

# Francis Howell North High School 17-18 School Improvement Plan

## ACHIEVEMENT

### 1 YEAR GOAL:

1. Student EOC Achievement: FHN will earn the following MPI scores in tested subject areas

EOC Test	2017-2018 actual	Goal	Growth
Comm Arts 2	407	411.07	4.7 @ 1% growth
Biology	416.9	421.1	4.2 @ 1% growth
Algebra	369	383.7	14.7 @ 4% growth
Government	413	417.2	4.2@ 1% growth

2. PLC: 100% of PLC's will set SMART goals based on Essential Course Outcomes/Priority Standards as listed in the District approved Curriculum and 80% of PLC's will meet their goal.
3. Advanced Placement (AP): FHN will increase AP enrollment for the 2016-2017 school year from 391 to 500.
4. College and Career Readiness: FHN students will achieve a composite score of 22 on the ACT.
5. Interventions: Through systematic and tiered interventions, FHN will reduce the % of D's and F's to below 10% during the 2017-2018 school year.

DATA:

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	2013 MPI	2014 MPI	2015 MPI	2016 MPI	2017 MPI Goal	2017 Actual
Comm. Arts 2	403.5	407.0	406.3	423.3	4.2 @ 1% Growth	407.0
Comm. Arts 2 Super Subgroup	358.5	352.4	372.8	398.0		
Biology	444.3	430.3	440.3	404.1	4.0 @ 1% Growth	416.9
Biology Super Subgroup	416.4	397.7	407.1	356.6		
Algebra I	344.7	358.0	352.1	367.5	14.7 @ 4% Growth	369.0
Algebra I Super Subgroup	311.3	327.8	312.4	331.4		
Government	296.8	311.7	364.5	415.5	4.2 @ 1% Growth	413.0
Government Super Subgroup	296.8	311.7	364.5	383.7		

Status Measure	Comm. Arts Level Range	FHN English Status Level	Math Level Range	FHN Math Status Level	Science Level Range	FHN Science Status Level	Social Studies Level Range	Social Studies Status Level
2020 Target	385.7-500.00	407.0	392.8-500.0		352.8-500.0	416.9	352.8-500.0	413.0
On Track	365.5-385.6		358.4-392.7	369.0	345.5-352.7		347.1-352.7	
Approaching	300.0-365.4		300.0-358.3		300.0-345.4		300.0-345.4	
Floor	100.0-299.9		100.0-299.9		100.0-299.9		100.0-299.9	

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

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<b>SMART STRATEGY # 1 AND MEASUREMENT:</b> <b>100% of PLC's will set SMART goals based on Essential Course Outcomes/Priority Standards and 80% of PLC's will meet goals.</b> <b>Person Responsible for Reporting Progress: Department Supervising Administrators</b> <b>Progress Metric:</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
<p>1) Based on 2016-2017 assessment data and 2017-2018 pre-test data PLC's will develop SMART goals using the SMART goal action plan form. Goals will be set around specific Essential Course Outcomes and will address student achievement.</p> <p>QTR 1: Submit SMART Goal, priority standards team is focusing on, data driven rationale for goal, how progress will be monitored/measured</p> <p>QTR 2: Submit progress on SMART Goal (super subgroup/ general student), data measured, interventions implemented</p> <p>QTR 3: Submit progress on SMART Goal (super subgroup/ general student), data measured, interventions implemented</p> <p>QTR 4: Submit progress on SMART Goal (super subgroup/ general student), did your team meet or not meet the goal</p> <p>**Core tested areas providing feedback on Priority Standards from MOCK EOC's given quarterly.</p>	Updated Quarterly via Google Document	Department Supervising Administrators
<p>2) PLC's will utilize District approved curriculum to identify the essential standards that every student must learn quarterly. Each standard will list examples of work, prerequisite skills, when taught, common formative assessment, common summative assessment, extension and interventions.</p>	Updated Quarterly via Google Document	Department Supervising Administrators

