2018	919	733	79.7%	70.7%
2019	1213			

SMART STRATEGY # 1 AND MEASUREMENT: (EOC Achievement)
PLCs will monitor priority standard mastery using formative assessments and real-time mastery levels. Test-participating PLCs will achieve mastery growth of 10% from Q1 to Q4 on all priority standards. PLCs will monitor the status of any subgroup achievement gaps and will use Seminar and other opportunities to deliver remediation to shrink all priority standard gaps from Q1 to Q4.

Person Responsible for Reporting Progress:
Andy Downs, Associate Principal

Progress Metric:
FHC will use monthly and formative assessment standard mastery levels accessed from Mastery Connect to monitor progress.

SMART STRATEGY #1: Updates and Adjustments:		
Qtr. 1:		
Qtr. 2:		
Qtr. 3:		
Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING

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		PROGRESS:
1) Each tested course will use prior years' EOC and Mastery Connect data as well as 2018 fall Mock EOC scores to identify 3 priority standards for the 2018-2019 school year.	1 st Quarter	Downs
<i>Progress update:</i>		
2) PLCs will use Seminar, Study Island, and other resources to administer remediation and extension based on student need.	1 st Quarter	Downs
<i>Progress update:</i>		
3) PLC teams will use Google-supported protocol prompts to analyze achievement data and record interventions based on priority standard mastery levels.	Quarterly	Downs
<i>Progress update:</i>		
4) PLC Teams will use Mastery Connect formative assessments, internal reporting methods, or simple informal assessments to track priority standard mastery for students in identified subgroups and will report on the status of any achievement gap.	Quarterly	Downs
<i>Progress update:</i>		
<p>SMART STRATEGY # 2: (Instructional Strategies) By the end of the year, 60% of classroom data collections will show the use of objectives. 80% of classroom data collections will show the use of one other instructional strategy from any of the three components as identified in <u><i>Classroom Instruction That Works, 2nd Edition</i></u>. FHC will achieve NEE indicator monthly averages of 5.6 or better each month from September through April.</p> <p>Person Responsible for Reporting Progress: Andy Downs, Associate Principal</p>		

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Progress Metric: FHC will use quarterly walkthrough data and NEE indicator reports to monitor progress.		
SMART STRATEGY #2: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Intensive PD will be offered on CITW Instructional Strategies throughout the	Monthly	Downs
<i>Progress update:</i>		
2) Administration and DCs will share data collection results and will discuss the levels of Quality, Fidelity, Intensity and Consistency observed.	November, April	Downs
<i>Progress update:</i>		
3) Each administrator will record at least 75 data collections 1st semester and second semester.	Quarterly	Downs
<i>Progress update:</i>		
Other administrators will pick up their assignments while they dedicate 3 hours of time to instructional leadership and walkthroughs. Each administrator will use time at least once per month.	Monthly	Downs
<i>Progress update:</i>		
5) NEE Indicators 1.2 (Cognitive Engagement), 3.1 (Curriculum Delivery), and 7.4	Monthly	Downs

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<p>(Formative Assessment) will maintain an average score above 5.6 or higher by the end of the 2018-2019 school year. FHC will monitor and review levels each month and communicate feedback to teachers.</p>		
<p>Progress update:</p>		
<p>6) Faculty meetings will be used to deliver choice PD on Google Tools, PLC-aligned topics, vertical teaming, technology implementation, trauma-informed practices, cooperative learning, and <u>Total Participation Techniques</u> by Himmele and Himmele.</p>	<p>Monthly</p>	<p>Downs</p>
<p>Progress update:</p>		
<p>7) Formative assessment tips will be delivered to staff in various formats, including Sonny's Cher newsletters, formal professional development, PLC leader training, and post-observation conferences.</p>	<p>Monthly</p>	<p>Downs</p>
<p>Progress update:</p>		
<p>SMART STRATEGY # 3 AND MEASUREMENT: (SPED Achievement) By the end of the 2018-19 school year, Special Education students will show 10% growth in mastery of PLC determined Priority Standards for EOC tested and specific core subjects during the school year from first quarter through fourth quarter.</p> <p>Person Responsible for Reporting Progress: Dave Stofer</p> <p>Progress Metric: Mastery Connect data recorded for Special Education Students.</p>		
<p>SMART STRATEGY #3: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:</p>		
<p>ACTION STEPS:</p>	<p>TIMELINE:</p>	<p>PERSON RESPONSIBLE</p>

