NRW High School Report to the NRW Board of Education September 2019

Below, please find our 2019-2020 School Improvement Plan. This plan is developed each year through extensive collaboration, analysis, and reflection. We solicit feedback from various teams (e.g. School Leadership Team, Tier 2 Team, SIP Groups, district leadership team), review multiple data sources (including attendance, behavior, coursework, and survey data), and filter our goals through multiple frameworks (e.g. NRW District Strategic Action Plan and the Tiered Fidelity Inventory). The result is a focused plan that identifies specific, measurable action items that are relevant to our district strategic goals. All of our teaming structures and related systems are then developed with the objective of accomplishing the goals listed in the School Improvement Plan; essentially, we ensure our efforts are targeted by framing all of our work within the context of this plan.

2019-2020 North Rose-Wolcott High School Improvement Plan

#	What is the specific action step?	Strategic Plan Connection *	What is the timeframe?	Who is responsible?	How will we know it's done?	How will we know whether or not it worked? **
1	Implement personalized learning (PL) instructional strategies aligned to the Education Elements Teacher Self-Assessment documents.	1.1.4; 4.1.1	Sept. '19 - June '20	All instructional staff	Leverage Leadership data; PL Design Team walk-through data	Ongoing evaluation through PL Design Team and work with Education Elements
2	Develop curriculum maps for all courses using the district curriculum map template.	2.1.3; 2.2.2; 2.2.3; 4.2.1	Sept. '19 - June '20	All teachers	Completed maps in the Curriculum Mapping Google Shared Drive	Maps will be frequently utilized and updated through frequent assessment analysis (interim & formative)
3	Implement a Tier 1 program for social-emotional skill development. Components will include lessons during seventh period, the How To Adult program for seniors, and community circles within classes.	1.1.6	Sept. '19 - June '20	All staff, facilitated by the assistant principal	Ongoing monitoring and adjusting of Tier 1 SEL action plan	Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics; decreased suspension counts
4	Utilize Tier 1 teams to (1) collaboratively develop and implement shared action plans using research-based strategies that are designed to address identified gaps in attendance, behavior, and coursework, and (2) support one another with PL implementation.	1.1.3	Sept. '19 - June '20	Tier 1 teams	Tier 1 meeting minutes, including evidence of completed action plans; minutes to be reviewed in SLT meetings	Evidence in meeting minutes of plans being monitored and adjusted; Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics
5	Implement interventions with fidelity (Tier 2: Extension; Check In, Check Out; Content Labs; counseling groups. Tier 3: behavior plans; FBA/BIP).	1.4.3	Sept. '19 - June '20	All staff; psychologist for Tier 3	Tier 2 meeting minutes (intervention reports); Extension visit/comparative data; completed behavior plans; Content Lab logs	Evidence of behavior plans monitored & adjusted; Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics; decreased suspension count

