

(UNION) 2021-2022 School Improvement Plan

Instruction (PK-12)

1 YEAR GOAL: Show a 5% decrease in the D/F rate between scores from previous semester at the homeschool to first semester at Union for all new students and while decreasing/maintaining overall lower D/F rates and academic achievement. (Gather baseline data 2021-22)

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: Principal

Progress Metric: Walkthrough data

ACTION STEPS: Ensure all staff understands QFIC learning objectives through review or training at PLC meetings.(component 1)	TIMELINE: Annually	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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<i>Progress Update:</i>		
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ACTION STEPS: Walkthrough data collection will monitor QFIC objectives and QFIC implementation of an instructional category beyond objectives	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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SMART STRATEGY #2 AND MEASUREMENT: 90% of all students will meet the benchmarks in their individual learning plans Person Responsible for Reporting Progress: Principal		
Progress Metric: % of students on track based on Edmentum Online Learning system and direct instruction classes as compared with previous year.		
ACTION STEPS: Review and gather data on New student “F “ grades from homeschool and monitor first semester at Union grades. Review at midterm and end of quarter.	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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ACTION STEPS: Students’ earning a F grade in any class at midterm will be meet with Principal or teacher leader	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal; Teacher Leader; classroom teacher
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ACTION STEPS: Contact and/or meet with students and/or parents/guardians of students that are not meeting the goals of their individual learning plans or showing a lack of progress.	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal; Teacher Leader; classroom teacher
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ACTION STEPS: Monitor student attendance and behavior quarterly	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal; Teacher Leader; classroom teacher
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ACTION STEPS: Disaggregate data and identify an area of focus to develop supports for specific students	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal; Teacher Leader; classroom teacher
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ACTION STEPS: Develop student autonomy and flexibility for Online learning system (hardcopy, or electronic)	TIMELINE: As Needed	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal; Teacher Leader; classroom teacher
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<i>Progress Update:</i>		
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SMART STRATEGY #3 AND MEASUREMENT: 100% of Students will master the use of all tools within Edmentum Online Learning system Person Responsible for Reporting Progress: Principal Progress Metric: Student Survey		
ACTION STEPS: Provide training on the functioning and tools within the Edmentum Online Learning System and Canvas to all staff and students	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, Teacher Leader, ITS
1.		
<i>Progress Update:</i>		
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ACTION STEPS: Collaborate with ITS on how they can support virtual learners	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, ITS
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<i>Progress Update:</i>		
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ACTION STEPS: Work with parents on how they can support students with the Edmentum On-line Learning system	TIMELINE: As needed	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal , ITS
1.		
<i>Progress Update:</i>		
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ACTION STEPS: Provided students with weekly feedback on pacing within the Edmentum Online Learning system and progress in direct instruction classes.	TIMELINE: Weekly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, Teachers
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SMART STRATEGY #4 AND MEASUREMENT: Staff will communicate student progress weekly with parents for both in person and virtual students Person Responsible for Reporting Progress: Principal/teacher leader/teacher Progress Metric: Email logs		
ACTION STEPS: Weekly email or phone call made to all students in second hour students	TIMELINE: Weekly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal/teacher
1.		
<i>Progress Update:</i>		
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<i>Progress Update:</i>		
ACTION STEPS: Quarterly parent teacher conferences (in-person, virtual or by phone)	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
1.		
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ACTION STEPS: Quarterly credit checks with Academic counselor	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Counselor/Principal
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SMART STRATEGY #5 AND MEASUREMENT: Pilot the Virtual learning plan for select group of FH Union students Person Responsible for Reporting Progress: Principal/teacher leader/teacher Progress Metric: Student’s continued participation in program		
ACTION STEPS: Monitor weekly logins by all asynchronous students	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:Principal/teacher
	Weekly	
1.		
<i>Progress Update:</i>		
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<i>Progress Update:</i>		
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<i>Progress Update:</i>		
ACTION STEPS: Monitor program standards/expectations and consequences of not meeting expectations of virtual contract, and Complete all required assessments	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
	Weekly	
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<i>Progress Update:</i>		
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ACTION STEPS: Analyze student success (logins, grades, virtual check-in. reasonable weekly progress	TIMELINE: Weekly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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ACTION STEPS: Review students that need to be removed from program vs. total involved	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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Professional Learning Communities (PK-12)

1 YEAR GOAL: 100% 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 (Reduction of barrier behaviors to student success)

SMART STRATEGY #1 AND MEASUREMENT: Quarterly self reporting meetings with students and Teacher leader/Principal to identify and monitor behaviors from a set list of barriers.