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		FOR REPORTING PROGRESS:
1) Teachers will assess students utilizing PLC determined priority standards through common formative assessments, and class specific assessments to measure student progress through Mastery Connect throughout the year.	Quarterly	Dave Stofer
<i>Progress update:</i>		
2) Teachers will implement a variety of quality instructional strategies to enhance student learning of concepts for success.	Quarterly	Dave Stofer
<i>Progress update:</i>		
<p>SMART STRATEGY # 4 AND MEASUREMENT: (PLC Teams) 100% of PLC teams will administer common formative assessment, collect and analyze standard mastery data, and use mastery data to modify instruction and implement interventions. All FHC PLCs will update progress on their SMART goal quarterly. 100% of tested PLCs will increase priority standard mastery by 10% for all students and for subgroups (Super Subgroup and FRL).</p> <p><i>Person Responsible for Reporting Progress:</i> Andy Downs, Associate Principal</p> <p><i>Progress Metric:</i> FHC will use Google form responses submitted by PLC leaders to track progress.</p>		
<p>SMART STRATEGY #4: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:</p>		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE

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		FOR REPORTING PROGRESS:
1) PLC teams will use Google-supported protocol questions based on the 4 critical PLC questions to monitor student achievement levels, report formative assessment progress, and plan data-driven interventions. PLCs will report student mastery levels and intervention progress quarterly using the same platform.	Quarterly	Downs
<i>Progress update:</i>		
2) Non-core PLCs will draft and implement SMART Goals related to priority standard growth in nonfiction literacy, 21C skills, ACT performance, AP performance, or TSA performance.	September	Downs
<i>Progress update:</i>		
3) FHC administration will provide requested reports on student achievement to PLCs.	Monthly	Downs
<i>Progress update:</i>		
4) PLC Leaders will receive 6 hours of training on academic initiatives and PLC best practices.	July november March	Downs
<i>Progress Update:</i>		
<p><i>SMART STRATEGY # 5 AND MEASUREMENT: (Advanced Placement)</i> <i>100% of AP teachers will set individual goals for percentage of students taking the AP exam and for the % of students earning a score of 3 or better on those exams. 50% of those teachers will meet their goals. FHC will administer 80% of the tests that are possible to administer in May of 2019. Enrollment in 2019-2020 AP courses will meet or exceed 2018-2019 levels. African American and Free-And-Reduced Lunch enrollment in AP courses, as measured by percent of cohort enrolled, will increase by 5% for the 2019-2020 school year.</i></p>		

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<p><i>Person Responsible for Reporting Progress:</i> Andy Downs, Associate Principal</p> <p><i>Progress Metric:</i> FHC will use AP teachers' goals and AP exam enrollment tallies to monitor progress.</p>		
<p>SMART STRATEGY #5: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:</p>		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Administration will meet with AP teachers to review results and to explain this year's AP SIP Goal, Strategy and Action Steps. AP teachers will receive detailed reports showing AP standards that were areas of strength and areas of weakness during the 2017-2018 testing season.	September	Downs
<i>Progress update:</i>		
2) AP teachers will submit their individual 2018-2019 goal for their students' participation and performance level on AP exams and will receive updates on progress toward their test registration percentages during the spring AP window.	September	Downs
<i>Progress update:</i>		
3) FHC will monitor student AP test registration and will communicate levels to the appropriate AP teachers.	February – May	Downs
<i>Progress update:</i>		

