

SCHOOL IMPROVEMENT PLAN

Fife High School

IMPLEMENTATION SCHOOL YEAR
2004-2005



Fife High School VISION STATEMENT

Our vision at Fife High School is one in which the students, staff, and community work together to create an environment in which students achieve their fullest potential academically, socially and emotionally.

In order to realize this vision, we believe that:

- Teachers are collaborative leaders of instruction and inventors of engaging work that meets the needs of all students and their learning styles.
- All students have the opportunity to achieve more when given authentic work, adequate time, proper tools, and assistance.
- Fife High School will be safe, clean, and disciplined to allow for a positive learning environment.
- Students and staff will consistently treat each other with respect and dignity.
- Students and staff are recognized for their individual contributions and personal growth and development.

Student Objectives

By thinking analytically, logically, and creatively, students are able to:

- Feel empowered to reach their potential academically, socially, and emotionally.
- Maximize their abilities in reading, speaking, listening, and writing.
- Apply the core academic disciplines to their daily lives.
- Demonstrate a sense of social responsibility and duty toward self, others, community and country.
- Demonstrate the importance of work as it relates to performance outcomes and preparation for future career and educational opportunities.
- Recognize and appreciate the values of the humanities.
- Integrate experience and knowledge in order to form reasoned judgments and solve problems.

CELEBRATION OF SUCCESSES

For the Fife High School

School Improvement Plan 2003-2004

Goal Area # 1 Increase WASL scores as per our annual goals and meet all cell standards of NCLB.

Specific School Objective # 1: Increase state standardized WASL test scores. Goals in the areas of Math and Reading will exceed state standards by 10%.

- Increase WASL awareness through staff discussions and examining test results from 2002-2003.
- Chris Carnrite will facilitate after school reading strategies for teachers. Chris will also continue to run our reading program based upon Ed Performance data for 10th graders.
- Betsy Ritchie will facilitate after school writing strategies for teachers.
- Math teachers will continue Texas Instrument Training.
- Send staff members and administration to WASL conference.

Impact: We did not reach our goals in this respective area. We did increase scores in all areas based upon student results from the 7th grade WASL scores and we did meet AYP in all cells.

Goal Area # 2: Continue Working on the Work by developing lesson exemplars and assessing levels of engagement of students.

Specific School Objective # 2: Increased levels of engagement (+10%) based upon student input and compared to previous data.

- Create at least one exemplar lesson in each curriculum that will be posted on the server.
- Ongoing discussions with staff on offering more high-end classes.
- Administer student assessments in classes at the end of units as well as the end of the semester. Data will be collected, tabulated and analyzed.
- Host our own WOW Academies to create exemplar lessons collaboratively.
- Staff/students will present student work at faculty meetings.
- Staff will present exemplar lessons at faculty meetings and prep period meetings.

Impact: Student engagement levels increased in most all curriculum areas but our ability to verify if our goal of 10% was obtained is inconclusive due to loss of data in some curriculum areas. We now have established a system for data collection that allows

us to examine student feedback in lesson design qualities as well as levels of engagement over a period of several semesters.

Goal Area #3: Create a better learning environment for all students.

Specific School Objective # 3: Create a support system for students who are identified as struggling and need intervention.

- Continue using Ed Performance to identify struggling readers and provide assistance.
- Look into software programs to enhance curriculum and provide support for struggling learners.
- Align our administrators and counselors by alphabet so that they can work together as a team with students and staff on issues of concern.
- Designate a specific time for staff, administrators and counselors to meet monthly to discuss students who may be struggling to succeed. Create a “Safety Net” for students.
- Emphasize our no tolerance harassment/bullying policy and establish specific procedures for addressing harassment concerns.
- Emphasis and consistently enforce our building dress code.
- Work with ASB Leadership in bringing student concerns to the table through lunchtime conversations, weekly ASB meetings and other open forums.

Impact: We were able to successfully move forward on this goal. We conducted meetings twice a month to discuss students at risk and intervention strategies. We were able to establish an after school tutoring program in the second semester. This program used both teachers as well as student tutors. We were also able to secure funding for the first ever summer credit retrieval program, which was highly successful and has allowed several students to get back on track to graduate with their cohort class.

DATA COLLECTION

For the 2004-2005 School Improvement Plan

A comprehensive needs assessment was conducted by our staff, Parent Advisory Council and Site-based School Improvement Team. The following are the components of our comprehensive needs assessment:

- 2004 WASL Test results
- Safe and Civil Schools Survey (students and staff)
- Student Discipline Data
- Academic Data (ACT/SAT Scores, Student GPA's, Semester Grades)
- Graduation Rates
- Parent Advisory Council Feedback
- Site-Based School Improvement Team Input and Feedback
- 2003-2004 Annual Performance Report

Needs identified through achievement data:

We need to continue to work to improve test scores overall and ensure that all exemplar lessons are engaging to students and tied to EALR's and GLE's. In addition, we want to continue our effort to support struggling students and intervene as early as possible.

Needs identified through the Parent Advisory Council:

There were no concerns brought up last year through the Fife High School Parent Advisory Council.

Needs identified through faculty and administration:

We need to continue to work to improve test scores overall and ensure that all exemplar lessons are engaging to students and tied to EALR's and GLE's. In addition, we want to continue our effort to support struggling students and intervene as early as possible. We will move forward with our Standard Bearer work, our progress on the 4 P's as well as our overall Technology Plan.