Person Responsible for Reporting Progress: Principal/Teacher leader

Progress Metric: PLC goal

ACTION STEPS: Quarterly meetings with each student individually to identify that individuals barrier behaviors	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Quarterly	Principal. Teacher leader
<i>Progress Update:</i>		
2.		
<i>Progress Update:</i>		
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ACTION STEPS: Develop awareness and reduction of identified barrier behaviors with individuals and groups of students during circle time and in office.	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Weekly	Principal, teacher leader, teacher
<i>Progress Update:</i>		

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SMART STRATEGY #2 AND MEASUREMENT: Gather baseline data on barrier behaviors identified by students; reduce the identified behaviors by 5% from first quarter numbers to fourth quarter numbers Person Responsible for Reporting Progress: Principal/teacher leader Progress Metric: Teachers self-reports		
ACTION STEPS: Students self-assess individual reduction in barrier behaviors and continue to self-monitor.	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS:Principal
1.		
<i>Progress Update:</i>		
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<i>Progress Update:</i>		
ACTION STEPS: Work with teachers to develop strategies to assist students in reducing barrier behaviors.	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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<i>Progress Update:</i>		
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ACTION STEPS: Ongoing one on one or group check-ins to address and monitor student behaviors	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, Teacher Leader, ESC, Teacher
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<i>Progress Update:</i>		
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Equity/Access (PK-12)		
1 YEAR GOAL: Students will report an increase of 10% in positive school culture and climate. (Will gather baseline data during 2021-2022 school year)		
SMART STRATEGY #1 AND MEASUREMENT: All classes will complete community building circles to start each semester Person Responsible for Reporting Progress: Principal/teacher Progress Metric: teacher reporting		
ACTION STEPS: Review community building circle activities each quarter (SOURCE: Circle Forward Building a Restorative School Community)	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
1.		
<i>Progress Update:</i>		
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ACTION STEPS: Survey students in December and May (student Survey)	TIMELINE: Yearly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
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SMART STRATEGY #2. AND MEASUREMENT: Weekly check-ins with students that are not attending regularly or virtual
Person Responsible for Reporting Progress: Principal/teacher leader/teacher
Progress Metric: call logs

ACTION STEPS: Meet weekly with students that are not attending or complete home visits as needed	TIMELINE: Weekly or as needed	PERSON RESPONSIBLE FOR REPORTING PROGRESS:Principal
1.		
<i>Progress Update:</i>		
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<i>Progress Update:</i>		
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<i>Progress Update:</i>		
ACTION STEPS: Provided support to students and families as needed (Mobil market, Backpack Program, Help Your Own Room)	TIMELINE: As Needed	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
1.		
<i>Progress Update:</i>		
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ACTION STEPS: Empower students to utilize mindfulness strategies as replacements for barrier behaviors	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:Principal
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College & Career Readiness (6-12)		
1 YEAR GOAL: 100% of students will complete a Career Exploration class and another career class		
SMART STRATEGY #1 AND MEASUREMENT: All students will be enrolled in Career Exploration class within Edmentum Person Responsible for Reporting Progress: Principal Progress Metric: enrollment data		
ACTION STEPS: Quarterly meeting with Counselor to review student credits and class assignments for individual students	Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal
1.		
<i>Progress Update:</i>		
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SMART STRATEGY #2 AND MEASUREMENT: All students will be assign a Career Exploration class within Edmentum in an area of interest (after completion of exploration class)
Person Responsible for Reporting Progress: Principal
Progress Metric: Enrollment data

ACTION STEPS: DI scuss student interest in career classes available	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Quarterly	
<i>Progress Update:</i>		
2.		
<i>Progress Update:</i>		
3.		
<i>Progress Update:</i>		

ACTION STEPS: Measure success rates of all career classes assigned to students	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Quarterly	
<i>Progress Update:</i>		
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SMART STRATEGY #3 AND MEASUREMENT: All students choose area of interest among available classes
Person Responsible for Reporting Progress: Counselor

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Progress Metric: Enrollment data		
ACTION STEPS: Participate in field trips: Manufacturing day, Boeing, and Scott air Force Base	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, Counselor
1.		
<i>Progress Update:</i>		
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ACTION STEPS: Conduct interest inventory with students that need assistance in choosing career class	TIMELINE: Quarterly	PERSON RESPONSIBLE FOR REPORTING PROGRESS: Principal, Counselor
1.		
<i>Progress Update:</i>		
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<i>Progress Update:</i>		
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Social-Emotional Supports (PK-12)

1 YEAR GOAL: 100% of staff will develop a self-care plan and institute the personal goals set for year and monitor

SMART STRATEGY #1 AND MEASUREMENT: Staff attending self-care PD will report an increase in their understanding/acceptance of self-care.

Person Responsible for Reporting Progress: Principal/teacher leader

Progress Metric: Survey

ACTION STEPS: Define and give PD on self-care	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Annually	
<i>Progress Update:</i>		
2.		
<i>Progress Update:</i>		
3.		
ACTION STEPS: Develop Individual self-care plan	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	1st Quarter	
<i>Progress Update:</i>		
2.		
<i>Progress Update:</i>		
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Progress Update:

ACTION STEPS: Review Self-care plan for progress with trusted colleague	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1.	Quarterly	
<i>Progress Update:</i>		
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