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4) During the registration process, FHC will use the “AP Predictor” formula, the AP Potential report, Academic Night, and a student-friendly video to target and recruit students and parents for appropriate placement in AP courses. FHC will use the data to identify and recruit all students with AP potential. (PI2, PI5)	December, January, April	Downs
<i>Progress update:</i>		
5) Dr. Arnel will uphold the AP / Honors drop process.	Ongoing	Downs
<i>Progress update:</i>		
6) The FHC AP Steering Committee will monitor student performance in AP courses and will dialogue with AP stakeholders about the health of the program.	Ongoing	Downs
<i>Progress update:</i>		
7) FHC will run an “AP Summer Camp” to prepare students and parents for the class. (PI2, PI5)	July	Downs
<i>Progress update:</i>		
8) The FHC ESC Counselor will offer anxiety support for high achievers on a quarterly basis.	Ongoing	Downs
<i>Progress update:</i>		
9) FHC will host an AP Parent Night to educate parents about Advanced Placement courses at FHC. (PI2, PI5)	January	Downs
<i>Progress update:</i>		
10) FHC will run one section of an elective “Foundations of AP” class to support first-time AP students.	August	Downs
<i>Progress update:</i>		
SMART STRATEGY # 6 AND MEASUREMENT: (College & Career Readiness)		

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The Class of 2019 will achieve an ACT composite average of 22.0. Every member of the Class of 2019 will have taken an appropriate college / career assessment.

Person Responsible for Reporting Progress:

Andy Downs, Associate Principal

Progress Metric:

FHC will use internal ACT score tracking to monitor progress.

SMART STRATEGY #6: Updates and Adjustments:

Qtr. 1:

Qtr. 2:

Qtr. 3:

Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) FHC will use a mock ACT and formative assessment during two sections of a for-credit ACT prep class each semester and will track ACT scores for the participating students.	Ongoing	Downs
<i>Progress update:</i>		
2) Juniors will be matched with the College & Career Readiness assessment (ACT, ASVAB or WorkKeys) that promotes the most appropriate level of rigor. Parent input will be solicited. (P15)	November	Downs
<i>Progress update:</i>		
3) All juniors and seniors on Free and Reduced Lunch will receive vouchers to pay for	Ongoing	Downs

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ACT registration up to two times. Parents will be notified when students receive these vouchers. (PI2)		
<i>Progress update:</i>		
4) FHC will facilitate the following ACT Prep opportunities: Spring differentiated prep sessions and a fall ACT Prep awareness event with a SLU professor, paid 1-on-1 tutoring after school throughout the year, ZAPS tutoring after school.	March	Downs
<i>Progress update:</i>		
5) 10 th and 11 th Grade non-EOC PLCs will draft and implement SMART Goals tailored to ACT performance.	October	Downs
<i>Progress update:</i>		
6) All juniors will be enrolled in a free ACT Prep course on Study Island. Instructions for use and monitoring will be shared with parents. (PI2, PI4)	Ongoing	Downs
<i>Progress update:</i>		
7) FHC seniors and parents will be encouraged and supported in their efforts to take the ACT at least one additional time. (PI1, PI2)	September	Downs
<i>Progress update:</i>		
8) FHC seniors who have not taken the ACT will be identified to take the WorkKeys or ASVAB assessments. FHC juniors who are not intending to attend college will take a WorkKeys or ASVAB assessment.	March	Downs
<i>Progress update:</i>		
9) FHC sophomores will take a retired ACT during the fall semester.	September	Downs
<i>Progress update:</i>		
10) Retired ACT scores will be used to target students for registration in FHC's ACT	December	Lammers

