

Tacoma School District

SCHOOL IMPROVEMENT PLAN

Foss IB World School

2016-2017

(Updated on 12/11/2016)

Mission: Henry Foss IB World School aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

Vision: The Henry Foss High School staff, parents, and community will join into a partnership to provide each student with a challenging educational and physical growth experience that will lead to a productive and successful life.

TPS STRATEGIC PLAN GOAL #1: Academic Excellence – 9th Grade Courses Passed

- % students failing one class;
- % of students failing more than one class

SMART GOALS:

1. The % of ninth graders failing one or more classes will **decrease** from 24.9% by the end of second semester in 2015-16 to 19.9% by the end of first semester in 2016-17.
 - 09/24/2016 data shows 37.6%
 - 11/06/2016 data shows 28.2%
 - 12/11/2016 data shows 66.3% failing 1 or more classes and 61.3% failing 2 or more classes.
2. The % of students failing one or more classes will **decrease** from TBD% by the end of second semester in 2015-16 to 19.9% by the end of first semester in 2016-17.
 - 12/11/2016 data shows 57.9% failing 1 or more classes and 56.5% failing 2 or more classes.

Complete the table below with at least one strategy/activity per target area.

<u>IMPROVEMENT STRATEGIES/ACTIVITIES</u> What strategies are you using to achieve the academic excellence goal, the collaboration goal, or the safety goal?	<u>TIMELINE</u> When will this activity begin and end?	<u>WHO IS RESPONSIBLE?</u> Who will provide the leadership for this activity?	<u>RESOURCES / PD NEEDED</u> What are the existing and/or new resources used to accomplish this activity?	<u>MONITORING PROGRESS</u> What ongoing FORMATIVE evidence will be gathered to show this activity is making a difference in student learning?
District E-School Messenger calls home for a C- or lower	October, 2016 – June, 2017	<ul style="list-style-type: none"> • District • Administration • Counselors • Teachers 	<ul style="list-style-type: none"> • ESP • E-School Messenger • PD on TAC messages for teachers/counselors 	<ul style="list-style-type: none"> • Anecdotal evidence of increased communication between parents/guardians and the school • Perceived impact on improved grades due to communication.
Identify ninth-graders who are failing classes and/or have attendance concerns using the district’s “Early Warning Intervention System” (EWIS)	September, 2016 – June, 2017 Weekly	<ul style="list-style-type: none"> • Administration • Counselors • Check and Connect Coordinator 	<ul style="list-style-type: none"> • EWIS System Training • ESP Training 	<ul style="list-style-type: none"> • Power BI weekly review • Fresh Focus Committee anecdotal evidence
District Assessments <ul style="list-style-type: none"> • iReady Testing • Springboard Embedded Assessments • Interim SBA Math / ELA 	September, 2016 - June, 2017	<ul style="list-style-type: none"> • Instructional Coach • English Teachers • Science Teachers • SS Teachers • Math Teachers 	<ul style="list-style-type: none"> • PD for effective teaching strategies around differentiation • PD on unpacking assessments & rubrics • PD to hand score SBA • Computers • SBA Release Items 	<ul style="list-style-type: none"> • iReady for progress monitoring completed 3 times per year; • PLC collaboration and monitoring of data for student growth goals; • Springboard Embedded Assessment scores to drive instruction • SBA Interim Based Assessment (IBA) scores
School to Home Communication <ul style="list-style-type: none"> • Check & Connect Letters 	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Counselors 	<ul style="list-style-type: none"> • ESP Data 	<ul style="list-style-type: none"> • Increased communication with guardians (staff are encouraged to connect with ALL

<p align="center"><u>IMPROVEMENT STRATEGIES/ACTIVITIES</u></p> <p>What strategies are you using to achieve the academic excellence goal, the collaboration goal, or the safety goal?</p>	<p align="center"><u>TIMELINE</u></p> <p>When will this activity begin and end?</p>	<p align="center"><u>WHO IS RESPONSIBLE?</u></p> <p>Who will provide the leadership for this activity?</p>	<p align="center"><u>RESOURCES / PD NEEDED</u></p> <p>What are the existing and/or new resources used to accomplish this activity?</p>	<p align="center"><u>MONITORING PROGRESS</u></p> <p>What ongoing FORMATIVE evidence will be gathered to show this activity is making a difference in student learning?</p>
<ul style="list-style-type: none"> • Open House Connections • Conferences • Staff Calls Home 		<ul style="list-style-type: none"> • Teachers 	<ul style="list-style-type: none"> • Training for Counselors 	<p>families twice a month aligning with the CEL 5)</p> <ul style="list-style-type: none"> • Monitoring of student grades/attendance
<p>Opportunities for Students not meeting standard through Extended Learning Opportunities (ELO) and Seminar</p>	<p>September, 2016 – June, 2017</p>	<ul style="list-style-type: none"> • Administration • Teachers • Counselors 	<ul style="list-style-type: none"> • ELO Funding • Stipends • Block Schedule Funding 	<ul style="list-style-type: none"> • Improvement in Grades • Testing re-take opportunities • Credit retrieval opportunities