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6	Utilize the School-Based Inquiry Process to develop detailed action plans based on interim assessment analyses that reference curriculum maps and incorporate methods of ongoing formative assessment.	2.1.6; 4.1.3	Nov. '19 - June '19	Department teams	Department team minutes including SBIP action plans; plans assessed through Leverage Leadership	Improved interim assessment data over the course of the year; improved achievement data with identified standards; evidence of plans being frequently utilized and adjusted
7	Analyze school-wide behavior data, develop resulting action plans (including initial and booster lessons on behavior expectations for all settings), offer incentive programs, and celebrate successes.	1.3.2; 1.3.3; 1.4.2;	Aug. '19 - June '20	Cougar Pride SIP Group	Cougar Pride meeting minutes incorporating all of these elements	Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics
8	Deploy interventions based on entry and exit data triggers (Check In, Check Out; Project Success; and Why Try, for example), gather and report data on the effectiveness of the interventions, and implement action plans designed to refine the interventions appropriately (Tier 2).	1.4.5	Sept. '19 - June '20	Tier 2 Team	Tier 2 meeting minutes incorporating all of these elements	Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics; decreased suspension counts
9	Consistently implement a school-based intervention framework designed to improve student attendance.	3.1.5	Sept. '19 - June '20	Attendance Team	Attendance Team meeting minutes	Improved attendance data. Goal: 94% attendance rate for each class
10	Provide training to core subject area teachers on new state standards so that these teachers can modify their curriculum maps and lessons accordingly.	4.1.1	Sept. '19 - June '20	Admin. for training; teachers to modify	Completed training	Evidence of the incorporation of new standards into curriculum maps and lessons
11	Consistently utilize (a) the Discipline Ladder as a tool for student management in classrooms, and (b) a framework for response to low-level referrals that is based on progressive discipline.	1.4.3; 4.1.2	Sept. '19 - June '20	All staff	Level 1 and 2 referrals will consistently reference strategies that were implemented prior to the referral and will be resolved in accordance with the progressive framework.	Survey data of teachers and administrators regarding referral documentation & response; Tier 1-2-3 data reflecting appropriately proportional percentages (80-15-5) for behavior and academics
12	Ensure curriculum maps in STEAM content areas are vertically aligned.	2.4.1	Sept. '19 - June '20	STEAM Task Force	Completed maps with consistent themes, vocabulary, and strategies	Regular incorporation in lessons of consistent themes, vocabulary, and strategies
13	Increase student enrollment in STEAM courses and community involvement in learning experiences.	1.9.1; 2.3.1; 2.3.1	Sept. '19 - June '20	STEAM Task Force	Increased enrollment counts & community participation	Continued increased enrollment counts and pursuit of STEAM careers

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14	Investigate the possibility of implementing Project Lead The Way (PLTW) modules in K-8 or K-12.	2.5.1	Sept. '19 - June '20	STEAM Task Force	Meeting minutes reflecting PLTW investigation	Leadership Council will make an informed decision regarding PLTW.
15	Family Engagement SIP Group Goals…to be developed by the group after review of the Strategic Plan	TBD	TBD	Family Engagement SIP Group	TBD	TBD
16	Enrichment SIP Group Goals… to be developed by the group after review of the Strategic Plan	TBD	TBD	Enrichment SIP Group	TBD	TBD

* The Strategic Action Plan is referenced as follows: (Focus Area).(Action Step).(Implementation Methodology). For example, "1.1.4" refers to Focus Area 1 (Multi-Tiered Systems of Supports), Action Step 1 (Refine the district-wide Multi-tiered Systems of Support (MTSS) for academics and behavior), Implementation Methodology 4 ("Utilize the Leverage Leadership model to support teachers in their implementation of MTSS").

** This column is intended to identify "short term" indicators or measures of successful implementation. Ultimately, successful implementation will be evidenced by increased academic achievement results and, by extension, greater preparation for college and/or careers.

Questions or comments on this plan should be directed to Principal Brian Read, bread@nrwcs.org or (315) 594-3100.

Please note the following regarding this year's School Improvement Plan:

- *Goal 1*: Teachers will again set monthly SMART goals to further their implementation of personalized learning instructional strategies. Teachers will be empowered to choose their area of focus (either Data Based Decisions, Targeted Instruction, Flexible Content and Tools, or Student Ownership and Reflection), and their SMART goal development will be guided by teacher self-reflection rubrics. Leverage Leadership instructional coaching meetings with Brian Read will be focused on supporting teachers to achieve these goals.

- *Goal 2*: Teachers will work on curriculum maps each week. Additionally, teachers will be given time in vertical (department) teams to develop their maps and ensure that they are aligned. These maps will be utilized to guide future instruction and for interim assessment development.

- *Goal 3*: We will be using our 7th period (Extension period) to provide instruction on social-emotional skills to all students at various points throughout the year. Focus areas will be developing relationships, exhibiting empathy, managing one's emotions, effective decision-making, and understanding one's self. These focus areas are aligned with the new NYSED standards for social-emotional knowledge and skills. We believe strongly that these skills are prerequisites for academic and future success.