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Prep Course for 2018-2019.		
Progress update:		
<p>SMART STRATEGY # 7 AND MEASUREMENT: (Drop Out Rate) <i>The FHC Class of 2019 will have a drop rate of 1.5%, which will represent a drop of 0.2% from the Class of 2018. This represents a decrease of 4 students, from 10 to 6.</i></p> <p>Person Responsible for Reporting Progress: <i>Andy Downs, Associate Principal</i></p> <p>Progress Metric: <i>Internal monitoring of dropouts for the Class of 2019</i></p>		
<p>SMART STRATEGY #7: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:</p>		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) The FHC STAT team and Freshman Seminar program will identify students in need of academic, social, attendance, and behavioral interventions and will establish support plans and improvement goals for students in crisis.	Monthly	Mair
Progress update:		
2) FHC counselors and administrators will refer students to intervention programs like FHU and MO Options based on each student's relative level of	Ongoing	Wolfe

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need and aptitude.		
<i>Progress update:</i>		
3) FHC will assign students to Guided Study Hall for intense academic intervention in real-time.	Ongoing	Alpha Principals
<i>Progress update:</i>		
4) FHC will follow established processes to identify students for placement into Success sections and will follow similar process to facilitate in-year moves into Success classes.	Ongoing	Downs
<i>Progress update:</i>		

ATTENDANCE

2 YEAR GOAL: FHC will increase its yearly 90/90 percentage from the 17/18 school year of 86.8% to 90% meeting the educational expectation.

90/90	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
FHC 19											
FHC 18	87.0	87.0	87.4	85.8	85.7	86.7	86.2	86.2	86.8	86.8	

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FHC 17	90.0	90.8	90.3	89.1	88.7	88	87.6	87.2	87.1	87.5	
FHC 16	92.10	91.0	90.3	88.9	89.3	90.8	89.7	89.6	89.1	89.39	
FHC 15	89.50	90.0	89.9	88.6	87.8	87.3	87.4	88.5	88.5	88.8	

1 YEAR GOAL - Update/Adjustments:

**SMART STRATEGY # 1: FHC will adjust their hourly attendance accountability procedure to ensure all students are being held accountable. In the 17/18 school year FHC had an average of 29 students per day missing 1 or more hours. In the 18/19 school year FHC will look to reduce this number by 5% ensuring that students are in the correct location at all times of the day (Shrink the list by 2 students per quarter- total of 8 by the end of the year).
 Person Responsible for Reporting Progress: Brian Warner
 Progress Metric: Quarterly**

SMART STRATEGY #1: Updates and Adjustments:
 Qtr. 1:
 Qtr. 2:
 Qtr. 3:
 Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Hourly attendance reports will be run from the previous day accounting for students with 1 hour absences	Daily	S. Channel

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<i>Progress update:</i>		
2) Daily reports/list will be sent to A. Elliott and D. Pinkham to call down students when attendance discrepancies occur. Those students will then be assigned the appropriate discipline.	Daily	D. Pinkham/A. Elliott
<i>Progress update:</i>		
3) Chronic violations will be followed up with the supervising principal.	Weekly	B Warner, M. Davis, D. Stofer, A. Mair
<i>Progress update:</i>		
SMART STRATEGY # 2: FHC will continue to address excessively absent students who have 8+ absences throughout the year. FHC will decrease the number in first semester by 5% (from 265 to 252) and second semester by 5% (from 293 to 278). Person Responsible for Reporting Progress: Brian Warner Progress Metric: Quarterly		
SMART STRATEGY #2: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Weekly reports that contain full day unexcused absences for the previous week along with a cumulative days category will be run by administrative asst. (Jamie Sims) and provided to the supervising principals on Monday afternoon.	Weekly	Associate Principal Admin. Asst
<i>Progress update:</i>		
2) Students who miss 3 or more days in their 1st 20 days will be reviewed for additional supports or potential home-visits (P2, 5, 6)	Monthly	B. Warner, D. Stofer, A. Mair, M. Davis
<i>Progress update:</i>		
3) Monthly reports containing students with excessive absences will be run	Monthly	B. Warner

