

Francis Howell School District 20-21 Comprehensive School Improvement Plan

Goal 2020-2021

Finalized 12.4.20

Instruction		
<p>1 YEAR GOAL: The district will show a 5% decrease in the gap between scores for identified underperforming groups and the overall student population in disaggregated data, while increasing/maintaining overall academic achievement.</p>		
<p>1 YEAR GOAL - UPDATE/ADJUSTMENTS:</p>		
<p>SMART STRATEGY #1 AND MEASUREMENT: 75% of observed lessons will include at least one instructional strategy at the QFIC level, as observed by classroom observations. Person Responsible for Reporting Progress: Director of Adult Learning Progress Metric: District CITW Walkthrough Form</p>		
<p>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</p>		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Provide boosters of information during the school year provided by building CITW trainers	Ongoing	Director of Adult Learning
<p><i>Progress Update:</i></p>		

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2) Provide modules of PD for components 2 & 3, aligned to NEE indicators	By September 1	Director of Adult Learning
<i>Progress Update:</i>		
3) During CIA meetings provide PD to principals around connecting NEE and CITW (what's the CITW feedback to offer as a way to increase NEE scores)	Quarterly	Director of Adult Learning
<i>Progress Update:</i>		
4) Provide a "feedback cheat sheet" to principals to use during NEE conversations focused on trauma informed best practices and culturally responsive best practices.	By September 1	Director of Adult Learning
<i>Progress Update:</i>		
5) Offer opportunities for peer walkthroughs looking for implementation of CITW strategies	Ongoing	Director of Adult Learning
<i>Progress Update:</i>		
6) Conduct fidelity checks to maintain awareness of implementation	Quarterly	Director of Adult Learning
<i>Progress Update:</i>		
SMART STRATEGY #2 AND MEASUREMENT: 100% of buildings will show a decrease in the gap between scores for one identified underperforming group and the overall student population in disaggregated data. Person Responsible for Reporting Progress: Director of Curriculum & Assessment Progress Metric: FastBridge Reading and ACT Reading		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Providing data disaggregated in multiple ways	Quarterly	Director of Curriculum & Assessment

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<i>Progress Update:</i>		
2) Host Data Deep Dive meetings at every building and develop specific action steps related to areas of identified need	By December 1	Director of Curriculum & Assessment
<i>Progress Update:</i>		
3) Form a team of district level experts who could respond/advise to the needs of the underperforming groups identified via data analysis (building level)	Paused for 20-21	Director of Elementary & Secondary Education
<i>Progress Update:</i>		
4) Form a teacher leader cohort focused on analyzing classroom data to surface groups of students who are struggling and strategies to respond intentionally (culturally responsive practices, data based decisions) <i>(District-level group of teachers interested in analyzing the data and implementing strategies to increase their performance)</i>	Paused for 20-21	Director of Adult Learning
SMART STRATEGY #3 AND MEASUREMENT: District will see a 25% increase in structures and processes, as outlined in the audit tool, that address student academic and behavior needs, by the end of the 21-22 school year. (*two-year strategy) Person Responsible for Reporting Progress: Chief Academic Officer Progress Metric: Audit tool		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Conduct district and building-wide MTSS audits	June 1	Director of Alternative Learning
<i>Progress Update:</i>		
2) Form district level MTSS team	Paused for 20-21	Chief Academic Officer
<i>Progress Update:</i>		
3) Academic team to analyze audit data and start to identify needs and priority next steps in development of school based systems	Summer 2021	Academic Team

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<i>Progress Update:</i>		
4) Develop action steps based on audit data, with MTSS team	Summer/Fall 2021	Chief Academic Officer
<i>Progress Update:</i>		

SMART STRATEGY#4 AND MEASUREMENT: 75% of teachers have access to professional learning focused on future focused instructional practices, as measured PD survey. Person Responsible for Reporting Progress: Director of Adult Learning Progress Metric: Survey		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Develop a cohort of teachers to develop expertise in the area of blended learning, to include focused learning that results in blended learning course	February 2021	Technology Content Leader
<i>Progress Update:</i>		
2) Develop a cohort of PBL experts	Paused 20-21	Director of Adult Learning
<i>Progress Update:</i>		
3) Offer PBL learning opportunities for staff	Paused 20-21	Director of Adult Learning
<i>Progress Update:</i>		