- *Goal 4*: Tier 1 (grade level or horizontal) teams will meet each week. Each team will be facilitated by a member of the School Leadership Team. The teams will utilize an action plan template to identify common challenges and develop specific actions to address the challenges. The teams will regularly review the plans, measure progress, and modify accordingly.

- Goal 6: We will again be utilizing quarterly interim assessments to measure progress and adjust future instruction. This effort is aligned with our personalized learning professional development initiative (Data Based Decisions and Targeted Instruction). Teachers will meet in vertical teams to analyze results and develop action plans.

- Goals 7 and 8: Our Cougar Pride SIP Group and Tier 2 Team will again be the driving forces behind our multi-tiered system of supports. The Cougar Pride SIP Group will address tier 1 (things that are all students experience) – reviewing building discipline data and developing corresponding booster lessons, incorporating regular celebrations, and developing incentive programs. The Tier 2 Team will be regularly reviewing student data, deploying interventions (e.g. Check In, Check Out; Project Success; Why Try), analyzing the effectiveness of each intervention, and adjusting accordingly; a calendar for accomplishing each of these items was developed at the team's first meeting on Sept. 3. The Tier 2 Team will also work to develop and implement behavior support plans.

- Goals 12-16: Each teacher is a member of one of the following School Improvement Plan (SIP) Groups – Enrichment, Cougar Pride, Family Engagement, and STEAM. Each group is tasked with a set of goals that is aligned with the district strategic action plan. The first SIP Group meetings took place on September 4. Group members reviewed the strategic plan and began developing their goals for the year.

Other notes:

- We've had a great start to the school year! Our ***Back to School Bash*** on the night of August 28 was a great success! We offered a free hot dog dinner that included chips and a drink; we went through 400 hot dogs! Students and parents were offered the opportunity to sign out Chromebooks for the year. We offered our 7th grade and freshmen orientation events. We also held our athletic parent night event. Finally, there were dozens of games for families to partake in on the lawn, face painting, and so much more! We are so grateful that the community came out to start the year off on such a positive note! For pictures of the event, please check out this Twitter post!

- Our first day with students was equally successful! After a motivating opening assembly, we had a lunch on the lawn (click here for pictures!) that was enjoyed by all. We also had specially designed activities for each period. For example, in period 1, students took a few minutes to review the extracurricular opportunities available in the district. In period 4, each student was provided with a cut-out leaf to write something they love about NRW (we'll post them throughout the school). In period 5, students learned how to use their Chromebooks to record assignments. In period 6, they engaged in a scavenger hunt of the 2019-2020 NRWHS Student Handbook. These are just examples as there were activities for each period. Students and staff enjoyed these short activities and appreciated the positivity to start the school year!

- These events followed a couple of worthwhile opening days with our staff. On the morning of Thursday, August 29, the high school staff met to learn about community circles (and engaged in one!), new components of the staff handbook, activities of our Trauma Informed Care team, opening activities including Cougar Pride lessons and expectation posters… and we also took a staff photo!

- Our new Underclassmen Support Program is off to a great start. This is the program that was made possible by the Board of Education's approval of an additional high school special education teacher. We currently have 6 students enrolled in the program, and all are making adequate progress which is a very encouraging sign of growth. The program incorporates morning mentoring, counseling support, student choice of elective, and targeted support in core content areas. We appreciate the Board of Education's support of this program and our students!

- Our first newsletter of the year is now online!

Upcoming Events!

9/11	FLCC Registration for Fall Courses
9/13	Weekly Faculty Meeting: Community circle & PL SMART goal development
9/20	Weekly Faculty Meeting: Technology Training with Laurie Elliott
9/23-27	Homecoming Week!
9/28	Homecoming Dance
10/4	Alumni Art Exhibit
10/9	Open House