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and updated with the assistance of guidance and admin. Once compiled, information will be shared out with the staff		
4) Students with Perfect attendance and improved attendance will be celebrated on a quarterly basis during the three lunches.	Quarterly	B. Warner
5) Students who miss 2 or more periods in a day will have an automated phone call placed home addressing the concern. (P 2)	Daily	Attendance Office
6) Bi-Weekly percentages will be posted at the main entrance creating student and parent awareness.	Bi-Weekly	Mary Shepherd/Att. Office
7) In addition to the posting of the statistics in the main foyer, Student percentages will also be placed in the weekly E-news announcements.	Weekly	Stephanie Hall
8) School/ Department Competitions for best class attendance rates.	Quarterly	B. Warner
9) Check and Connect Program- students who have 12+ days of absenteeism along with the failing of 2+ classes will have an assigned staff to mentor/guide/lead	Quarterly	Kris Miller/B. Warner
<i>Progress update:</i>		
SMART STRATEGY #3: FHC will look to get the staff approval rating from the fall and spring survey results back up to the 80% expectation. Currently FHC has a staff approval rating of 60.4% for handling cases involving excessive absences. Person Responsible for Reporting Progress: Brian Warner Progress Metric: Semester		
SMART STRATEGY #3: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Monthly reports containing students with excessive absences will be run and updated with the assistance of guidance and admin. Once compiled,	Monthly	B. Warner

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information will be shared out with the staff		
<i>Progress update:</i>		
2) Bi-monthly attempts to support staff with chronically absence updates will occur during all three lunch shifts. In the effort to become more accessible, B. Warner will meet with all staff who eat in the staff workroom to gather information or share out.	Bi-monthly	B. Warner
<i>Progress update:</i>		
3) After school meetings (LNS) will be offered for staff to come and review specific student cases with their supervising principal.	Weekly	B. Warner
<i>Progress update:</i>		

BEHAVIOR													
2 YEAR GOAL:													
1) By the end of the 2018-19 and 2019-20 school year, FHC will maintain previous discipline issued for ISAP (196) and OSS (97) from the 2017-18 school year.													
2) By the end of the 2018-19 and 2019-20 school year, FHC will maintain previous discipline issued for truancy (192), tardy (229) and classroom disturbance (118) from the 2017-18 school year.													
3) By the end of the 2018-19 and 2019-20 school year, FHC will maintain the incidents of students with 4+ discipline incidents (123) from the 2017-18 school year.													
1 YEAR GOAL - Update/Adjustments:													
	08-09	09-10	10-11	11-12	12/13	13-14	14-15	15-16	16-17	17-18	+/- % (1yr)	3YR AVG	+/-% (vs 3yr Avg)

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Tardy Incidents	808	1086	928	711	619	416	281	270	327	229	-30%	275	-17%
Truancy Incidents	1249	757	507	462	492	246	142	116	127	192	+51%	145	+32%
Class Dist. Incidents	363	244	154	280	137	123	82	61	116	118	+3%	86	+46%
Multiple Disc. Incidents (4+)						155	108	110	96	123	+28%	109	+12%

	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	+/-% (1yr)	3YR AVG	+/-% (vs 3yr Avg)
OSS placements	170	209	129	168	120	138	96	117	97	97	0%	103	-6%
ISAP placements	433	516	381	325	309	300	218	242	247	196	-21%	228	-14%

SMART STRATEGY #1: The Student Teacher Assistance Team (STAT) will monitor progress of our most at-risk students using a tiered approach to interventions. By participating in interventions, 80% of referred students will show academic/behavioral improvement within one full semester of the STAT referral.

Person Responsible for Reporting Progress:

Ashley Mair, Kris Miller and Dave Stofer

Progress Metric:

STAT will use student grades, attendance, and behavior, as well as anecdotal observations, to assign students a position on the intervention continuum (red, yellow, green).

