

Fife High School 2008-09 School Improvement Plan



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Fife School District DISTRICT VISION STATEMENT

Throughout the school district, there is a clear focus on students and on the quality of the work provided to students - work that students find interesting, challenging, and satisfying and that results in their learning what is expected by schools, parents, and the community.

Fife High School WE BELIEVE

Our core mission is to design engaging work for students and to lead students to succeed in that work.

Every student can learn.

Students are volunteers of their time, effort, and attention.

Students are expected to learn important content and develop critical intellectual skills.

Students and staff are global citizens, respecting and accepting of diversity.

Positive student-staff connections strengthen the level of engagement and learning.

It is the responsibility of the community, parents, administrators, staff and students to support this learning organization.

Fife High School
School Improvement Plan 2007-08
CELEBRATION OF SUCCESS

Specific Goal Area #1 – Increase student achievement

Results:

- 50% of staff participated in WOW Academies and designed lessons around hard to teach/learn concepts
- At-risk sophomores and juniors were identified early in the school year for intensive instruction in reading and writing.
- Increased in Advanced Placement courses or students
- Math students strategically placed to ensure maximum success.
- Used Accelerated Math Program to personalize math curriculum.
- Initiated a credit retrieval Social Studies course during the regular school day to accommodate students in need of additional credits.
- Continued after school tutoring program.
- Increased summer credit retrieval program to include students coming from CJH.
- Design Team book study.
- “We Believe” statements identified as the guiding practice in the building.

Specific Goal Area #2 – Continue to improve the climate and relationships in the building

Results:

- Initiated a kick-off assembly and class meetings first two days of school to establish a positive atmosphere.
- Sophomore Orientation day was established specifically to educate incoming sophomores on how to have a successful high school experience.
- Reduction of students who agree or strongly agree that theft and bullying/harassment are major problems on campus
- Developed the Spirit Cup program to encourage interest in attending extra-curricular activities
- Partnership with the Puget Sound ESD for purposes of studying diversity

- Students sent to the ESD Diversity Summit
- Building wide focus on “words that hurt” – curriculum and video

Specific Goal Area #3 – Continue to refine graduation requirement procedures

Results:

- 100% completion of FHS Graduation Project
- 98% of seniors meeting state assessment requirements (of the seniors eligible to graduate with sufficient credits)

Specific Goal Area #4 – Continue to improve building Special Education procedures

Results:

- 95% completion rate for IEP's

Fife High School
School Improvement Plan 2008-09

DATA COLLECTION

A comprehensive needs assessment was conducted by our staff, our Design Team, and our Climate Committee. The following are the components of our comprehensive needs assessment:

- 2008 WASL results for the class of 2008 and 2009
- 2007-08 Fife High School Climate Survey
- 2007-08 Fife High School Student and Staff Demographic Information
- 2007-08 Fife High School discipline and attendance data
- 2007-08 Fife School District Demographic Information
- Site Based Council/Design Team input and feedback
- No Child Left Behind Federal Mandates
- State of Washington Graduation Requirements

The following needs have been identified through achievement data, graduation requirements, and federal mandates:

- Continue to work with all students to raise achievement levels in math, writing, and reading on the WASL
- Establish clear procedures and options for students not meeting WASL standards
- Develop relevant Student Learning Plans for students unsuccessful on the WASL
- Examine strategies for subgroups not meeting Annual Yearly Progress (AYP)
- Examine classroom strategies for ELL Students

The following needs have been identified through school and district demographic data as well as attendance and discipline data:

- Establish conversation among staff for the purposes of creating a more culturally responsive school atmosphere
- Establish conversation among staff for the purposes of ensuring equity for all students
- Establish conversation among student for the purposes of examining the changing demographics of the school

- Examine classroom strategies for low income students

The following needs have been identified through the Fife High School Climate Survey:

- Examine strategies to get more students involved in the activities on campus

**Fife High School
2008-09 GOALS AND ACTION PLAN**

Specific Goal Area #1 – All certificated staff members at Fife High School will participate in a WOW Academy during the 2008-09 school year.

Purpose

The purpose of this goal is to engage staff members in the process of designing engaging work around hard to teach and learn concepts. It is also to increase the level of student engagement in the classroom related to this work. In order to accomplish this goal, teachers will need to develop their plans using the Frustrating Four template developed in the spring of 2007-08. In this they will need to identify a hard to teach/learn concept, describe the data that indicates it is a hard to teach/learn concept (WASL, CBA...), the rationale for teaching the concept, and questions to ask students that will help them to design better lessons around the concepts. If teachers can tackle these concepts and design more engaging lessons for the classroom, then student achievement will rise.

Goal Measurement

This goal will be successful if student voice data is used to design more engaging lessons through the WOW Academies and/or the study of design qualities at the school.

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
Identification of hard to teach and learn concepts				
Staff re-visit Frustrating Four from 2007-08	Administration/ Department Heads	August/ September	District Early Release Days	Product from 2008 staff retreat
Physical Education <ul style="list-style-type: none"> • Warm-ups/Flexibility • Cardiovascular exercise 	Physical Education Department	August/ June	District WOW Academies/Building Staff Development	Product from WOW Academy

			Budget	
Counseling <ul style="list-style-type: none"> • Organization – use of the student planner • Homework completion deadlines 	Counseling Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Special Education <ul style="list-style-type: none"> • Personal responsibility • Self advocacy 	Special Education Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Science <ul style="list-style-type: none"> • Note taking skills • Scientific method 	Science Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Foreign Language <ul style="list-style-type: none"> • Oral fluency • Outside practice 	Foreign Language Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Math <ul style="list-style-type: none"> • Conversion of word problems to algebraic equations • Critical reading 	Math Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Social Studies <ul style="list-style-type: none"> • Comparison of economic systems • Immigration and naturalization 	Social Studies Department	August/June	District WOW Academies/Building Staff Development Budget	Product from WOW Academy
Career and Technical Education <ul style="list-style-type: none"> • Writing process • Using external resources 	CTE Department	August/June	District WOW Academies/Building Staff Development	Product from WOW Academy

			Budget	
WOW Academy Proposals				
Completion and submission of WOW Academy proposals	Department Heads	September/June	District WOW Academies/Building Staff Development Budget	Proposals Created
Lesson Implementation				
Implementation of the lessons designed in the WOW Academies	WOW Academy participants	October/June	District WOW Academies/Building Staff Development Budget	Lessons implemented
New Hard to Teach/Learn Concepts				
Revisit Frustrating Four to prioritize hard to teach/learn concepts for future WOW Academies	Administration/Department Heads	October/June	District early release days Faculty meetings	Frustrating Four templates updated

Specific Goal Area #2 – Students at Fife High School will be involved in each WOW Academy, all early release days devoted to staff development, and the display of engaging work on the campus.

Purpose

The purpose of this goal is to implement student voice into the steps that teachers take when designing engaging work for the classroom. This voice will be used as a part of the WOW Academies as well as a look at the design qualities and commitments we have adopted as a staff. The data from the student groups will be used for discussion which in turn will go towards making the work more interesting and relevant to their lives.

Goal Measurement

This goal will be deemed a success once the WOW Academies and early release days have been completed for the year. Each activity should have a component of student voice attached.

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
Student Voice				
Introduction of student voice initiative to staff – 2008 Staff Retreat	Administration/ Design Team	August/ September	Retreat Days/ LID	Retreat Agenda
Introduction of student questions on Frustrating Four template	Administration/ Design Team	August/ September	Retreat Days/ LID	Retreat Agenda Department Progress on Frustrating Four exercise
Staff work on inquiry related to student voice	Administration/ Design Team	October	District Early Release Days	Development of questions for the Frustrating Four and WOW Academies
Random selection of student WOW teams for each WOW Academy proposal	Administration	October November February	SchoolMaster Random Number Generator (web based	Student groups selected

			program)	
Student Focus Groups				
Random selection of students to participate in focus groups prior to Standard Bearer early release days: <ul style="list-style-type: none"> • November • February • April 	Administration	November February April	SchoolMaster Random Number Generator (web based program)	Groups selected and willing to participate
Selection of questions for discussion	Administration/ Design Team	October January March	Standard Bearer Network	Questions developed
Conduct Focus Groups	Administration/ Design Team	November February April	None Needed	Focus groups conducted Data collected
“Screens That Teach”				
Develop plan to highlight department areas through Trojan TV	Administration/ CTE Staff/ Design Team	October/ June	Trojan TV	Calendar of department focus areas
Monthly airing of Trojan TV stories devoted to department and student work	Administration/ CTE Staff	October/ June	Trojan TV	Trojan TV air dates

Specific Goal Area #3 – Fife High School will establish a calendar and activities for the purposes of recognizing diverse groups on campus

Purpose

The purpose of this goal is to increase the number of celebrations related to diversity in the school. Part of this includes the development of a plan resulting from the annual Diversity Summit sponsored by the Puget Sound Educational Service District. The other part is a school wide recognition of Heritage/Diversity months that occur during the course of the year.

Goal Measurement

This goal will be a success when the following occurs:

- Student participation in the Diversity Summit
- The implementation of a diversity plan related to the work in the Diversity Summit
- A Student Diversity Advisory Board is created
- A plan is developed and implemented for the recognition of the various heritage/diversity months

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
Student Diversity Summit				
Identification of students to attend summit	Administration/ Diversity Club Advisors	September	Diversity Club CJHS Staff	Student selected
Summit activities	Diversity Club Advisors	September	Puget Sound ESD	Summit completed
Summit debrief	Administration	September/ October	None needed	Diversity plan developed
Diversity Advisory Board				
Development of the board and protocols	Administration	October/ June	Diversity Club	Group identified; meeting times established; mission developed
Creation of a WOW Academy	Advisory Board	November/	Building Staff	Proposal created and submitted to

proposal		June	Development Budget	district
Heritage/Diversity Months				
Develop a plan for the following: <ul style="list-style-type: none"> • Hispanic Heritage • American Indian Heritage • Black History Heritage • Women’s History – • Asian Pacific Islander Heritage 	Administration/ Advisory Board/ ASB Leadership	October/ May	Leadership Class Diversity Club Diversity Advisory Board	Activities created for each group/month

Specific Goal Area #4 – Fife High School will provide incentives to encourage students to participate in school activities outside the classroom.

Purpose

The purpose of this goal is to increase the number of students who attend games and other activities at the school. If this is successful, it will increase the amount of school spirit that is present on campus. The vehicle for which this will happen is the Spirit Cup which is under the direction of the Fife High School Climate Committee.

Goal Measurement

This goal will be successful if more students participate in the Spirit Cup in the 2008-09 school year versus the 2007-08 school year.

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
Spirit Cup				
Development of the Spirit Cup Program	Climate Committee	August/September	ASB General Fund	Calendar and incentives developed
Introduction of Spirit Cup to students	Climate Committee	September	ASB General Fund Class Meetings	Introduction conducted
Purchase of incentives	ASB Coordinator and ASB Officers	September/January	ASB General Fund	Incentives purchased
Delivery of incentives to students	ASB Bookkeeper	October/May	ASB General Fund	Students in possession of incentives
Evaluation of Spirit Cup Program	Climate Committee	June/August	Climate Committee	Data collected

Specific Goal Area #5 – Fife High School will explore classroom strategies with the intent of increasing student engagement and achievement

Purpose

The purpose of this goal is to explore strategies that will help teachers with engagement and achievement in the classroom. These strategies fall into the following categories:

- GLAD Training
- Differentiated Instruction
- Technology

Goal Measurement

This goal will be successful when the strategies have been presented and evaluated for use at the school.

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
GLAD				
Training for teachers on instruction for ELL students	Administration	October/November	District	Training completed
Differentiated Instruction				
Training for teachers on the use of differentiated instruction in the classroom	Administration	August	Staff retreat	Training completed
Technology				
Training on the use of Activeboards	Administration	October/December	Navigation 101	Training completed Staff use of Activiboards

Specific Goal Area #6 – Fife High School will comply with all state standards and programs around student achievement

Purpose

The purpose of this goal is for Fife High to comply with and manage the many mandates that come from the state around student achievement. This would include the following:

- Collection of Evidence (COE) and other forms of Alternative Assessments for students that did not pass the 10th grade WASL
- Implementation of the FHS Graduation Project to meet the 13th Year Plan and Culminating Project requirement
- Implementation of Classroom Based Assessments (CBA's) or Classroom Based Performance Assessments (CBPA's) in Arts, Health and Fitness, and Social Studies
- Develop plan for Science/Math state grants
- Develop Programs of Study for Career and Technical Education Pathways
- Completion of all paperwork and timelines related to Special Education students
- Participate in the OSPI pilot of the Tribal Sovereignty Unit
- Creation of Student Learning Plans for students that have not passed the WASL

Goal Measurement

This goal will be complete based upon the following data:

- Graduation Project completion data
- Career Cruising completion data
- Student participation in and successful completion of alternative assessment options
- Science and math plan for grant spending
- Career and Technical Education Programs of Study developed
- Tribal Sovereignty Unit created and implemented
- Student Learning Plans developed and mailed to parents
- Completion of all student IEP's in Special Education

Action Plan

Specific Action Step	Responsible	Start/End	Resources	Success Indicators
Graduation Project				
Implementation the FHS Graduation Project	Administration/ English and Social Studies Teachers	Ongoing	Navigation 101 grant Career Cruising	Number of seniors that successfully complete the project
Collection of Evidence				
Identification of Class of 2009 students at level 1 or 2 in either the writing or reading WASL	Administration/ Counselors	September/ October	EDS CAA/CIA List/ SchoolMaster	List created
Identification and training of COE advisors	Administration	September/ October	OSPI Website/ COE Submission Reimbursement	Advisors identified and training completed
Link Class of 2009 students with COE advisors	Administration	October		Link completed
Provide COE prompts for students – pullout activities (6 per content area – reading/writing)	Administration	October/ February	COE guides for reading and writing	Prompts completed
Successful COE submission for each Class of 2009 student in reading and writing	COE Advisors/ Administration	October/ February	COE Submission Reimbursement	COE submitted for each student
Implementation of CBA's/ CBPA's				
Conduct meetings with Social Studies, Art, Drama, Physical Education staff members	Administration	October/ December	OSPI website (CBA/CPBA)	Meetings completed with a plan implemented for each subject area
Implement CBA's/CBPA's	Departments	January/ May	Building Budget	CBA's/CBPA's implemented
Science/Math State Grants				

Conduct meetings with Science and Math staff members	Administration	October	Grant money	Meetings completed with a plan for implementation of grant
CTE Programs of Study				
Creation of one program of study for each pathway in Business and Marketing, Health and Human Services, Arts and Communication, Engineering and Technology and Science and Natural Resources	CTE Director/ CTE Staff	September/ June	CTE Budget	Programs of study completed
Tribal Sovereignty Unit				
Participation in the OSPI training	Administration/ Social Studies team members	October	OSPI	Training completed
Implement Pilot	Social Studies team members		OSPI	Pilot implemented
Student Learning Plans				
Identification of students that need learning plans	Administration	December/ March	OSPI Student Learning Plan website tool	Students identified
Creation of interventions for students to be reported on learning plans	Administration/ Department Heads	October/ January	OSPI Student Learning Plan website tool	Interventions identified
Creation of learning plans	Administration	October/ March	OSPI Student Learning Plan website tool	Learning plans created and sent to homes
Special Education				
Completion of all IEP related timelines and paperwork	Administration/ Special Education Staff	September/ June	District Special Education Staff	Student IEP's completed on time

Fife High School

AGENDAS FOR THE 2008-09 STANDARD BEARER EARLY RELEASE DAYS

October 3

- Staff Inquiry into Student Voice - Staff will engage in activities that will allow them to practice the use of questioning students for use in WOW Academy work. The goal will be to develop their skills so that they can get the most out of the data that will allow them to design engaging work.
- School Improvement Plan work - Staff will continue to work on refining their hard to teach/learn concepts for future WOW Academies.

November 6

- Focus Group Conversations - Staff will participate in listening to students and examining data related to the concepts of design qualities and our “We Believe” statements that guide our practice. The goal will be to examine our practices and improve our lesson delivery to students.
- School Improvement Plan work - Staff will continue to work on refining their hard to teach/learn concepts for future WOW Academies.

February 13

- Focus Group Conversations - Staff will participate in listening to students and examining data related to the concepts of design qualities and our “We Believe” statements that guide our practice. The goal will be to examine our practices and improve our lesson delivery to students.
- School Improvement Plan work - Staff will continue to work on refining their hard to teach/learn concepts for future WOW Academies.

April 1

- Focus Group Conversations - Staff will participate in listening to students and examining data related to the concepts of design qualities and our “We Believe” statements that guide our practice. The goal will be to examine our practices and improve our lesson delivery to students.
- School Improvement Plan work - Staff will continue to work on refining their hard to teach/learn concepts for future WOW Academies.