TPS STRATEGIC PLAN GOAL #1: Academic Excellence – Increased Graduation

- % of students graduating on time
- % of students dropping out
- % of students graduating –extended time
- % of students reenrolled from drop out

SMART GOALS:

1. The % of students graduating on time will **increase** from 78.8% in 2015-16 to 83.8% in 2016-17.
2. The % of students graduating-extended time will **increase** from 78% in 2015-16 to 83% in 2016-17.
3. The % of students dropping out will **decrease** from 185 students in 2015-16 to 150 or less in 2016-17.
4. The % of students reenrolled from drop out will **increase** from 6 students in 2015-16 to 10 in 2016-2017.

Complete the table below with at least one strategy/activity per target area.

IMPROVEMENT STRATEGIES/ACTIVITIES What strategies are you using to achieve the academic excellence goal, the collaboration goal, or the safety goal?	TIMELINE When will this activity begin and end?	WHO IS RESPONSIBLE? Who will provide the leadership for this activity?	RESOURCES / PD NEEDED What are the existing and/or new resources used to accomplish this activity?	MONITORING PROGRESS What ongoing FORMATIVE evidence will be gathered to show this activity is making a difference in student learning?
Credit Retrieval Opportunities <ul style="list-style-type: none"> • Policy 2000 • Edgenuity • 7 period schedule versus 6 	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Counselors • Grad Specialist • Teachers 	<ul style="list-style-type: none"> • Test data updated into ESP regularly • ESP Training • Edgenuity Training 	<ul style="list-style-type: none"> • Assessment Results; • Academic Progress in on-line courses;
Use EOC/HSPE strand data from last year’s testing results to develop an action plan focusing on areas of low performance.	September, 2016 - June, 2017	<ul style="list-style-type: none"> • Instructional Coach • English Teachers • Math Teachers • Science Teachers 	<ul style="list-style-type: none"> • PD for alignment of strand data with course expectations 	<ul style="list-style-type: none"> • Department monitoring w/ instructional coach support • PLC data team meetings for directed instruction to struggling students;
State Assessment Support <ul style="list-style-type: none"> • Registration support for ACT/SAT • COE extended learning opportunities • Regular notification to students and parents of testing opportunities 	October, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Instructional Coach • Counselors • Grad Specialist • COE Teachers 	<ul style="list-style-type: none"> • Funds for Alternative Testing Opportunities • Funds for test preparation courses 	<ul style="list-style-type: none"> • Monitoring of student assessment results
Professional Development on high-yield strategies to support elements of 5D Instructional Frameworks, Common Core, and Related Curricular Needs	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Instructional Coach • All Staff 	<ul style="list-style-type: none"> • PD on high-yield strategies. • http://www.sde.ct.gov/sde/lib/sde/pdf/curriculum/cali/setting_the_record_straight_on_high_yield_strategies.pdf 	<ul style="list-style-type: none"> • Improved student engagement. • 100% use of appropriate learning targets and success criteria. • Improved use of high-yield teaching strategies.
Develop a system of tracking of students that dropped out to reengage back into school.	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Grad Specialist • All Staff 	<ul style="list-style-type: none"> • Additional Counselor Needed 	<ul style="list-style-type: none"> • Locating of students and having them reenrolled into an educational opportunity.
Check & Connect Letters / Communication	October, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Counselors 	<ul style="list-style-type: none"> • ESP Data • Training for Counselors 	<ul style="list-style-type: none"> • Increased communication with guardians. • Monitoring of student grades/attendance
Opportunities for Students not meeting standard through Extended Learning Opportunities (ELO) – after school and seminar	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Grad Specialist • Teachers • Counselors 	<ul style="list-style-type: none"> • ELO Funding • Stipends • Block Schedule Funding 	<ul style="list-style-type: none"> • Improvement in Grades • Testing re-take opportunities • Credit retrieval opportunities

TPS STRATEGIC PLAN GOAL #1: Academic Excellence – Increased Enrollment in Advanced Programs

- % of students meeting the Higher Education College Requirements;
- % of students taking at least one district defined rigorous course: Advanced Placement (AP), International Baccalaureate (IB), and/or Running Start course.
- % of students who have earned industry certifications.