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4) Develop a strand of learning that provides teachers an opportunity to engage in externships that result in analysis of instructional methods and real world curriculum alignment	Paused 20-21	College & Career Specialist
<i>Progress Update:</i>		
5) Provide best practice professional learning focused on effective implementation of a learning management system for Canvas users	By October 1	Technology Content Leader
<i>Progress Update:</i>		
6). Provide best practice professional learning focused on virtual instruction (PK-12)	By October 1	Director of Adult Learning
<i>Progress Update:</i>		
SMART STRATEGY #5 AND MEASUREMENT: 50% of FHSD courses meet the minimum standard for FHSD curricula, as determined by the established criteria. Person Responsible for Reporting Progress: Director of Curriculum and Assessment Progress Metric: FHSD Curricula Criteria Rubric		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Develop a "minimum standard" set of criteria for FHSD curricula, to include technology integration and resources	September 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
2) Review all FHSD curricula against FHSD criteria	May 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Priority list of courses is developed per content area that are outdated and need priority revisions	June 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		

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4) Assessments are regularly reviewed and updated based on feedback and achievement students.	Paused 20-21	Director of Curriculum and Assessment
<i>Progress Update:</i>		
5) Create a tool to review curricula for cultural relevance, diversity, and equity.	September 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
6) Curriculum is reviewed for cultural relevance, diversity, and equity.	May 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		

Professional Learning Communities (PLCs)
<p>1 YEAR GOAL: 75% of PLCs will meet their SMART goals for the year, as reported on the end of year SMART goal summary document during end of year collection</p>
<p>1 YEAR GOAL - UPDATE/ADJUSTMENTS:</p>
<p>SMART STRATEGY #1 AND MEASUREMENT: 75% of PLC meetings will demonstrate high quality collaboration, as measured by observation of 4 PLC questions in action during monthly data collections. Person Responsible for Reporting Progress: Director of Adult Learning Progress Metric: PLC fidelity checks</p>
<p>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</p>

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ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Offer a Coaching Academy for 10 buildings to refresh foundational information and build capacity at the building level.	Paused for 20-21	Director of Adult Learning
<i>Progress Update:</i>		
2) Offer a Summer Institute for interested staff focused on PLC foundational learning, formative assessment, PLC leadership.	Paused until Summer 2022	Director of Adult Learning
<i>Progress Update:</i>		
3) Provide content leaders with training that will allow them to engage in supporting teams during weekly meetings. Consider creating a 30 minute module that can be shared with teams to set the stage for some of the work.	May 1	Director of Adult Learning
<i>Progress Update:</i>		
4) Content leaders to incorporate formative assessment into coaching conversations with PLC teams on a regular basis	Quarterly	Director of Curriculum and Assessment
<i>Progress Update:</i>		
5) Provide PLC resources/modules to buildings (ie: article of the month in SAW, Global PD videos, FHSD developed content, etc.)	Ongoing	Director of Adult Learning
<i>Progress Update:</i>		
6) Support principals in reviewing and providing feedback on SMART goals (focused on priority standards) for their PLC teams.	January 1	Directors of Elementary and Secondary Education, CAO
<i>Progress Update:</i>		

Equity/Access

1 YEAR GOAL: Students will report an increase in positive school culture and climate.

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- "I like going to this school" will increase from 78.6% to 80%
- "The adults in this school care about me" will increase from 86.9% to 90%

1 YEAR GOAL - UPDATE/ADJUSTMENTS:

SMART STRATEGY #1 AND MEASUREMENT: Increase the number of underrepresented students in advanced/challenge coursework/programs (AP course, Gifted programs, robotics activities) from 28.9% to 31.9%.