SMART STRATEGY #1: Updates and Adjustments:

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Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) FHC staff will continue use the Google Referral Form to refer students to STAT. The link to the form will be sent via Sonny's Cher at the end of each grading period.	Ongoing	Ashley Mair/Kris Miller
Progress update:		
2) Administration and counselors will meet monthly, reviewing student data, to begin tracking students for possible referral to STAT.	Monthly	All Administrators
Progress update:		
3) Members of STAT will attend a Restorative Practices academy.	Ongoing	Ashley Mair
Progress update:		
4) The FHC Education Support Counselor (Shannon Harting) will provide accommodations and intervention strategies for the most at-risk students.	Ongoing	Ashley Mair
Progress update:		
SMART STRATEGY #2: By the end of the 2018-19 and 2019-20 school year, using student centered interventions, FHC will maintain the incidents of ISAP, OSS, our top three discipline incidents truancy, tardy and classroom disruption, and 4+ discipline incidents compared to 2017-18.		
Person Responsible for Reporting Progress: Dave Stofer		
Progress Metric: Data generated from Infinite Campus and Tableau. Zach Braddy and Jamie Sims provide the monthly and quarterly data used to determine results.		
SMART STRATEGY #2: Updates and Adjustments: Qtr. 1: Qtr. 2:		

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Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Principals will meet with departments in order to review POI and classroom management procedures, and promote the communication process from administration to staff regarding discipline practices and STAT referral process.	1st Quarter	All Administrators
<i>Progress update:</i>		
2) Principals will pick 15 behavior at-risk students to set behavior goals with at the beginning of the school year.	Quarterly	All Administrators
<i>Progress update:</i>		
3) Principals and Counselors will meet monthly to review 4+ discipline report and identify interventions needed for specific students.	Quarterly	Dave Stofer/Administrators
<i>Progress update:</i>		
4) Principals will meet with at risk students during seminar to discuss progress toward achieving goals.	Monthly	All Administrators
<i>Progress update:</i>		
5) An at risk Seminar class will be developed starting 2 nd quarter giving students with behavior challenges a chance to learn from a four week session of lessons designed to help them manage their behavior and learn strategies to be successful.	Quarterly	Dave Stofer/Administrators
<i>Progress update</i>		

CLIMATE

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2 YEAR GOAL: (18/19-19/20) Certified / Non-Certified

In the 18/19 and 19/20 school year, our goal is to *maintain all questions* on the Certified Staff Survey at or above the target benchmark of 80%.

In the 18/19 and 19/20 school year, our goal is to *maintain all questions* on the Non Certified Staff Survey at or above the target benchmark of 80%.

2 YEAR GOAL - (18/19-19/20) Student / Parent

In the 18/19 and 19/20 school year FHC will maintain student survey general question target percentage of 70% (A/SA)
And 80% overall satisfaction on all district student questions.

In the 18/19 and 19/20 school year our goal is to achieve 89% overall A/SA satisfaction on the Parent Survey.

2 YEAR GOAL - Update/Adjustments:

Plan is to maintain Survey target benchmarks for Cert & Non Cert Staff and Students keeping in line with District expectations and monitoring growth in areas where percentages declined.

Parent Survey target benchmark was increased due to overall satisfaction already being in the 90 percentile.

Addition of Trauma Strategy to address Current Reality, Professional Development and Social Emotional needs of Student Body.

SMART STRATEGY #1: FHC will meet or exceed a rating of 80% overall satisfaction on the staff (cert & non-cert) climate survey in the area of shared decision making and open channels of communication by increasing the inclusion of all stakeholders through systematic methods of shared decision making and open communication in the 18/19 school year.

Person Responsible for Reporting Progress: Marty Davis

Progress Metric: Staff Climate Survey

SMART STRATEGY #1: Updates and Adjustments:

Qtr. 1:

Qtr. 2:

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Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Weekly Leadership Meetings <i>Progress update:</i>	Yearly	Arnel
2) Monthly Department Chair Meetings <i>Progress update:</i>		Arnel
3) Department Meetings with DC & A Team Member <i>Progress update:</i>		DC & ATeam
4) Monthly Sitting with Sonny (each dept. represented) <i>Progress update:</i>		Arnel & ATeam
5) Monthly FHEA Rep Meeting <i>Progress update:</i>		Arnel
6) Share Feedback from Spartan Cafe Input Sessions <i>Progress update:</i>		ATeam
7) 2x Year Individ Para Mtgs & Weekly PLC Mtgs w/ Paras & Essential Skill Staff <i>Progress update:</i>		Stofer
8) Scheduled Monthly Admin Asst Support Staff Meetings <i>Progress update:</i>		Arnel & Lead AA
9) Ambassadors of Fun Social Committee for Off-Site All Staff Social <i>Progress update:</i>		Davis & Zykan
10) Implementation of Staff Surveys 2x Year & 80% Participation <i>Progress update:</i>		Davis & ATeam
<p>SMART STRATEGY #2: By the end of the 18/19 school year, staff will have recognized more students with Spartan Stars than the number of discipline detention notices written by teachers.</p> <p>[Data 16/17 1066 Student Stars / 968 Detentions] [Data 17/18 961 Student Stars /1107 Detentions]</p> <p>Person Responsible for Reporting Progress: Marty Davis / Dave Stofer</p>		

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Progress Metric: Quarterly Count of Submitted Spartan Stars & Discipline Data		
SMART STRATEGY #2: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Staff will be given 40 Spartan Stars to write for Student Recognition	Aug	Davis
<i>Progress update:</i>		
2) Promote writing Stars during special recognition weeks & key times of year	Yearly	Davis
<i>Progress update:</i>		
3) Communication to Staff on Quarterly Progress of Star Count	Qtrly	Davis
<i>Progress update:</i>		
4) Promotion of Parent to Teacher Stars	Qtrly	Davis
<i>Progress update:</i>		
SMART STRATEGY #3: On the 18/19 Student Survey students will have 75% overall satisfaction on the question related to student voice (72% 16/17) (53% 17/18) Person Responsible for Reporting Progress: Marty Davis Progress Metric: Student Climate Survey		
SMART STRATEGY #3: Updates and Adjustments: Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		

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ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) FHC Diversity (Gateway 2 Change & IDEA Training with monthly NCCJ Training Support) / Student Led Activities w/ Staff & Student Body	Yearly	Davis & Eiswirth
<i>Progress update:</i>		
2) Student Town Hall Meetings (Student Led / During Seminar or QR Code Mini Surveys)	Yearly	Arnel / Davis
<i>Progress update:</i>		
3)Principal Council	Yearly	Arnel
<i>Progress update:</i>		
4) Activities Student Leadership Council	Yearly	Harris
<i>Progress update:</i>		
5) Guidance Support Groups	Yearly	Counselors & ESC
<i>Progress update:</i>		
6) Student Input for Teacher of the Year and Support Staff of the Year Nomination Process	Jan / Feb	Davis
<i>Progress update:</i>		
7) Student Give A Star Recognition (Stars Written by students for Staff and Peers)	Yearly	Davis
<i>Progress update:</i>		
8) Student Climate Survey	Dec	Davis
<i>Progress update:</i>		
9) Student Voice Summit	Sem 1	Mair

SMART STRATEGY #4: In the 18/19 school year FHC will survey 30% of our parents and achieve 89% or above satisfactory on the Parent Survey.

Person Responsible for Reporting Progress: Marty Davis

Progress Metric: Parent Climate Survey

SMART STRATEGY #4: Updates and Adjustments:

Qtr. 1:

Qtr. 2:

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Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Parent Updates on SIP & Opportunity for Input (PI 2 & PI 5)	Yearly	Arnel
<i>Progress update:</i>		
2) Family Engagement: FHCPC 1st Annual Community Homecoming Run (Sept 29) (PI 3)		Davis & FHCPC
<i>Progress update:</i>		
3) Family Engagement: Fall Activities Festival (PI 3)		Harris
<i>Progress update:</i>		
4) Send A Star (Stars written by parents to staff for recognition)		Davis
<i>Progress update:</i>		
5) Parent Teacher Conference Postcard Campaign (2x Year) (PI 2 & PI 4)		Davis
<i>Progress update:</i>		
6) Collaborate with Parent Club Leaders & Provide Support (PI 2, 3 & 5) Administrators attend monthly combined parent club meetings & provide SIP Input		ATeam
<i>Progress update:</i>		
7) Activities Seasonal Meeting & Parent Activity Advisory Council (PI 2,5)		Harris
<i>Progress update:</i>		
8) Quarterly Principal Coffee Chats Oct 2, Dec 11, Mar 5, Apr 30 (PI 2,4,6)		Davis & Arnel
<i>Progress update:</i>		
9) Link to Learning: Learning Commons Parent Resources & Public Library @PTC (PI 1,2,4)		Head & Lamartina
<i>Progress update:</i>		
10) Link to Learning: Monthly Publication of High School Years: Resource for Educators & Parents in E News and on FHC Website (PI 1,2,4)		A Team
<i>Progress update:</i>		
11) Conduct Parent Survey of 5 District Questions (PI 2)		Davis & Hall
<i>Progress update:</i>		
12)		Davis
<i>Progress update:</i>		

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SMART STRATEGY #5: FHC will have fewer than 5 negative unsportsmanlike MSHSAA special reports and fewer than 18 yellow cards in boys / girls soccer combined for the 18/19 school year.

Person Responsible for Reporting Progress: Scott Harris

Progress Metric: MSHSAA Reports & Yellow Cards

SMART STRATEGY #5: Updates and Adjustments:
Qtr. 1:
Qtr. 2:
Qtr. 3:
Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Seasonal Coaches Meetings <i>Progress update:</i>	Yearly	Scott Harris
2) Seasonal Athlete / Parent Meetings (PI 2) <i>Progress update:</i>		
3) Activities Student Leadership Council <i>Progress update:</i>		
4) Pro-Active One on One Conf with student / parent as needed (PI 1,2,4) <i>Progress update:</i>		
5) Promotion / Announcements of Sportsmanlike Conduct <i>Progress update:</i>		
6) Monitor MSHSAA "Complimentary Reports" Qtrly to continually improve sportsmanship of our students, coaches & parents. <i>Progress update:</i>		
7) Continuation of "What Drives Winning" character education program.		

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<i>Progress update:</i>		
8) Delegation of student and coaches will attend MSHSAA Sportsmanship Summit		
<i>Progress update:</i>		
9) Implement Seasonal Parent Advisory Council		
<i>Progress update:</i>		

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SMART STRATEGY #6

This school year FHC will conduct professional development with staff and awareness training with students on Trauma/Mental Health to Increase student School Attachment Question # 32 and Staff Question #7 on Professional Development. (District Goal #2)

Person Responsible for Reporting Progress: Sonny Arnel , Andy Downs & Marty Davis

Progress Metric: (17/18) Student Survey Q #32 Attachment / 88% If there is a problem at school there is someone I can go to for help. Staff Survey #7 / 87% PD improves me as a teacher and provides useful skills to help my students.

SMART STRATEGY #6: Updates and Adjustments:

Qtr. 1:

Qtr. 2:

Qtr. 3:

Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Summer Trauma PD with Administrative Teams (June)	Yearly	Scott Harris
<i>Progress update:</i>		
2) Staff Trauma PD (August)		
<i>Progress update:</i>		
3) CHADS Coalition Signs of Suicide Presentation to Health Classes (Aug 28 & Jan 15)		
<i>Progress update:</i>		
4) Staff Trauma PD Presentations (Aug 16, Sept 13, Sept 21)		
<i>Progress update:</i>		
5) The Connect Room (Resource for Autistic & ED students in regular classes)		
<i>Progress update:</i>		
6) Lunch & Learn Suicide Intervention Presentation to Staff (Oct)		

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<i>Progress update:</i>		
7) Schoolwide Suicide Intervention Presentation (Nov 7)		
<i>Progress update:</i>		
8) Parent Coffee Mental Health Presentation to Parents (Qtr 2) [Parent Link to Learning]		
Progress Update:		
9)		
<i>Progress update:</i>		