Evaluation of Impact on Student Achievement FOR THE 2004-2005 SCHOOL IMPROVEMENT PLAN

Adequate Progress for the 2004-2005 School Improvement Plan will be achieved when the following five stated goals have been met.

**Fife High School
SCHOOL IMPROVEMENT
VISION STATEMENT 2004-05**

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.

GOALS AND ACTION PLAN

Specific School Goal #1:

Increase student achievement on the WASL test by 10% over the 2003-2004 scores as well as make AYP in all cell categories.

2004

Writing 68.9	Reading 66.9	Math 44.6	Science 31.1
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2005

Writing 78.9	Reading 76.9	Math 54.6	Science 41.1
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Action Plan (Based on Research-Identify):

- Increase WASL awareness through staff discussions and examining test results from 2003-2004.
- Each department set specific academic goals to ensure that student achievement increases.
- Conduct a school wide book read that addresses improved instruction.
- Send reading specialist to conferences so that she can share reading strategies with staff.
- Jim Snider will conduct WASL Science classes.
- Conduct WASL 11th grade fall writing assessment and examine results.
- Send mathematics teachers to WASL Conference and continue Texas Instrument Training.
- Betsy Ritchie will facilitate prep period writing strategies for teachers.
- Maintain plan for rewarding superior effort on the WASL.
- Prep work prior to the test with English and Math teachers. We will continue student preparation work with other students.
- Have community members serve drinks and treats in the morning prior to the test. In addition, Booster Club in conjunction with COSTCO provided treats for students during test.
- Continue to facilitate testing process based upon research.

Goal Assessment (Impact on Student Achievement):

- Our scores will rise in each category as stated above and we will increase by 5% the number of students who will earn their Certificate of Academic Achievement (43% in 2004).
- Meet all cell requirements for NCLB (American Indian, Asian, Black, Hispanic, White, Special Education, Limited English and Low Income Students).

Specific School Goal #2:

Continue Working on the Work by developing lesson exemplars and assessing levels of engagement of students in each respective curriculum area.

Action Plan (Based on Research-Identify):

- Administer student assessments in classes at the end of units as well as the end of the semester. Data will be collected, tabulated and analyzed.
- Host WOW Academies to create exemplar lessons collaboratively that are tied to the EARL's and GLE's.
- Staff will present exemplar lessons and student work at faculty meetings and prep period meetings.
- FHS will develop exemplar lessons for resource purposes in building and within the Standard Bearer Network.

Goal Assessment (Impact on Student Achievement):

- Increased levels of engagement (+5%) based upon student input and compared to previous data.
- Increased grade point averages in each curriculum area. (.2)
- Create at least one exemplar lesson in each curriculum that will be posted on the server.
- Ongoing discussions with staff on offering more high-end classes.

Specific School Goal #3:

Create a school environment where all students can succeed which includes early identification and intervention for struggling students.

Action Plan (Based on Research-Identify):

- Use Ed Performance to identify students below grade level and provide assistance.
- Establish a full year tutoring program which will include teacher tutors, student tutors and community volunteers.

- Continue offering our summer retrieval and look to expand into more curriculum areas.
- Look into software programs to enhance curriculum and provide support for struggling learners.
- Administrators and counselors are aligned by alphabet so that they can work together as a team with students and staff on issues of concern.
- Continue meeting with staff and administrative team to discuss interventions for struggling students.
- Emphasize our no tolerance harassment/bullying/fighting policy and establish specific procedures for addressing harassment concerns.
- Work with ASB Leadership in bringing student concerns to the table through lunchtime conversations, weekly ASB meetings and other open forums.

Goal Assessment (Impact on Student Achievement):

- We are able to successfully intervene on potential student failures and fewer students lose credit. (Data report)
- More students use the tutoring services provided. (Data report)
- Increased number of students who are able to successfully retrieve credits through summer program. (Data report)
- A drop in the number of student referrals and suspensions due to harassment, bullying and fighting. (Data report)
- General student/staff survey indicates that the school environment is positive and conducive for learning. (Continue to use Safe and Civil School Survey to allow for year to year comparisons.)

Specific School Goal #4:

Increase student engagement through the incorporation of technology in the classroom.

Action Plan (Based on Research-Identify):

- Survey staff for input.
- Identify needs for ongoing staff development.
- Meet with building administration, building Technology Coordinator and District Technology Directors to prioritize and coordinate efforts.

Goal Assessment (Impact on Student Achievement):

- Offer staff development classes on the use of technology in the classroom. (Increase in levels of engagement in classroom assessments)
- Establish staff websites to allow students and parents to view student assignments for purposes of make-up. (Increase in GPA/passed classes)

Specific School Goal #5:

Continue our work in establishing the 4 P's. (Pathway, Plan, Portfolio, Project)

Action Plan (Based on Research-Identify):

- Meet with the 4 P's planning team twice monthly to discuss and establish the goals for the upper classroom.
- Staff development during prep period meetings as necessary to gather staff input.
- Staff development for the Social Studies Department so that they can carry out the 10th grade portion of the portfolio.

Goal Assessment (Impact on Student Achievement):

- Students see the relevance of their school curriculum as it fits into their personal plan. (All 10th grade students will complete designed experiences for personal portfolio.)
- Increase in more students attending post secondary schools/training. (Data Report)