Person Responsible for Reporting Progress: Director of Curriculum and Assessment

Progress Metric: enrollment data

SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Reexamine the placement process for advance coursework with stakeholder groups (counselors, principals, teachers, and parents)	December 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
2) Identify current reality to identify areas for growth and craft message to share	January 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Explore demographics of gifted programs in other districts to identify a program model that is more inclusive in terms of demographics	April	Director of Alternative Learning
<i>Progress Update:</i>		
4) Gather and audit the demographics of students involved in STEM activities K-12 (ie: robotics)	January 1	Directors of Elementary Education & Director of Secondary Education
<i>Progress Update:</i>		

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5) Develop strategies to increase participation in STEM activities (ie: robotics)	June 1	Directors of Elementary Education & Director of Secondary Education
<i>Progress Update:</i>		
6) Conduct data deep dives with schools that have significant gap in the participation of under-represented groups in STEM activities	June 1	Directors of Elementary Education & Director of Secondary Education Director of Curriculum and Assessment
<i>Progress Update:</i>		
SMART STRATEGY #2 AND MEASUREMENT: Increase the number of courses meeting criteria from 1 to 4, in terms of cultural relevance, diversity, and equity, as measured by the district developed cultural relevance gradient tool. Person Responsible for Reporting Progress: Director of Curriculum and Assessment Progress Metric: FHSD Curricula Criteria Rubric		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Revise implementation plan, and timeline, to build capacity in teams who will write curriculum	June 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		
2) Provide professional learning to curriculum writing teams	Ongoing	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Develop new/revised courses (may include K-5 social studies, Black History, Black Literature, etc.)	June 1	Director of Curriculum and Assessment

Literacy

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1 YEAR GOAL: The district will show a 3% increase in the students scoring at the 40 percentile or above on the FastBridge assessment from Winter 2019 to Winter 2020. (Or Winter 2020 to Winter 2021)		
1 YEAR GOAL - UPDATE/ADJUSTMENTS:		
SMART STRATEGY #1 AND MEASUREMENT: 80% of teachers will implement the phonics program at a level of proficient, or higher, measured by the phonics fidelity tool. Person Responsible for Reporting Progress: Director of Curriculum Progress Metric: Fidelity tool		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Teachers will be provided professional development in phonics instruction, by FHSD staff.	4 th quarter 2020	District Literacy Coordinator
<i>Progress Update:</i>		
2) Benchmark Phonics will provide teachers training in application of phonics program/resources	Summer 2020/PD strand	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Develop a fidelity tool, with pilot teachers, to measure the implementation of phonics and focus the ongoing support provided by literacy coaches	By October 1	District Literacy Coordinator and District Reading Recovery Teacher Leader

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SMART STRATEGY #2 AND MEASUREMENT: There will be a 5% decrease in students hitting 2+ triggers, as measured on District Trigger Tracker.
Person Responsible for Reporting Progress: Director of Curriculum and Assessment
Progress Metric: District Trigger Tracker

SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Provide Homegrown Institute for Reading for K-5 teachers	Paused 20-21	Director of Curriculum and Assessment
<i>Progress Update:</i>		
2) Survey of Homegrown Institute	Paused 20-21	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Provide data teams with problem solving professional development to help determine best fit interventions and align with MTSS	Ongoing	Director of Curriculum and Assessment and District Literacy Coordinator
<i>Progress Update:</i>		
4) Provide teacher professional development around specific interventions	Ongoing	District Literacy Coordinator
<i>Progress Update:</i>		

SMART STRATEGY #3 AND MEASUREMENT: Secondary students receiving reading interventions who demonstrate expected rates of growth will increase by 3%, as compared to 19-20 data.
Person Responsible for Reporting Progress: Director of Curriculum and Assessment
Progress Metric: FastBridge

SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

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ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Provide PD opportunities and ongoing support to READ 180 & Language Live teachers	Ongoing	District Literacy Coordinator and Secondary ELA Coordinator
<i>Progress Update:</i>		
2) Develop an action team to explore/recommend supports for MTSS for secondary	February 1	Director of Secondary Education
<i>Progress Update:</i>		
3) Develop a fidelity tool, with a stakeholder group, to measure the implementation of reading interventions (READ 180 & Language Live)	October 1	District Literacy Coordinator and Secondary ELA Coordinator
<i>Progress Update:</i>		

College & Career Readiness

1 YEAR GOAL: Increase the percentage of students from 17.9% to 25% who have completed tech school, career technical education (CTE) completed certification, CAPS or who have earned industry recognized certificates (IRCs).