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<b>3)</b> NEE Indicator 3.1(Curriculum Delivery) data will be pulled monthly. Average building and district score will be shared at PLC Leader Meetings and in Knight Notes.	Pull data monthly and share at PLC Leader Meetings and Knight Notes	Associate Principal
<b>4)</b> PLC Leaders and Administrators will meet during the year to review PLC best practices, collaborative teams, data monitoring and interventions. PLC Leaders will participate in a book study with <i>Fall Down 7 Times Get Up 8 Teaching Kids to Succeed</i>	Monthly Meetings	Associate Principal
<b>5)</b> 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.	Updated Quarterly via Google Document	Department Supervising Administrators
<b>SMART STRATEGY # 2 AND MEASUREMENT:</b> <b>By the end of the 2017-2018 school year, 50% of lessons will include the use of objectives. 70% of classroom lessons will show the use of one other instructional strategy from any of the 3 components in <u>Classroom Instruction That Works, 2nd Edition.</u></b> <b>Person Responsible for Reporting Progress: Kathryn Greer</b> <b>Progress Metric: Walkthrough data</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
<b>1)</b> Review CITW work with setting objectives, providing feedback, effort and cooperative learning from previous years PD.	Beginning of the year PD , monthly with walkthrough data	Associate Principal
<b>2)</b> 2017-2018 PD focus will be on helping students develop understanding, following CITW recommendations. CITW trainers will lead staff during monthly faculty meetings and District PD days to support the work.	2017-2018 school year	CITW Trainers, Associate Principal
<b>3)</b> FHN faculty meeting time will be used to celebrate staff, provide updates on the	Montly	Administrative Team

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<p>School Improvement Plan, and provide teachers an opportunity to work collaboratively with other colleagues in an area of focus that will support the goals of the SIP.</p> <ul style="list-style-type: none"> <li>● September: Needs assessment sent out to all staff and then send out final list for teachers to select their choice PD</li> <li>● October: Work with group on PD</li> <li>● November: Work with group on PD</li> <li>● December: All staff sharing of PD learning</li> <li>● January: School Improvement Detailed updates</li> <li>● February: Selection of choice PD</li> <li>● March: Work with group on PD</li> <li>● April: Work with group on PD</li> <li>● May: All staff sharing of PD learning</li> </ul>		
<p>4) FHN PD Committee will meet monthly during the school year to evaluate the PD provided to all staff.</p>	<p>Staff surveys</p>	<p>PD Committee, Brian Santos (DPDC rep), Associate Principal</p>
<p>5) Conduct and collect walkthrough data on objectives, feedback, cooperative learning, effort and recognition. Walkthrough data will be reported out to staff monthly</p> <ul style="list-style-type: none"> <li>● Administrators will conduct 1 walkthrough on all staff members that they do not evaluate throughout the school year</li> <li>● Administrators will use team meeting time to calibrate walkthrough data collection.</li> <li>● Administrators and CITW trainers will calibrate walkthroughs during the school year</li> <li>● FHN will develop and implement a Teacher/Teacher walkthrough committee</li> </ul>	<p>Monthly</p>	<p>Associate Principal</p>
<p>5)</p>		
<p><b>SMART STRATEGY # 3 AND MEASUREMENT:</b>  <b>Through systematic and tiered interventions FHN will reduce the % of D's and F's to below 10% during the 2017-2018 school year.</b>  <b>Person Responsible for Reporting Progress: Associate Principal</b>  <b>Progress Metric:</b></p>		

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<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Departments will development and implement a plan to provide learning support for struggling students during weekly in school intervention time. Intervention teachers will track students utilizing supports.	September	Associate Principal
2) Work with Student Council to provide monthly communication to parents. This information will be shared out with parents through announcements, newsletter and short videos. <b>(Type 1)</b> <ul style="list-style-type: none"> <li>● What supports do you receive from home that helps you to be successful?</li> <li>● What would you like parents to be more involved in with your education?</li> <li>● Study tips</li> </ul>	Monthly	Associate Principal
3) Progress Monitoring report of all students will be generated weekly. Based on the risk factor score from data Administrators will work with students to identify supports necessary. Students with 3 or more points are being monitored by Administrators and Counselors. The report will be sent to Administrators, Counselors and SPED Case Managers.	Weekly	Administrators, Guidance Counselors, Case Managers
4) Student Teacher Assistance Team (STAT) will meet to review students who have been referred for needing interventions to help them be successful. Initial meeting will occur with STAT coordinator and the team will meet with individual students to determine appropriate interventions. Contact is made with parents and teachers after the meeting to share information and interventions determined.	Monitor through year	STAT Team, Administrators, Guidance Counselors, STAT coordinator
5) Success core class model will be utilized for both regular education and special education students. Students have been identified based on scores from previous year and placed into Success rooms for support. Success classes will develop lessons to front-load students with information necessary to be successful in core classes and will provide interventions based on	2017-2018 school year	Administrators, Success class teachers

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assessment data. Success classes with teach study tips and test-taking tips.		
6) Guided study hall will be a Tier III intervention for students needing specific and strategic support. Teachers will work with students to check grades, set and monitor goals and provide the necessary support for them to be successful.	2017-2018 school year	STAT, Administrators, Guidance Counselors
7) FHN will work to reduce the number of drop-outs to under 10 for the 2017-2018 school year by conferencing with students and providing interventions to support their needs.	2017-2018 school year	Administrators, Counselors, Case Managers
<b>SMART STRATEGY # 4 AND MEASUREMENT:</b> <b>FHN will increase the number of students taking AP courses at FHN from 391 to 500 for the 2018-2019 school year.</b> <b>Person Responsible for Reporting Progress:</b> <b>Progress Metric:</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Host a parent/student Advanced Placement night to provide information on benefits of taking AP classes and how to best support your student through AP classes. <b>(Type 2)</b> <ul style="list-style-type: none"> <li>● College recruiter talking about AP Performance and college</li> <li>● Activity to showcase kids and the work they are doing in AP</li> <li>● Students currently in AP speak to parents on the benefits</li> </ul>	1st semester	Associate Principal
2) Develop benefits of AP video highlighting students, teachers and counselors. Video will be shared with students and families to show the importance. <b>(Type 2)</b>	1st semester	Associate Principal
3) FHN will develop an AP Committee to evaluate our current reality and develop a system to identify and promote more students placed in these classes. The committee will also develop steps to ensure students have supports in place to help them succeed in AP classes.	2017-2018 school year	Associate Principal
4) FHN will systematically identify students who have the ability to take AP courses and work	January	Associate Principal

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with families to understand the benefits of these classes. Students will be placed into these courses for the 2018-2019 school year.		
6) Implementation and monitoring of AP Foundations course supporting first time AP students	2017-2018 school year	Associate Principal, AP Foundations Teacher
7) FHN will run “AP Summer Camp” to prepare students for AP classes and hold an AP Parent Meeting to share information. (Type 12,14)	Summer 2018	Associate Principal, AP Summer Bootcamp Teacher, Guidance Counselor
<b>SMART STRATEGY # 5 AND MEASUREMENT:</b> <b>For the 2017-2017 school year, ACT performance will increase by .5 to a 21.6.</b> <b>Person Responsible for Reporting Progress:</b> <b>Progress Metric:</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Utilize parent coffee to identify what parents need to better support their students in preparing for the ACT and understanding the ACT. <b>(Type 5)</b>	February	Administrator
3) ACT prep class in Communication Arts and Math will take a mock ACT at the beginning of the semester and another at the end to measure growth on the test. Teachers will identify and implement test taking strategies to improve student learning.	2017-2018 School year	Associate Principal
4) Use Focus on ACT materials in English, Science and Social Studies. Work with Department Chairs to develop a plan on how these materials will be used for the 2017-2018 school year.	2017-2018 school year	Associate Principal, Department Chairs
5) All Juniors will be enrolled in ACT prep course on Study Island. Instructions for use and monitoring will be shared in English III classes and with parents. (Type 12,14)	pull data monthly	Associate Principal