SMART GOALS:

1. The % of students (9-12) taking advanced courses will **increase** from 35.9% in 2015-16 to 59.3% in 2016-17.
2. The % of students (11-12 – district’s measurement) taking advanced courses will **increase** from 54.4% in 2015-16 to 59.4% in 2016-17.
3. The % of students achieving industry certification will **increase** from 37.1% in 2015-16 to 43.1% in 2016-17.

Complete the table below with at least one strategy/activity per target area.

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<p>Utilizing the various post-secondary support programs within the school:</p> <ul style="list-style-type: none"> • <i>College Success Foundation: HERO</i> • <i>College Success Foundation: Achievers</i> • <i>Upward Bound</i> • <i>TRiO: Talent Search</i> • <i>TRiO: MDC College Bound</i> • <i>Peace Community Center (Hilltop Scholars)</i> 	<p>September, 2016 – June, 2017</p>	<ul style="list-style-type: none"> • Administration • Counselors • Program Advisors 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Support identification of students for programs. • Anecdotal outcomes to post-secondary institutions.
<p>Pre-placement of students into rigorous (as defined by CAB) classes during course registration in February.</p> <ul style="list-style-type: none"> • AP Courses • IB Courses • Running Start 	<p>February, 2017 – August, 2017</p>	<ul style="list-style-type: none"> • Administration • Counselors • Scheduling OP • Teachers 	<ul style="list-style-type: none"> • PD in ESP • Guardian Education 	<ul style="list-style-type: none"> • Monitoring student placement • Communication w/Teachers regarding appropriate student placement.
<p>Increased Advanced Course Offerings</p> <ul style="list-style-type: none"> • AP Biology • AP English Composition • AP Human Geography • IB English SL 	<p>September, 2016 – June, 2017</p>	<ul style="list-style-type: none"> • Administration • Department Chairs • IB Coordinator • Instructional Coach 	<ul style="list-style-type: none"> • AP Training • IB Training • MYP Training • CP Training 	<ul style="list-style-type: none"> • Track course approvals. • Track staff trainings.

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<p>Increase Industry Certification Offerings / Tracking to include:</p> <ul style="list-style-type: none"> • Other <u>New</u> Tracking Certifications? 	<p>September, 2016 – June, 2017</p>	<ul style="list-style-type: none"> • Administration • Teachers • Counselors 	<ul style="list-style-type: none"> • PD on tracking certification 	<ul style="list-style-type: none"> • Submit student certifications on a quarterly basis <ul style="list-style-type: none"> • MITA • Food Handlers Permit • Lifeguarding Certification • First Aid / CPR Certification • AFJROTC Certifications • Others?

TPS STRATEGIC PLAN GOAL #1: Academic Excellence – Students Prepared for Life-Long Skills

- % of VANI letters submitted;
- % of students enrolled in extracurricular activities

SMART GOALS:

1. The % of students accepted into post-secondary education, training programs, or military will **increase** from 79.4% in 2015-16 to 84.4% in 2016-2017.
2. The % of students (9-12) participating in extra-curricular activities will **increase** from 39.8% in 2015-16 to 49.8% in 2016-2017.

Complete the table below with at least one strategy/activity per target area.

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Continued coordination between Career Counselor and senior classes to complete VANI requirements <ul style="list-style-type: none"> • E-School Messenger Calls/E-mails • 1:1 contact • Senior Class Meetings • Senior Class Timeline 	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Counselors • 12th Grade Core Classes 	<ul style="list-style-type: none"> • Computers • Collaboration with Colleges 	<ul style="list-style-type: none"> • Ongoing monitoring of VANI letters submitted 11-12th grade
Check & Connect Letters / Communication	October, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Counselors 	<ul style="list-style-type: none"> • ESP Data • Training for Counselors 	<ul style="list-style-type: none"> • Increased communication with guardians. • Monitoring of student grades/attendance • Monitoring of graduation requirements
Marketing of Extracurricular Activities <ul style="list-style-type: none"> • E-School Messenger Calls / Emails • Website Advertisements • ASB School Announcements 	August, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Teachers • Coaches 	<ul style="list-style-type: none"> • Stipends for Extracurricular Activities • Use of Website • E-School Messenger • Uploading information into ESP for tracking 	<ul style="list-style-type: none"> • Monitoring of student involvement. • Monitoring of clubs offered / Interest of Students

