

**HOWARD HIGH SCHOOL  
SCHOOL IMPROVEMENT PLAN 2014 – 2015**



<b>HOWARD HIGH SCHOOL MISSION STATEMENT</b>	<b>KEY ACTION STEPS</b>
<p>In partnership with families and community, it is the mission of Howard High School to cultivate an environment of collaboration, empowerment, and engagement that exhibits world-class support for staff and inspires students to thrive in a dynamic world.</p>	<p><b>RIGOR ACTION STEPS:</b></p> <ol style="list-style-type: none"> <li>1. Staff will develop and implement Student Learning Objectives that incorporate problem solving and critical thinking skills.</li> <li>2. Design instructional strategies that promote and encourage increased rigor in all course levels as an element of our ongoing effort to encourage increased student participation and success in AP, GT, SAT, ACT courses.</li> <li>3. The STEM ITL will present staff members with strategies on how to develop lesson plans that incorporate problem solving and critical thinking.</li> <li>4. Collaborative teams will work together to build activities that incorporate problem solving and critical thinking, and will then present models of rigorous lessons at monthly staff meetings.</li> <li>5. A pilot group of 30 students will be taking Math Analysis (semester class) paired with Trigonometry (semester class) to promote AP, GT enrollment in mathematics. It is projected that there will be an increase in students ready for GT Calculus, or Stat AP, or Calculus AP the following school year.</li> <li>6. 9th grade English and Social Studies classes will pilot infusing GT level strategies in all levels of classes to use as a tool to identify students that could be recommended for higher-level courses in the 2015-2016 school year.</li> <li>7. Review OECD (PISA) exam data and implement suggested strategies from the Toolkit.</li> <li>8. Identify/develop strategies to close the gap between student potential/engagement and actual performance.</li> <li>9. Improve articulation discussions with 8<sup>th</sup> grade teachers from feeder schools.</li> <li>10. Collect and monitor regular data of student performance in AP courses and on AP exams.</li> <li>11. Teachers will incorporate the rubric for the PARCC writing portion on written assignments.</li> <li>12. Teachers will share data on past AP performance with current students to set goals for their performance at the end of the year.</li> <li>13. AP Teachers will be encouraged to take appropriate courses on how to teach AP courses.</li> <li>14. AP Teachers will utilize the "Learnerator" to incorporate AP level practices and questions into classwork and assessments.</li> </ol> <p><b>PERFORMANCE ACTION STEPS:</b></p> <ol style="list-style-type: none"> <li>1. Identify the students that have not passed the Algebra HSA and/or the English 10 HSA and place them in a mastery level review class and provide the opportunity to attend lunch or afterschool intervention sessions for additional review.</li> <li>2. Students that have not passed the Algebra HSA and/or the English 10 HSA will take mock HSA tests to determine readiness for the actual exams.</li> <li>3. Implement activities and strategies from Achieve The Core website to provide ongoing professional development to staff over the course of the school year.</li> <li>4. Teachers, especially on the 9th grade team and in world languages, will develop activities to incorporate specific vocabulary through the Word of the day program.</li> <li>5. Math content area leaders will ensure that teachers in their areas implement Common Core curriculum in all classes.</li> </ol>
<p align="center"><b>HCPSS VISION AND MISSION</b></p> <p>Vision 2018: Every student is inspired to learn and empowered to excel. Mission: We cultivate a vibrant learning community that prepares students to thrive in a dynamic world.</p>	
<p align="center"><b>HCPSS GOALS</b></p> <ul style="list-style-type: none"> <li>• Students (Goal 1): Every student achieves academic excellence in an inspiring, engaging, and supportive environment.</li> <li>• Staff (Goal 2): Every staff member is engaged, supported, and successful.</li> <li>• Families and the Community (Goal 3): Families and the community are engaged and supported as partners in education.</li> <li>• Organization (Goal 4): Schools are supported by world-class organizational practices.</li> </ul>	
<p align="center"><b>AREAS FOR FOCUSED IMPROVEMENT</b></p>	
<p><b>RIGOR TARGET AREAS:</b> GT course enrollment, AP exam participation and scores  <b>PERFORMANCE TARGET AREAS:</b> HSA and PARCC performance; SAT participation and performance  <b>STUDENT ENGAGEMENT TARGET:</b> Gallup Poll score <math>\geq</math> 4.04  <b>STAFF ENGAGEMENT TARGET:</b> Gallup Poll score <math>\geq</math> 3.77</p>	

**PERFORMANCE ACTION STEPS (CONTINUED):**

6. Encourage the development of lessons and activities school wide that focus on the new SAT format and content.
7. Revitalize the SAT prep course to include more frequent and accurate measurements of student progress.
8. Analyze the SAT Score Simulation to determine student groups/students to be targeted for interventions to increase performance level.
9. Review OECD (PISA) exam data and implement suggested strategies from the Toolkit.
10. English and Math teachers will target PSAT strategies during the year for all 9th and 10th grade students and during the first quarter for 11th grade students. Strategically place Special Education students in strong collaboratively taught HSA classes.
11. All teachers must analyze PARCC Assessments and develop lessons implementing preparation strategies.
12. Analyze PSAT data for individuals and student groups to determine SAT readiness.

**STUDENT ENGAGEMENT ACTION STEPS:**

1. The strategies suggested by Gallup regarding student and staff engagement will be tailored and implemented.
2. Students and staff will develop Pride Pacts together in each class using a problem solving model developed by each department to build a positive and collaborative learning environment and establish appropriate classroom expectations that will apply to all individuals in the class.
3. Staff will find ways to recognize students in every class and department on a more regular basis, including but not limited to the distribution of PAWS (PBIS recognition).
4. Review OECD (PISA) exam data and implement suggested strategies from the Toolkit.

**STAFF ENGAGEMENT ACTION STEPS:**

1. Staff will participate in the Howard Best Friend program throughout the course of the year to develop personal and collegial relationships with individuals on the staff across disciplines.
2. The Faculty Council and Social Committee will merge to form a Faculty Climate Committee that will provide staff with the opportunity to discuss concerns/issues and provide healthy opportunities to build positive working relationships.
3. Each department will recognize a member of its team for good work, strong collaboration, and/or positive contributions on a monthly basis.