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## CLIMATE

### 1 YEAR GOALS:

**FHN will achieve at least an 82% positive response rate to the following Staff Survey items:**

*“There are open channels of communication at our school.”*

Spring 16	Q1 2016	Q2 2016	Q3 2017	Q4 2017	Goal
55%	86%	83%	81%	81%	82%

*“There are opportunities for shared decision making at our school.”*

Spring 16	Q1 2016	Q2 2016	Q3 2017	Q4 2017	Goal
66%	86%	82%	84%	81%	82%

**FHN will achieve at least an 80% positive response rate to the following Student Survey item:**

*“I feel safe at my school.”*

Fall 14	Spring 15	Spring 16	Fall 16	Spring 17	Goal
76.22%	74.6%	76.2%	75%	74.6%	78%

**FHN will achieve at least a 90% positive response rate on all Parent Survey items while maintaining at least a 50%**

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participation rate.

Parent Participation Rate

Spring 14	Spring 15	Spring 16	Spring 17	Goal
26%	42%	55%	54%	50% +

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGY #1 AND MEASUREMENT: 82% of FHN Staff will respond positively to the survey item “There are Open Channels of Communication at our School” by the end of the 2017-2018 school year.**

**Person Responsible for Reporting Progress: Erin Steep**

**Progress Metric: Climate Surveys**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**Qtr. 1:**

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<p><b>Qtr. 2:</b></p> <p><b>Qtr. 3:</b></p> <p><b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
<p><b>1)</b> The FHN staff will participate in 2 Climate Surveys. This data will be analyzed by the Admin Team and Climate Committee each quarter. Progress and resulting changes will be reported to the staff at faculty meetings and through the Knight Notes.</p>	Ongoing	<p>Erin Steep</p> <p>Climate Committee</p>
<p><b>2)</b> 2017 Climate Data will be shared during the back-to-school breakout sessions. Faculty will participate in a fishbowl discussion lead by members of the Climate Committee. The goal of this conversation is to facilitate better communication between staff members through a deeper understanding of colleagues in different roles.</p>	August	<p>Climate Committee</p> <p>FHN Faculty</p>
<p><b>3)</b> The FHN Admin team will commit to communicating systematically and consistently through the use of 2 primary modes: Monthly Faculty Meetings and Knight Notes.</p>	<p>Weekly</p> <p>Monthly</p>	<p>Admin Team</p> <p>Climate Committee</p>
<p><b>4)</b> Staff Chats will be held once a quarter. These chats will address current staff concerns and also provide staff with a smaller forum to ask questions and bring suggestions.</p>	Quarterly	<p>Andy Downs</p> <p>Erin Steep</p>
<p><b>SMART STRATEGY #2 AND MEASUREMENT: 82% of FHN Staff will respond positively to the survey item “There are opportunities for Shared Decision Making at Our School” by the end of the 2017-2018 school year.</b></p>		

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<b>Person Responsible for Reporting Progress: Erin Steep</b> <b>Progress Metric: Quarterly Climate Surveys</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>  <b>Qtr. 1:</b>  <b>Qtr. 2:</b>  <b>Qtr. 3:</b>  <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
<b>1)</b> Each administrator will lead a staff committee to gather input on their arm of the SIP. These committees will meet monthly. Updates will be sent to the entire staff via Knight Notes the week following the conclusion of the committee meeting and will contain points of discussion as well as clearly labeled action steps resulting from the meeting. A member of each committee will also take Minutes at each meeting and share them with the staff via email.	Monthly	Admin Team
<b>2)</b> The FHN staff will revisit the FHN Commitments at the beginning of the year. These commitments will be staff driven and will remain a focus throughout the year. Commitments will be created with a focus on both staff and student behavior. Quarterly self-inventories will be used to monitor the level of fidelity with which staff are following the commitments.	August  Ongoing	Admin Team  FHN Staff

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<p><b>SMART STRATEGY #3 AND MEASUREMENT: 78% of FHN Students will respond positively to the survey item “I Feel Safe at My School” by the end of the 2017-2018 school year.</b></p> <p><b>Person Responsible for Reporting Progress: Erin Steep</b></p> <p><b>Progress Metric: Student Climate Surveys</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b></p> <p><b>Qtr. 1:</b></p> <p><b>Qtr. 2:</b></p> <p><b>Qtr. 3:</b></p> <p><b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Students for FHN will host 2 student Town Hall meetings during homerooms to gather student ideas on how to address safety concerns.	November/February	Erin Steep
2) All freshmen will participate in a lesson through the Guidance Department clarifying the meaning of bullying, how to report bullying, and the consequences of participating in bullying.		
3) Students for FHN will implement at least one kindness or anti-bullying initiatives per quarter.	Quarterly	Erin Steep
<p><b>SMART STRATEGY #4 AND MEASUREMENT: FHN will achieve at least a 90% positive response rate on all Parent Survey items on the 2018 Parent Climate Survey.</b></p> <p><b>Person Responsible for Reporting Progress: Erin Steep</b></p> <p><b>Progress Metric: Parent Climate Survey</b></p>		

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<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>Qtr. 1:</b>		
<b>Qtr. 2:</b>		
<b>Qtr. 3:</b>		
<b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Administrators and guidance counselors will send home monthly emails to families within their alphabet set regarding upcoming events and opportunities - these emails will encourage families to respond with any questions or concerns they may have for their student's administrator. (Parent Involvement Type 1 & 2)	Monthly	Erin Steep Admin Team
2) We will continue "Coffee With the Principal" once a quarter to invite families into the school to have conversations with the Administrative Team in a casual setting. These dates will be published at the beginning of the year. (Parent Involvement Type 2 & 5)	Quarterly	Admin Team
3) Based upon the results of the Parent Needs Assessment, sent out during the first week of school, FHN will host a parent networking event, or "Unconference" for parents.	October	Erin Steep
4) We will include PTO meeting dates and times in eNews, beginning of the year materials, and send out email reminders to all parents to invite greater participation. (Parent Involvement Type 3 & 5)	Ongoing	Erin Steep
5) FHN will continue to hold information evenings at the middle schools in April with a goal of creating a smoother transition for families and their students entering high school.	April	Erin Steep Mike Janes
6) FHN will provide resources regarding technology in an effort to increase family access to information and updates.	Ongoing	Chris Birch Erin Steep

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### BEHAVIOR

**1 YEAR GOAL:**

**By the end of 2017-2018, FHN will reduce the number of ISAP, OSS, and total overall incidents by 5%.**

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

#### STUDENT DISCIPLINE DATA (2015-2017)

Semester 1	14/15	15/16	16/17	17/18	Improvement from 2017	Improvement from 2016
ISAP Incidents	69	76	128			<b>+78%</b>
OSS Incidents	72	90	66			<b>27%</b>
Total incidents	695	692	697			<b>+0.1%</b>
Total Year	14/15	15/16	16/17		Improvement from 2017	Improvement from 2016
ISAP Incidents	156	232	307			<b>+32%</b>
OSS Incidents	181	201	153			<b>23%</b>
Total incidents	1243	1470	1534			<b>+4%</b>

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<p><b>SMART STRATEGY #1 AND MEASUREMENT:</b>  <b>By implementing research based strategies, FHN will decrease ISAP and OSS by 5% or greater by May 2018.</b></p> <ul style="list-style-type: none"> <li>• <i>Decrease the number of ISAP from 307 to 290.</i></li> <li>• <i>Decrease the number of OSS from 153 to 145.</i></li> <li>• <i>Decrease total missed learning opportunities from 15,022 to 14,270</i></li> </ul> <p><b>Person Responsible for Reporting Progress: Chris Birch</b>  <b>Progress Metric: Discipline Data</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>  <b>Qtr. 1:</b>  <b>Qtr. 2:</b>  <b>Qtr. 3:</b>  <b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. Tier 1: School-wide behavior expectations as identified in the District Code of Conduct will be reviewed with students once per semester.	Once per semester	Birch
2. Tier 1: Collect, disaggregate and analyze monthly discipline referral data and share with staff.	Monthly	Birch
3. Tier 1: FHN principals will communicate with parents when detentions are due and explain consequences of not serving on time to decrease number of unserved detention infractions (Key 2).	Ongoing	Assistant Principals/Dean
4. Tier 1: FHN Guidance and Admin will develop a formal group for students who have a history of conflict with pees and will develop a formal group for students from limited income to raise awareness of college/career opportunities and how these fit within their	Ongoing	Admin Team Guidance



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personal interests (Key 6).		
5. Tier 1: FHN's Behavior Leadership Team will share best classroom management practices resources with staff on a quarterly basis.	Quarterly	Birch Behavior Leadership Team
6. Tier 2: FHN will implement Restorative Discipline Strategies to decrease repeated infractions and when addressing student on student conflict.	Ongoing	Birch
7. Tier 2: FHN admin and guidance will set academic, behavior, and attendance goals as appropriate with 9 <sup>th</sup> graders in the Transition Support Homeroom and 10 <sup>th</sup> graders in Academic Support Homerooms (Keys 1 and 2)	Quarterly	Admin Team Guidance
8. Tier 2: Implement a Behavior Watch List triggered by a minimum of 8 discipline referrals the previous year. Principals will review behavior and set goals with students. Admin team will communicate with parents as well as celebrate successes (Key 4).	Ongoing	Assistant Principals/Dean
9. Tier 2: FHN Admin team will monitor behavior progress and set goals with F/R students who have at least 4 infractions per quarter.	Quarterly	Assistant Principals/Dean
10. Tier 3: FHN Admin Team will hold re-entry meetings for all students returning from a minimum 3-day suspension (Key 2).	Ongoing	Assistant Principals/Dean
11. Tier 3: Students with IEP will utilize the ED resource room when appropriate to reduce risk of behavior infraction	Ongoing	SPED Department
12. Tier 3: Develop individual plan for students who have multiple COC infractions and/or 8 or more referrals within a semester.	Ongoing	Assistant Principals/Dean
<b>SMART STRATEGY #2 AND MEASUREMENT:</b> <b>FHN will decrease top 3 infractions (Tardies, Truancies, and Cell Phone) by 5% by May 2018.</b> <b>Person Responsible for Reporting Progress: Chris Birch</b> <b>Progress Metric: Discipline Data</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING</b>

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		<b>PROGRESS</b>
1. Tier 1: Teachers review /identify common classroom expectations as they relate to tardies, truancy, and cell phone.	Semester	Teaching staff
2. Tier 1: Administrators created videos addressing these behaviors and how replacement behaviors can lead to an overall better school environment. These will be shown every semester.	Semester	Admin Team
3. Tier 2: The administrative team will work with students who have significant tardy, cell phone, and truancy infractions and collaboratively problem solve the issue and work to develop a resolution to the infractions.	Ongoing	Admin Team
<p><b>SMART STRATEGY #3 AND MEASUREMENT:</b>  <b>FHN will decrease drug/alcohol violations by 10% for the 2017-18 school year.</b></p> <ul style="list-style-type: none"> <li>• <i>Decrease number of Drug/Alcohol violations from 27 to 24</i></li> </ul> <p><b>Person Responsible for Reporting Progress: Chris Birch</b>  <b>Progress Metric: Drug/Alcohol Infraction Data</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>  <b>Qtr. 1:</b>  <b>Qtr. 2:</b>  <b>Qtr. 3:</b>  <b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1. Tier 1: FHN Admin team will share resources with parents and host one parent event that reflects drug/alcohol abuse awareness (Key 1).	Ongoing	Birch
2. Tier 1: FHN will host at least one drug/alcohol awareness event for students.	Ongoing	Birch
<p><b>SMART STRATEGY #4 AND MEASUREMENT:</b>  <b>FHN will increase attachment to 70% for the 2017-18 school year.</b></p> <p><b>Person Responsible for Reporting Progress: Mike Janes</b>  <b>Progress Metric: IC Reports</b></p>		

## Francis Howell North High School 17-18 School Improvement Plan

<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1. FHN will promote activities through e-news, announcements, twitter, FHN Booster clubs & “This Week In FHN Activities” (Key 2).	Weekly	Activities
2. FHN Activities will monitor membership in each club/activity/sport.	Ongoing	Activities
3. FHN representatives will visit feeder middle schools with guidance counselors and FHN students to promote student involvement (Key 5)	Spring	Activities
4. FHN representatives will meet with new students. Students will complete an activity interest form. Activity sponsors will invite the students to an informational meeting.	Fall	Activities
<b>SMART STRATEGY #5 AND MEASUREMENT:</b> <b>FHN will decrease the number of Misconduct Reports from MSHSAA by 10% for the 2017-18 school year.</b> <b>Person Responsible for Reporting Progress: Mike Janes</b> <b>Progress Metric: MSHSAA Reports</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1. Sportsmanship will be reviewed at annual, seasonal and individual coaches meetings.	Ongoing	Activities
2. FHN Activities will monitor reports from each club/activity/sport.	Ongoing	Activities

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3. FHN Activities will hold meetings with each team to address sportsmanship expectations.	Ongoing	Activities
4. Coaches will set a team/program goal regarding sportsmanship.	Ongoing	Activities
5. FHN Activities will display Sportsmanship Banners at all events.	Ongoing	Activities
6. FHN Activities will explain appropriate expectations during public service announcements.	Ongoing	Activities
7. FHN will participate in State/local Sportsmanship Summits.	Ongoing	Activities
8. FHN Leadership Academy will implement the “Why We Play” program through MSHSAA. Students will participate in LIFE LESSONS and present to their peers.	Ongoing	Activities

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### ATTENDANCE (2017-2108)

**1 YEAR GOAL:**

- By the end of the 17-18 school year, FHN will increase its percentage of students attending 90% of the time by 3.3% in order to reach 90/90.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGIES AND MEASUREMENT:**

**Strategies:**

- Increase daily attendance rate from (94.56%%) to (95.5%).
- Decrease the # of students missing 10+ days from 485 to 436 for a 10% reduction.

**Person Responsible for Reporting Progress:**

**Progress Metric:**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**Qtr. 1:**

**Qtr. 2:**

**Qtr. 3:**

**Qtr. 4:**

**ACTION STEPS:**

**TIMELINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**

**1) Communicate with Students After Absences (Tier 1 Intervention)**

\* Teachers will check-in with students after absences for support and guidance, contact home if problem persists. (PI Type 1 and 2)

Daily

Teachers

**2) Utilize 90/90 Report & 1<sup>st</sup> 10 Days Multi-Absence Report for Tier 2 and 3 Interventions**

\* 1<sup>st</sup> Meeting: Create a AWL based on early data, Contact Home/Counselor, Review Att Expectations with Student and Family (PI Type 1 and 2)

\* 2<sup>nd</sup> Meeting: Reach out to all teachers, coaches, sponsors (HR, Case Manager, Counselor) Pair w/ an Attendance Ally

\* 3<sup>rd</sup> Meeting: Refer to ESC or Truancy Officer as appropriate, Home Visit (PI Type 1, 4,

Weekly

J. Blankenship

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and 6)		
<b>3) Attendance Allies for Tier 2 Intervention</b> * Student paired with caring adult mentor for ongoing monitoring and support	Monthly	Attendance Committee
<b>4) Guidance Support Group for Attendance (Tier 2/3 Intervention)</b> * Create a new support group through the guidance office for students struggling to feel comfortable or fit in at FHN.	Monthly	L. Smith/J. Blankenship
<b>5) Conduct Home Visits for Tier 3 Intervention</b> * Admin will conduct HV for identified students before the start of school (17-18) (PI Type 1, 2, 4, and 6) * Attendance Comm will conduct HV in lieu of monthly meetings (PI Type 1, 2, 4, and 6) * HV will be conducted as the 3 <sup>rd</sup> step from 90/90 report	Monthly	J. Blankenship

**Triggers for Tiered Intervention:**

**Tier 1- All students all the time**

**Tier 2- The start of the year report for multiple absences or the weekly 90/90 report will be utilized to identify these students. Once a student appears on this list, they are at that point considered in need of Tier 2 intervention. Meet with the student and contact home.**

**Tier 3-If the student has remained on the 90/90 list for 3-4 weeks with no improvement, they may be considered for Tier 3 intervention. The admin will need to have already met with the student and contacted home before Tier 3. (Note: No student will be moved to Tier 3 if their attendance is not below 80%)**

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