TPS STRATEGIC PLAN GOAL #2: Partnerships – Welcoming, Communicative, & Partners for Success

- % of registered volunteers (families and community members) in schools
- % of School Climate Survey participation by parents (including ethnic diversity of participation)
- % of positive responses for students and families in the School Climate Survey in the question area of diversity
- Staff report % of sustained family and community engagement in their schools (Climate Survey)

SMART GOALS:

1. Opportunities for families and community members to be a registered volunteer within the school will **increase** from [Unknown]% in 2015-16 to 3% in 2016-17.
2. The % of families responding positively regarding communication will **increase** from 86.4% (23.5% strongly agree) in 2015-16 to 90% in 2016-17.
3. The % of families responding positively regarding diversity will **increase** from 58.8% (0% strongly agree) in 2015-16 to 65% in 2016-17.
4. The % of families responding positively regarding engagement will **increase** from 64.7% (23.5% strongly agree) in 2015-16 to 70% in 2016-17.

Complete the table below with at least one strategy/activity per target area.

IMPROVEMENT STRATEGIES/ACTIVITIES What strategies are you using to achieve the academic excellence goal, the collaboration goal, or the safety goal?	TIMELINE When will this activity begin and end?	WHO IS RESPONSIBLE? Who will provide the leadership for this activity?	RESOURCES / PD NEEDED What are the existing and/or new resources used to accomplish this activity?	MONITORING PROGRESS What ongoing FORMATIVE evidence will be gathered to show this activity is making a difference in student learning?
Marketing of volunteer opportunities within the school.	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • OPs • PTSA • Staff 	<ul style="list-style-type: none"> • Updated Volunteer Form • Marketing to Community 	<ul style="list-style-type: none"> • Monitoring of PTSA membership. • Monitoring of volunteers within the school.
Continue to build upon ideas in the climate and culture committee to address needs within the building.	September, 2016 - June, 2017	<ul style="list-style-type: none"> • Administration • Staff • Students • Families 	<ul style="list-style-type: none"> • PD for PBIS • PD for institutionalized racism 	<ul style="list-style-type: none"> • Anecdotal responses from students, staff, and families. • Involvement in extracurricular activities. • Increased student achievement.
Increased Communication to Students & Families <ul style="list-style-type: none"> • Weekly calls/emails to families • Weekly district calls regarding grades • 24/7 Website Updates • Weekly Gradebook Update 	September, 2016 – June, 2017	<ul style="list-style-type: none"> • District • Administration • Staff 	<ul style="list-style-type: none"> • Family education on HAC • PD on ESP 	<ul style="list-style-type: none"> • Anecdotal responses from students, staff, and families. • Information shared during PTSA meetings.

TPS STRATEGIC PLAN GOAL #4: Safety – Creating & Maintaining Safe Learning Environments for Academic Achievement

- % of students with one or more disciplinary infractions
- % of students involved in each specific area of the OSPI student behavior data

SMART GOALS:

1. The % of students involved in each specific area of the OSPI student behavior data will **decrease** from 8.2% in 2015-16 to 6% in 2016-17.
2. The % of students **without** suspensions will increase from 91.8% in 2015-2016 to 93% in 2016-2017.

Complete the table below with at least one strategy/activity per target area.

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Staff will support positive behavior interventions. <ul style="list-style-type: none"> • All staff will monitor hallways during passing periods • Communicate w/students regarding behaviors. • Communicate w/guardians regarding progressive discipline. 	September, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Teachers • Counselors • Para-educators 	<ul style="list-style-type: none"> • Email Reminders • PD for PBIS • Review of Handbook 	<ul style="list-style-type: none"> • Anecdotal observations • Data reported into ESP
Attendance & Discipline Committee	September, 2016 - June, 2017	<ul style="list-style-type: none"> • Administration • Teachers • Counselors • Para-educators 	<ul style="list-style-type: none"> • PD for PBIS • Review Handbook 	<ul style="list-style-type: none"> • Anecdotal observations • Data reported into ESP
TWCI Committee	August, 2016 – June, 2017	<ul style="list-style-type: none"> • Administration • Teachers • Counselors • Classified 	<ul style="list-style-type: none"> • TWCI • Rewards 	<ul style="list-style-type: none"> • Anecdotal observations • Data reported into ESP