1 YEAR GOAL - UPDATE/ADJUSTMENTS:

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SMART STRATEGY #1 AND MEASUREMENT: 100% of buildings at high school level will be ready to implement CCR curriculum for 21-22. Person Responsible for Reporting Progress: Director of Curriculum and Assessment Progress Metric: Implementation Plan		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Assemble a curriculum writing team and meeting schedule with benchmark dates for draft completion and final BOE adoption.	January 1	College & Career Specialist
<i>Progress Update:</i>		
2) Compile and review best practices research and resources surrounding CCR curriculum (EAB, Hanover).	October 1	College & Career Specialist
<i>Progress Update:</i>		
3) Develop CCR priority standards/understandings/goals, for each level (vision work)	June 1	College & Career Specialist
<i>Progress Update:</i>		
4) Write curriculum for one level	June 1	College & Career Specialist
<i>Progress Update:</i>		
5) Research, identify, and recommend resources to support the K-12 CCR curriculum, for one level.	June 1	College & Career Specialist
<i>Progress Update:</i>		
6) Determine the best format to deliver curriculum (embed in another course vs. stand alone course) and identify who will teach the curriculum.	June 1	Director of Curriculum and Assessment
<i>Progress Update:</i>		

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7) Embed into the K-12 curriculum a SCOIR programming guide/timeline that identifies what features of SCOIR will be introduced to students, as well as when and by whom they will be introduced.	June 1	College & Career Specialist
<i>Progress Update:</i>		
SMART STRATEGY #2 AND MEASUREMENT: The percentage of students completing YouScience in SCOIR will increase from 2% to 25%. Person Responsible for Reporting Progress: College & Career Specialist Progress Metric: EOY report from SCOIR		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Provide audience-specific SCOIR trainer-led PD to all secondary administrators, and counselors.	November 1	College & Career Specialist
<i>Progress Update:</i>		
2) Collaborate with district leadership, administrators, and the Director of Adult Learning to develop a multi-year plan to provide SCOIR professional development to all high school teachers.	December 1	Director of Secondary Education
<i>Progress Update:</i>		
3) Develop a plan to train middle school and high school parents on SCOIR.	December 1	Director of Secondary Education
<i>Progress Update:</i>		
4) College & Career Specialist will work with building principals and counselor team to identify opportunities to engage students in YouScience (potentially health class, practice ACT day, etc.)	October 1	College & Career Specialist

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<i>Progress Update:</i>		
SMART STRATEGY #3 AND MEASUREMENT: The number of career exploration experiences will meet, or exceed, 250. Person Responsible for Reporting Progress: Director of Secondary Education Progress Metric: College & Career Readiness Report		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Each MS & HS student will engage in at least one CCR activity, in each course, once a year	Ongoing	Director of Secondary Education
<i>Progress Update:</i>		
2) Content leaders will create resource of sample CCR activities to use a guide	September 15	Director of Curriculum and Assessment
<i>Progress Update:</i>		
3) Leverage partnership with Junior Achievement to bring career fairs and guest speakers to elementary, middle and high schools.	October 1	College & Career Specialist
<i>Progress Update:</i>		
4) Create and/or adopt a database system that warehouses partnerships, experiential learning/work-based opportunities, and that serves as a communication bridge between students and partners.	February 1	College & Career Specialist
<i>Progress Update:</i>		
5) Develop a pipeline of community partnerships that are mutually-beneficial and provide a variety of experiential learning opportunities	February 1	College & Career Specialist
<i>Progress Update:</i>		
6) Explore current courses that might qualify for credentialing.	December 1	Director of Curriculum and Assessment

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Progress Update: