



ACIP

Northridge High School Tuscaloosa City Board of Education

Mr. Kyle Ferguson, Principal
2901 Northridge Road
Tuscaloosa, AL 35406

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Executive Summary

Introduction

Every school has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school, and the kinds of programs and services that a school implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the school community will have a more complete picture of how the school perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school to reflect on how it provides teaching and learning on a day to day basis.

Description of the School

Describe the school's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school serves?

Northridge High School is one of three high schools in the Tuscaloosa City Schools system. It is located in a rapidly growing community and draws students from various ethnic, socio-economic and demographic backgrounds. It was created from the division of one centralized mega high school in the district. Northridge is a comprehensive high school serving grades 9 through 12, with the Jaguar as its mascot. When Northridge opened in the fall of 2003 it was serving approximately 700 students. In 2015-2016, Northridge had more than doubled its student population to approximately 1350 students from the northern, eastern, southern and western quadrants of Tuscaloosa City. Our district just completed a demographic study, where the results indicated a need to balance the student population in all three high schools. Northridge's student population decreased to approximately 1020 students. Even though our population has decreased, Northridge High School is still a Title I school with an overall student population of 52% white, 42% black, 1% Multi-Race, 3% Asian, 2% American Indian/Alaskan Native. Within our student population we have 8.0% of our students identified as eligible for special education services.

Northridge has 64 certified and support employees who proudly serve its students. Northridge is currently on a five period block schedule with students enrolling in four courses a semester and an intervention or elective course. Northridge has approximately 290 course offerings where students may choose from among 10 Advanced Placement (AP) courses, Honors and Standard level core courses, French and Spanish courses, and fine arts courses, which includes an outstanding strings program, theater, choir and Jazz band. Northridge also has strong supportive Special Education and English Learner programs. Northridge students along with Paul W. Bryant, Central and Tuscaloosa County students may choose course offerings from our District's 25 million dollar Career and Technical Academy. The academy offers 11 college and career-prep academies for high school students using its state-of-the-art technology, equipment and software. Among those courses are: Animation, Film, Digital and Media production, Building sciences, Engineering, Finance, Hospitality and Tourism, Culinary, Human Services, Mechatronics, Medical Sciences, Welding, Firefighting, Cosmetology, Public Safety and Law, and Transportation. Northridge also offers opportunities for students to be involved in extracurricular programs such as multiple athletic programs, clubs, and activities. Northridge is located in a fabulous college town which affords our students the opportunity to earn college credit while taking Dual Enrollment and Early College courses at Shelton State Community College and the University of Alabama.

Northridge faces the same challenge that many schools face today, closing the opportunity gap. Northridge currently struggles with Reading and Math in our Special Education and African American subgroups. This is a challenge that we take seriously. Every student should have an opportunity to achieve their hopes and dreams. We believe every student can learn and achieve their goals with a clear vision and a strong academic foundation. We are committed to achieving excellence.

School's Purpose

Provide the school's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school embodies its purpose through its program offerings and expectations for students.

Since Northridge opened in the fall of 2003, we have been committed to providing all students with opportunities to reach their potential as confident, self-directed, and lifelong learners. Students are encouraged to meet the expected standards of conduct, strive to excel academically and to treat peers, adults, and themselves with fairness, dignity, and respect. In order to achieve these goals, our focus has been primarily in the areas of: student achievement, attendance, and student behavior, with a strong focus on college and career readiness. Northridge feels very strongly in the following beliefs: We believe that producing confident, self-direct, lifelong learners is the chief priority for the school. We believe that high expectations coupled with meaningful educational opportunities increase student performance. We believe that each student is a valued individual with unique physical, social, emotional and intellectual needs. We believe students should be actively involved in the learning process, demonstrating an understanding of essential knowledge and skills and applying that knowledge in meaningful context. We believe in establishing and maintaining a safe and orderly learning environment. We believe that students, teachers, administrators, parents, and the community share the responsibility of advancing the school's mission. We believe in promoting cultural diversity to increase students' understanding of different cultures.

To promote overall student achievement, Northridge has monitored standardized assessments and course unit assessments and planned remediation and review strategies for struggling students. Before and after-school tutoring sessions are available for all students. Northridge has also held an ACT Boot Camp for the past two years in preparation for the state sponsored ACT assessment. In being proactive, we continue to score above the state average in all ACT content areas with 5% of the student body scoring 30 or higher. Northridge continues to offer a diversified curriculum including 10 Advance Placement courses, fine arts courses, which includes an outstanding strings and theater program, Spanish and French courses, multiple athletic programs, a Special Education program, where we proudly host Special Olympics for all of Tuscaloosa County.

Notable Achievements and Areas of Improvement

Describe the school's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school is striving to achieve in the next three years.

Northridge is very proud to host Special Olympics for all middle school and high school Special Education students in Tuscaloosa County. Our students/student-athletes, PTSA, community churches, the University of Alabama, local businesses, school personnel, and our District Office personnel supported this wonderful event. Northridge takes pride in providing strong curricular and extracurricular programs for our Special Education students. Our Special Education teachers and General Education teachers have committed to building a strong collaborative program, which has allowed Northridge students to experience academic and personal success. Northridge celebrated 10% of the senior class achieving 30 or higher on the ACT assessment during the 2015-2016 school year. We also celebrated 52% of the 2015-2016 Junior class scoring College Ready on the State ACT assessment. In 2015-16 Northridge students were offered more than 5 million dollars in college scholarships. We also had 1 National Merit Scholar, 9 AP Scholars, 3 AP Scholars with Honors, 2 AP Scholars with Distinction and 1 National AP Scholar. Approximately 90% of Northridge's graduating seniors of 2016 were accepted into a college or junior college. Much of this success is due to the commitment from our teachers, the goals set by our students, our ACT Boot Camp and financial support from our District and PTSA. Northridge has committed to establishing positive behavior that exemplifies respectable character. This is a valuable component since college and careers are becoming more competitive, so it is imperative that we train our students to be respectful, resourceful, and responsible. Northridge wants students to be college and career ready; this includes how students represent themselves. Northridge has established a school climate that holds students accountable for their choices and actions as they grow into young men and women. We are very proud of the progress we have made during the past school year and will continue striving for more academic and personal student success.

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

Northridge supports and promotes student attendance. Our school system began the H.E.R.E. campaign, Have Everyone Ready to Educate, in the 2015-16 school year. Our faculty made the commitment to contact students who missed two or more days of school to inquire how they could assist the student and/or family. As part of our PBIS (Positive Behavior Influences Students) students were given local business gift coupons for improving their attendance and were also recognized in front of their peers. Due to this commitment of our faculty and the Tuscaloosa City School system, Northridge has maintained about a 95% attendance rate, which we feel is a strong component of our success.

Improvement Plan Stakeholder Involvement

Introduction

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

Improvement Planning Process

Improvement Planning Process

Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.

The Northridge Leadership Team consists of the Principal, Assistant Principals, Counselors, Graduation Coach, Department Chairs, and the PTSA President. The team also has input from Tuscaloosa City School Coordinators in the areas of: Special Education, Curriculum and Instruction, English Language Learners, Secondary School Improvement, and Federal Services.

At the end of each school year, all Northridge stakeholders are allowed the opportunity to express their thoughts about the needs of Northridge High School through face-to-face conversations, letters, phone calls, or emails. During the Tuscaloosa City Schools system-wide two-day Summer Leadership Professional Development Sessions the Northridge Leadership Team will analyze Tuscaloosa City School District data, Northridge High School data and stakeholder input. After analyzing the data, the team discusses decision-making regarding Northridge's continuous Improvement Plan, sets a date for data review and develops goals for the 2016-2017 school year, with administrative discretion. Throughout the school year and with administrative discretion, data will be monitored and the Leadership Team will make any necessary changes to ensure continuous improvement toward excellence.

Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.

School District Central Office Staff and Coordinators:

Superintendent- Mr. Mike Daria

Assistant Superintendent of Curriculum and Instruction- Dr. Avis Williams

Data- Mr. Jeff Beasley

Federal Programs- Dr. Sandra Aldridge

Secondary School Improvement- Ms. Kathleen Norstrom

Special Education- Dr. Elizabeth Long and Dr. Bruce Prescott

English Language Learners- Mrs. Kava Smith and Mrs. Kristi Garcia

Technology- Mr. Chris Jenks

Tuscaloosa Center of Technology Academy-Mrs. Kelley Norstrom

Northridge High School: Administrative Team

Principal- Kyle Ferguson

Assistant Principal-Sherri Shuttlesworth

Assistant Principal- Keith Jackson

Counselor- Kenneth Smothers, 9th and 10th grade

Counselor- Lauren Wolbach, 11th grade

Counselor- Lynsey Vickery, 12th grade

Improvement Plan Stakeholder Involvement

Graduation Coach and Athletic Director- Sonia Blunt

Academic Department Chairs: Provides school leadership through our mentoring program and supports student achievement, athletics, student growth and personal growth.

Library Media Specialist- Mrs. Marcie Irvin

Math- Mrs. Unetta Samuel

English- Ms. Trina Busby

Science- Ms. Beth Allaway

Social Studies- Mrs. Nancy Reed

Foreign Language- Mrs. Jennifer Canterbury

Fine Arts- Mr. Richard Nowell

Physical Education- Mr. David Akins

Business and Educational Technology- Mrs. Michelle Fuller

Special Education- Mrs. Jamie Barnett

Student Government Co-Presidents- Lucy Barnett and Rasmia Azam

PTSA Representative- Mrs. Donna Upton

PTSA: Planning, fundraising, problem solving, communication venue for stakeholders, and supporting Northridge Faculty and Staff.

Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.

The Improvement Plan is reviewed during a faculty meeting and is placed on the school's website for stakeholders to review. The school's Principal sends a SchoolCast message to notify all parents that the plan was placed on the school's website and will be available year-round for all stakeholders to review. The school board and district office personnel will regularly address any changes that need to be made. The Northridge Leadership Team will review and revise the plan as new goals arrive, achievements are accomplished or state mandates are directed; to ensure full fidelity of the plan.

Student Performance Diagnostic

Introduction

The Student Performance Diagnostic provides an institution with a process to report summative student assessments. This diagnostic is significant to the accreditation and continuous improvement process as it serves as a resource for schools to view content area assessment results required by the state, district, or other entities, determine the quality and reliability of the given assessments, and show the alignment of the assessments to the school's curriculum. The performance level computed at the completion of the diagnostic is used by the external review team as a comprehensive report to understand fully the institution's assessment program; the diagnostic should be used in the same manner by the institution as it engages in improvement planning.

Student Performance Data

Label	Assurance	Response	Comment	Attachment
1.	Did you complete the Student Performance Data document offline and upload below?	Yes	see attached	Needs Assessment 2016-2017 Title 1 Needs Assessment Data May 2016

Evaluative Criteria and Rubrics

Overall Rating: 3.25

	Statement or Question	Response	Rating
1.	Assessment Quality	The array of assessment devices used by the institution to determine students' performances is sufficiently aligned so that valid inferences can be reached regarding students' status with respect to the majority of those curricular aims regarded as high-priority instructional targets. The documentation provided in support of this alignment is relatively persuasive. Most of the assessments used are accompanied by evidence demonstrating that they satisfy accepted technical requirements.	Level 3

	Statement or Question	Response	Rating
2.	Test Administration	All the assessments used by the institution to determine students' performances, whether externally acquired or internally developed, have been administered with complete fidelity to the administrative procedures appropriate for each assessment. In every instance, the students to whom these assessments were administered are accurately representative of the students served by the institution. Appropriate accommodations have been provided for all assessments so that valid inferences can be made about all students' status with respect to all of the institution's targeted curricular outcomes.	Level 4

	Statement or Question	Response	Rating
3.	Quality of Learning	Evidence of student learning promoted by the institution is acceptably analyzed and presented with reasonable clarity. In comparison to institutions functioning in a similar educational context, students' status, improvement, and/or growth evidence indicates that the level of student learning is at or above what would otherwise be expected.	Level 3

	Statement or Question	Response	Rating
4.	Equity of Learning	Evidence of student learning indicates achievement gaps exist among subpopulations of students, and these achievement gaps have noticeably declined.	Level 3

Areas of Notable Achievement

Which area(s) are above the expected levels of performance?

Our students increased 7% on the English section of the ACT. We contribute this to our on-going ACT Boot camp, ACT strategies aligned with instructional curriculum, a strong emphasis on grammar, and our ACT Prep course.

Describe the area(s) that show a positive trend in performance.

Our students continue to show gains in their performance on the WorkKeys assessment. We contribute this growth to our ACT Prep course.

Which area(s) indicate the overall highest performance?

Northridge's highest performance area is on the English section of the ACT (7%).

Which subgroup(s) show a trend toward increasing performance?

The graduation rate has increased in both White and Black subgroups.

Between which subgroups is the achievement gap closing?

The graduation rate has increased in both White and Black subgroups.

Which of the above reported findings are consistent with findings from other data sources?

All of Northridge's data is consistent with State and District data.

Areas in Need of Improvement

Which area(s) are below the expected levels of performance?

Northridge did not expected to have a 5% drop on the Math section of the State ACT.

Describe the area(s) that show a negative trend in performance.

Northridge's data indicates a negative trend in performance from our Special Education and Black population subgroups on standardized assessments.

Which area(s) indicate the overall lowest performance?

Northridge's data indicates an overall lowest performance from our Special Education and Hispanic subgroups on standardized assessments.

Which subgroup(s) show a trend toward decreasing performance?

Northridge's data indicates a trend toward decreasing performance from our Special Education and Black population subgroups.

Between which subgroups is the achievement gap becoming greater?

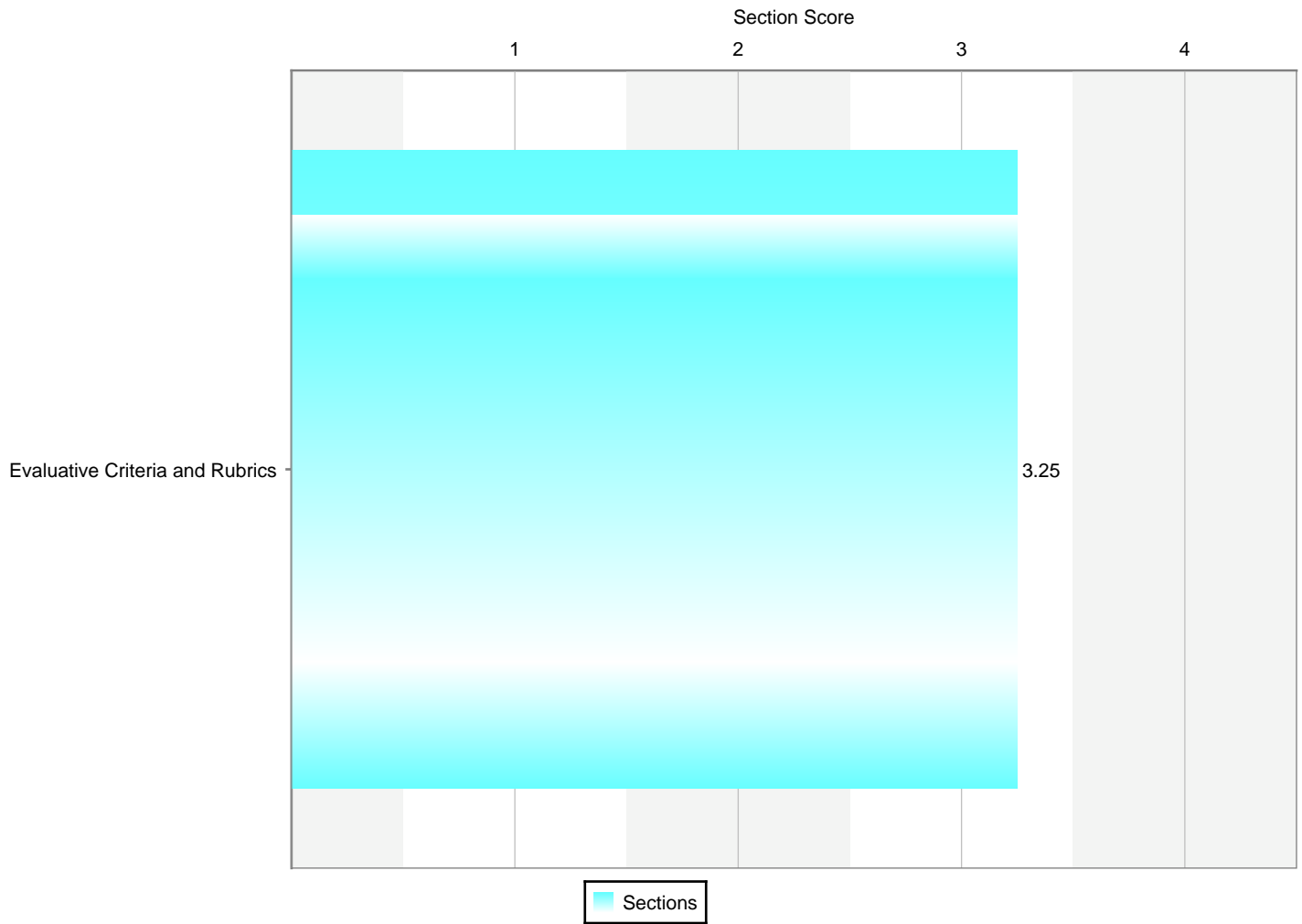
Northridge's data indicates a growing achievement gap between our White population and our Special Education and Black population.

Which of the above reported findings are consistent with findings from other data sources?

All of Northridge's data is consistent with State and District data.

Report Summary

Scores By Section



ACIP Assurances

Introduction

By responding to the questions in ASSIST and attaching evidence when required, the institution has verified whether it meets or does not meet each of the required ACIP Assurances.

ACIP Assurances

Label	Assurance	Response	Comment	Attachment
1.	The Instructional Leadership Team members that should be present include the principal, guidance counselor, district school improvement specialist (or other designee), appropriate content-area teachers, parent representatives, and student representatives (as appropriate). Depending on the data, additional members may include special population representatives (Technology Coordinator, Special Education, ELL, etc.), district federal programs coordinator, district chief school financial officer, community stakeholders, or any other member as appropriate. Documentation will be maintained on site.	Yes	See attached	ACIP Signature Sheet 2016-2017

Label	Assurance	Response	Comment	Attachment
2.	The institution complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of this institution that no person on the basis of race, color, religion, national origin or ancestry, age, gender, height, weight, marital status or disability shall be subjected to discrimination in any program, service or activity for which the institution is responsible, or for which it receives financial assistance from the U.S. Department of Education.	Yes	See attached	Law Regulation 2016-2017

Label	Assurance	Response	Comment	Attachment
3.	The institution has designated an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities. If yes, list the name, position, address and telephone number of the employee in the comment field.	Yes	Dr. Deron Cameron Executive Director of Human Resources 1210 21st Avenue Tuscaloosa, AL 35401 205-759-3700	Non-discrimination Responsibilities

Label	Assurance	Response	Comment	Attachment
4.	The institution has a Parent Involvement policy and plan as required in NCLB Section 1118, and ensures that all requirements in Section 1118 and 1111(h)(6), Parents' Right-to-Know, are implemented systematically.	Yes		LEA Parent Involvement Plan/Policy 2016-2017

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Label	Assurance	Response	Comment	Attachment
5.	The institution has a School-Parent Compact. If a Title I school, the School-Parent Compact contains the required components (NCLB Section 1118(d)(1-2)(A,B,C)) and was jointly developed with parents of participating students.	Yes	See attached	Parent Student Compact 2016-2017

Northridge High School's 2016-2017 30-60-90 Day Plan

Overview

Plan Name

Northridge High School's 2016-2017 30-60-90 Day Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Align support services for all students to enhance the learning environment for the 2016-2017 school year.	Objectives: 4 Strategies: 5 Activities: 5	Organizational	\$300
2	Increase the number of credentials earned by high school students during the 2016-2017 school year.	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$0
3	Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.	Objectives: 3 Strategies: 1 Activities: 7	Academic	\$0
4	Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.	Objectives: 3 Strategies: 1 Activities: 6	Academic	\$0
5	Increase Northridge High School's graduation rate during the 2016-2107 school year.	Objectives: 1 Strategies: 3 Activities: 5	Organizational	\$0
6	100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Reediness during the 2016-2017 school year.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$2144
7	57% of ELs will make adequate progress in language acquisition.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
8	Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.	Objectives: 2 Strategies: 2 Activities: 6	Academic	\$0

Goal 1: Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy 1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students. Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

Research Cited: Attendance Works: Advancing Student Success By Reducing Chronic Absences <http://www.attendanceworks.org/what-works/>

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Behavioral Support Program, Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Measurable Objective 2:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy 1:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

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Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge High School's Faculty and Staff

Strategy 2:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Behavioral Support Program, Parent Involvement, Academic Support Program	08/11/2016	05/26/2017	\$300	Title I Part A	NHS Faculty and Leadership Team

Measurable Objective 3:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy 1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Behavioral Support Program, Parent Involvement, Community Engagement, Career Preparation/Orientation, Academic Support Program	08/11/2016	05/26/2017	\$0	Title I Part A	Parent Liaison and Leadership Team
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Measurable Objective 4:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy 1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

Activity - Co-teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Professional Learning, Academic Support Program	08/15/2016	05/26/2017	\$0	No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Goal 2: Increase the number of credentials earned by high school students during the 2016-2017 school year.

Measurable Objective 1:

A 3% increase of All Students will achieve college and career readiness by credentialing in earned credentials in Career & Technical by 05/30/2017 as measured by data collected from INOW and Tuscaloosa Career and Technology Academy..

Strategy 1:

Determine appropriate pathways for high school students and register them in the appropriate programs - Northridge will host several Parent Nights, Implement an Advisory Program, provide professional development for teachers, and provide extended opportunities for students to take credentialing exams.

Category: Develop/Implement College and Career Ready Standards

Activity - Advisory Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Career Preparation/Orientation, Extra Curricular	09/12/2016	05/30/2017	\$0	No Funding Required	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators

Goal 3: Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

(shared) Strategy 1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.
Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.
Activity - Close Reading	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Data Collection	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS English Teachers
Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

ACIP

Northridge High School

Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Policy and Process, Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers and NHS Leadership Team
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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	NHS Teachers

Measurable Objective 2:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

(shared) Strategy 1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ACIP

Northridge High School

Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.
Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.
Activity - Close Reading	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Data Collection	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS English Teachers
Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

ACIP

Northridge High School

Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Policy and Process, Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers and NHS Leadership Team
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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	NHS Teachers

Measurable Objective 3:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

(shared) Strategy 1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ACIP

Northridge High School

Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.
Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.
Activity - Close Reading	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - Data Collection	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS English Teachers
Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Policy and Process, Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers and NHS Leadership Team
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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	NHS Teachers

Goal 4: Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

(shared) Strategy 1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Activity - USATestPrep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology, Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Faculty

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Northridge High School

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Department
Activity - Math XL Practice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Teachers
Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0	No Funding Required	Northridge Math Team, Administration and Counselors
Activity - Response to Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Academic Support Program	09/27/2016	05/26/2017	\$0	No Funding Required	Classroom Teacher and NHS Administration
Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The event is designed to bring awareness to the barriers that students face on a daily basis which can prevent academic achievement, absenteeism, and behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Measurable Objective 2:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized test.

(shared) Strategy 1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Activity - USATestPrep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology, Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Faculty
Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Department
Activity - Math XL Practice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Teachers
Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0	No Funding Required	Northridge Math Team, Administration and Counselors
Activity - Response to Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Northridge High School

Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Academic Support Program	09/27/2016	05/26/2017	\$0	No Funding Required	Classroom Teacher and NHS Administration
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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Measurable Objective 3:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

(shared) Strategy 1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Activity - USATestPrep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology, Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Department

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Northridge High School

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Northridge Math Teachers
Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0	No Funding Required	Northridge Math Team, Administration and Counselors
Activity - Response to Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Academic Support Program	09/27/2016	05/26/2017	\$0	No Funding Required	Classroom Teacher and NHS Administration
Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The event is designed to bring awareness to the barriers that students face on a daily basis which can prevent academic achievement, absenteeism, and behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Goal 5: Increase Northridge High School's graduation rate during the 2016-2107 school year.**Measurable Objective 1:**

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduates from the senior class of 2017..

Strategy 1:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Check and Connect	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Dean of Students, classroom teacher, school secretary, and administration

Activity - Advisory	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	10/03/2016	05/26/2017	\$0	No Funding Required	Advisory Teachers

Strategy 2:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will be provided a personal iNow portal password which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Behavioral Support Program, Academic Support Program	08/08/2016	05/26/2017	\$0	No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

Strategy 3:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning, Behavioral Support Program, Academic Support Program	09/26/2016	05/26/2017	\$0	No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0	No Funding Required	Northridge High School's Faculty and Staff and Administration

Goal 6: 100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy 1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month. Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Activity - Advisory	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144	Title I Part A	Advisory Teachers, Counselors, Graduation Coach and NHS Administration

Goal 7: 57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy 1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 8: Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy 1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ACIP

Northridge High School

Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking. Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem. Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other. Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice. Check- Teacher checks student performance on independent work. Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.	Direct Instruction	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Math Teachers
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Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Math Teacher

Activity - Data Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Math Teachers

Measurable Objective 2:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy 1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USATestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Activity - USATestPrep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ACIP

Northridge High School

Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0	No Funding Required	NHS Teachers
Activity - DOK Questioning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0	No Funding Required	NHS teachers

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Explicit Instruction	<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking. Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem. Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other. Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice. Check- Teacher checks student performance on independent work. Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0	NHS Math Teachers
Culturally Responsive Teaching	<p>Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.</p> <p>Teachers who need additional professional development will participate in a book study with the Principal.</p>	Professional Learning	10/10/2016	05/26/2017	\$0	Northridge High School's Faculty and Staff and Administration
Peer Tutoring	Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0	NHS Math Teachers

Newsela Pro	Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.
DOK Questioning	Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0	NHS teachers
ACT Prep	Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0	NHS Teachers Note: Program will run out after the 2017 school year.
Close Reading	Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0	NHS Teachers
Cooperative Learning	Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0	NHS Math Teacher
Data Meeting	Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0	NHS Math Teachers
Professional Development	Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0	NHS Teachers
Co-teaching	The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Professional Learning, Academic Support Program	08/15/2016	05/26/2017	\$0	General Education Teacher, Special Education Teacher and NHS Leadership Team
Culturally Responsive Teaching	Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0	NHS Teachers

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Northridge High School

Response to Instrucion	Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Academic Support Program	09/27/2016	05/26/2017	\$0	Classroom Teacher and NHS Administration
Advisory	Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	10/03/2016	05/26/2017	\$0	Advisory Teachers
Check and Connect	Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0	Dean of Students, classroom teacher, school secretary, and administration
USATestPrep	Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology, Academic Support Program	08/08/2016	05/26/2017	\$0	Northridge Faculty
Data Collection Professional Development	The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0	Northridge Math Team, Administration and Counselors
Positive Behavior Support	Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0	Northridge High School's Faculty and Staff
Math XL Practice	Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0	Northridge Math Teachers

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Advisory Teams	Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Career Preparation/Orientation, Extra Curricular	09/12/2016	05/30/2017	\$0	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators
Essentials for Teaching Secondary EL Students	Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.
USATestPrep	Teachers provide various assignments within USATestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0	NHS Teachers
Data Collection	The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0	NHS English Teachers
Culturally Responsive Teaching	Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers
Student Improvement Plan	Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Behavioral Support Program, Academic Support Program	08/08/2016	05/26/2017	\$0	Student, Parent, Teacher, Administration and other designated employee.
Professional Development	Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0	Northridge Math Department

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Response to Instruction (Rti)	Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning, Behavioral Support Program, Parent Involvement, Policy and Process, Academic Support Program	08/11/2016	05/26/2017	\$0	NHS Teachers and NHS Leadership Team
Improve Attendance	The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Behavioral Support Program, Academic Support Program	08/11/2016	05/26/2017	\$0	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team
University of Alabama Department of Education	Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning, Behavioral Support Program, Academic Support Program	09/26/2016	05/26/2017	\$0	The University of Alabama's Department of Educational and Northridge's faculty and staff.
Total					\$0	

Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Parental Support	Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Behavioral Support Program, Parent Involvement, Community Engagement, Career Preparation/Orientation, Academic Support Program	08/11/2016	05/26/2017	\$0	Parent Liaison and Leadership Team

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Positive Parental Notification	Teachers will contact parents for positive behavior via phone, letters, and cards.	Behavioral Support Program, Parent Involvement, Academic Support Program	08/11/2016	05/26/2017	\$300	NHS Faculty and Leadership Team
Advisory	Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144	Advisory Teachers, Counselors, Graduation Coach and NHS Administration
Total					\$2444	

Title I Schoolwide Diagnostic

Introduction

This diagnostic tool is aligned to requirements for Title I Schoolwide schools. As described in sections 1111(b)(1), 1114 (b)(1)(A)] and 1309(2) of the Elementary and Secondary Education Act (ESEA), the comprehensive needs assessment (CNA) requirement is met by completing a School Process Profile and Summary Report. The comprehensive needs assessment must be completed prior to creating a new plan or annually updating an existing school improvement plan. Use the results of the comprehensive needs assessment to develop Goals/Objectives/Strategies and Activities. Ensure that the Gap Statements and Causes for Gaps included in the Goals information address all four measures of data: student achievement data, school programs/process data, perceptions data (must include teachers and parents; student data is encouraged), and demographic data. The Comprehensive Needs Assessment must also take into account the needs of migratory children as defined in Title I, Part C, Section 1309(2).

Component 1: Comprehensive Needs Assessment

1. How was the comprehensive needs assessment conducted?

Our Leadership Team analyzes student data consistent with Alabama 2020 Plan to graduate all students College and Career Ready. This data consisted of attendance rates, discipline infractions, the four-year cohort graduation rate, student college remediation rate, gaps in reading and math all students, and student status for College and Career Ready in the following areas: Benchmark Score on ACT: Math, English, Reading, Science, AP score of 3 or higher, Qualifying IB Score, Approved College or post secondary credit while in high school (Dual Enrollment/Early College), Benchmark level on the ACT WorkKeys and Approved Industry Credentials. Data was also broken down into subgroups, which include: African American, White, Hispanic, Poverty (Free/Reduced), and Special Education. Northridge also conducted the Title 1 Needs Assessment (TINA) during the 2016-2017 school year and this data was included in our review and is consistent with our local data.

2. What were the results of the comprehensive needs assessment?

May 2016 TINA Title 1 Needs Assessment results are attached.

3. What conclusions were drawn from the results?

1. English teachers do not have Chromebooks, therefore making it more difficult to achieve College and Career Readiness.
2. When students were asked ways to increase their attendance and decrease their tardies, they stated bringing back the exemption policy would be the best incentive.
3. Progress monitoring through data collection will help Special Education teachers and core teachers assist students who are not meeting proficiency standards on school and standardized assessments.
4. Advisory periods for all students will be put into place in order to monitor progress in all academic areas through the use of grading reports, transcripts, and the student's four year plan.
5. Placing more emphasis on how the ASPIRE and ACT can open doors to particular colleges, scholarships, and careers, students can understand the relevance to their future, and work toward that goal.
6. Students are struggling with reading on standardized test, therefore focusing on reading strategies such as Close Reading will build reading skills and give students more confidence in their ability on standardized assessments.
7. Students are also struggling with math on standardized test, therefore focusing on new math strategies will help build math skills and give students more confidence in their ability on standardized assessments.
7. Placing more emphasis on parental involvement this year to help with both deficient academic performance and behavioral issues across the grade levels. This will include monthly informational meetings for parents, using Schoolcast, text reminders, website updating and mailed information with progress reports and report cards.

Conclusions drawn from the TINA survey:

Freshmen have difficulty with behavior, Math and English.

Sophomores have difficulty with attendance, behavior and Science.

Juniors have difficulty with attendance, English and Math

Seniors have difficulty with attendance, behavior, Science and English

All grade levels have difficulty with classroom assessments.

4. What information was concluded as a result of analyzing perception, student achievement, school programs/process, and demographic data?

After analyzing our results, we concluded that we need additional surveys to gain a true perception of our school.

Teachers will have professional development training on culturally responsive teaching to engage students in their learning experiences by removing barriers and creating opportunities for success.

Reduce the student achievement gap in mathematics for identified subgroups:

Analysis of 10th grade Aspire Data for mathematics as well as 11th grade ACT scores indicate that there is a considerable achievement gap between special education/black students subgroups and the total student population. The two subgroups that will be areas of focus are the SPED and Black subgroups. In 10th grade, 0% of SPED students and 4% of black students bench-marked on the Aspire Assessment for math. In addition, 1% of black students bench-marked in all categories on the 11th grade ACT. In order to reduce the achievement gap, teachers will need training in research based strategies, including culturally responsive teaching, to reach all identified students.

Reduce the student achievement gap in reading for identified subgroups:

Analysis of 10th grade Aspire Data for reading indicates that there is a considerable achievement gap between special education/black students and the total student population. The two subgroups that will be areas of focus are the SPED and Black subgroups. In 10th grade, 0% of SPED students and 16% of black students obtained a benchmark score on the Aspire Assessment in the area of reading. In order to reduce this gap, teachers will continue to receive training in research based strategies, including culturally responsive teaching, to reach identified students.

5. How are the school goals connected to priority needs and the needs assessment?

The needs assessment indicated that 15.57% of Northridge students struggle in core courses, which results in poor attendance and behavior issues. Goals were created to assist students in academics, behavior and attendance.

New exemption policy has been proposed. This policy was proposed to decrease absences, tardies, and behavioral referrals.

Northridge replaced nine teachers from the 2015-2016 school year. Focus has been placed on providing additional support in an effort to retain teachers who show potential in being an effective teacher.

Northridge believes that establishing student advisory groups will set the tone for better academic achievement environment, therefore placing focus on attendance, behavior, and academic growth in math and reading. Academic success and college and career readiness will be the target goal for each student.

Students will participate in ACT Prep courses which will concentrate on reading strategies to increase scores on the ASPIRE and ACT.

Students will participate in ACT Prep courses which will concentrate on math strategies to increase scores on the ASPIRE and ACT.

Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across the content areas.

In order to monitor the progress of our Special Education students and our other identified subgroups, a data collection process will be implemented and the advisory teachers will also monitor student progress.

Teachers will have professional development training on culturally responsive teaching to engage students in their learning experiences by removing barriers and creating opportunities for success.

6. How do the goals portray a clear and detailed analysis of multiple types of data?

The Reading and Math goals were developed based on our ASPIRE, ACT and WorkKeys data.

Our Senior College and Career Readiness goals were developed based on Advanced Placement, ACT benchmark, WorkKeys benchmark, Industry Credential assessments, Dual Enrollment Courses and Early College Courses data.

Our graduation goal was developed using data provided by our District's Student Services Coordinator.

Our school culture goals were developed based on the results of the TINA survey and feedback from students, parents and community members.

7. How do the goals address the needs of the whole school population and special recognition to children who are disadvantaged?

The needs assessment indicated that 15.57% of Northridge students struggle in core courses, which results in poor attendance and behavior issues. Goals were created to assist students in academics, behavior and attendance.

New exemption policy has been proposed. This policy was proposed to decrease absences, tardies, and behavioral referrals.

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In order to monitor the progress of our Special Education students and our other identified subgroups, a data collection process will be implemented and the advisory teachers will also monitor student progress.

Teachers will have professional development training on culturally responsive teaching to engage students in their learning experiences by

removing barriers and creating opportunities for success.

Component 2: Schoolwide Reform Strategies

1. Identify the strategies in the schoolwide plan that focus on helping all students reach the State's standards.

Goal 1:

Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy1:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Academic Support Program Parent Involvement Behavioral Support Program	08/11/2016	05/26/2017	\$300 - Title I Part A	NHS Faculty and Leadership Team

Strategy2:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff

Measurable Objective 2:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

Activity - Co-teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Professional Learning Academic Support Program	08/15/2016	05/26/2017	\$0 - No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Measurable Objective 3:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students. Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

Research Cited: Attendance Works: Advancing Student Success By Reducing Chronic Absences <http://www.attendanceworks.org/what-works/>

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Behavioral Support Program Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Measurable Objective 4:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Behavioral Support Program Career Preparation/ Orientation Community Engagement Academic Support Program Parent Involvement	08/11/2016	05/26/2017	\$0 - Title I Part A	Parent Liaison and Leadership Team

Goal 2:

Increase the number of credentials earned by high school students during the 2016-2017 school year.

Measurable Objective 1:

A 3% increase of All Students will achieve college and career readiness by credentialing in earned credentials in Career & Technical by 05/30/2017 as measured by data collected from INOW and Tuscaloosa Career and Technology Academy..

Strategy1:

Determine appropriate pathways for high school students and register them in the appropriate programs - Northridge will host several Parent Nights, Implement an Advisory Program, provide professional development for teachers, and provide extended opportunities for students to

take credentialing exams.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Advisory Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Career Preparation/ Orientation/ Extra Curricular	09/12/2016	05/30/2017	\$0 - No Funding Required	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators

Goal 3:

Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

Strategy1:

Implement research-based reading programs - Implement Close Reading strategies of all complex texts in all content areas.

This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through:

chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately, reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods:

Shared reading, Interactive read aloud, QAR, Literature circles, Questioning the author, Reciprocal teaching, Connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Out teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Northridge High School

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a variety of professional development training: Literacy across all content areas, Instructional strategies for teaching EL students, Implementing Co-teaching models, and Culturally Responsive Teaching Northridge Faculty will also participate in instructional strategies for EL students training.	Professional Learning	08/08/2016	05/26/2017		Northridge Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on the reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Technology Academic Support Program	08/08/2016	05/26/2017		Northridge ACT Prep Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016		Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	09/05/2016	05/26/2017		Northridge Faculty

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
he Northridge English Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/02/2016	05/26/2017		Northridge English Teachers and NHS Administration

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas.	Direct Instruction	08/08/2016	05/26/2017		Northridge Faculty

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Professional Learning Academic Support Program Behavioral Support Program	09/27/2016	05/26/2017		Classroom Teacher and NHS Administration

Strategy2:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Behavioral Support Program Professional Learning Parent Involvement Academic Support Program Policy and Process	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Measurable Objective 2:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test.

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning Academic Support Program Behavioral Support Program Policy and Process Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

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Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Measurable Objective 3:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Academic Support Program Professional Learning Behavioral Support Program Policy and Process Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Goal 4:

Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Professional Learning Behavioral Support Program Academic Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Measurable Objective 2:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Professional Learning Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Measurable Objective 3:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized test..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

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Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Professional Learning Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Goal 5:

Increase Northridge High School's graduation rate during the 2016-2107 school year.

Measurable Objective 1:

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduate from the senior class of 2017..

Strategy1:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will provided a personal iNow portal passwords which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Mind Changers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mind Changers will provide a support system for students through inspiration, education and demonstration.	Academic Support Program Behavioral Support Program	10/03/2016	05/26/2017	\$25000 - Other	Administration, Dean of Students and Graduation Coach

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Behavioral Support Program Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

Strategy2:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Check and Connect	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Dean of Students, classroom teacher, school secretary, and administration.

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Behavioral Support Program Career Preparation/Orientation Academic Support Program	10/03/2016	05/26/2017	\$0 - No Funding Required	Advisory Teachers

Strategy3:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited:

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning Behavioral Support Program Academic Support Program	09/26/2016	05/26/2017	\$0 - No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff and Administration

Goal 6:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.</p>	<p>Academic Support Program</p>	<p>10/10/2016</p>	<p>05/26/2017</p>	<p>\$2144 - Title I Part A</p>	<p>Advisory Teachers, Counselors, Graduation Coach and NHS Administration</p>

Goal 7:

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 8:

Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teacher

Activity - Data Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking. Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem. Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other. Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice. Check- Teacher checks student performance on independent work. Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Measurable Objective 2:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - DOK Questioning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS teachers

2. Identify the strategies in the schoolwide plan that increase the quality and quantity of instruction.

Goal 1:

Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students. Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

Research Cited: Attendance Works: Advancing Student Success By Reducing Chronic Absences <http://www.attendanceworks.org/what-works/>

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Behavioral Support Program Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Measurable Objective 2:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

Activity - Co-teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Academic Support Program Professional Learning	08/15/2016	05/26/2017	\$0 - No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Measurable Objective 3:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy1:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff

Strategy2:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

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Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Academic Support Program Behavioral Support Program Parent Involvement	08/11/2016	05/26/2017	\$300 - Title I Part A	NHS Faculty and Leadership Team

Measurable Objective 4:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Parent Involvement Career Preparation/ Orientation Community Engagement Academic Support Program Behavioral Support Program	08/11/2016	05/26/2017	\$0 - Title I Part A	Parent Liaison and Leadership Team

Goal 2:

Increase the number of credentials earned by high school students during the 2016-2017 school year.

Measurable Objective 1:

A 3% increase of All Students will achieve college and career readiness by credentialing in earned credentials in Career & Technical by 05/30/2017 as measured by data collected from INOW and Tuscaloosa Career and Technology Academy..

Strategy1:

Determine appropriate pathways for high school students and register them in the appropriate programs - Northridge will host several Parent Nights, Implement an Advisory Program, provide professional development for teachers, and provide extended opportunities for students to take credentialing exams.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Advisory Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Extra Curricular Career Preparation/ Orientation	09/12/2016	05/30/2017	\$0 - No Funding Required	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators

Goal 3:

Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

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Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning Policy and Process Parent Involvement Behavioral Support Program Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Strategy2:

Implement research-based reading programs - Implement Close Reading strategies of all complex texts in all content areas.

This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through:

chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately, reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods:

Shared reading, Interactive read aloud, QAR, Literature circles, Questioning the author, Reciprocal teaching, Connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Out teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a variety of professional development training: Literacy across all content areas, Instructional strategies for teaching EL students, Implementing Co-teaching models, and Culturally Responsive Teaching Northridge Faculty will also participate in instructional strategies for EL students training.	Professional Learning	08/08/2016	05/26/2017		Northridge Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	09/05/2016	05/26/2017		Northridge Faculty

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas.	Direct Instruction	08/08/2016	05/26/2017		Northridge Faculty

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016		Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
he Northridge English Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/02/2016	05/26/2017		Northridge English Teachers and NHS Administration

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning Academic Support Program Behavioral Support Program Parent Involvement	09/27/2016	05/26/2017		Classroom Teacher and NHS Administration

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on the reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Technology Academic Support Program	08/08/2016	05/26/2017		Northridge ACT Prep Teachers

Measurable Objective 2:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right Into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Parent Involvement Policy and Process Academic Support Program Professional Learning Behavioral Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Measurable Objective 3:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Parent Involvement Policy and Process Academic Support Program Behavioral Support Program Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

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Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Goal 4:

Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

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A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Professional Learning Behavioral Support Program Academic Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Measurable Objective 2:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized test..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning Parent Involvement Behavioral Support Program Academic Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

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Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Measurable Objective 3:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

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Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instruciton	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Professional Learning Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Goal 5:

Increase Northridge High School's graduation rate during the 2016-2107 school year.

Measurable Objective 1:

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduate from the senior class of 2017..

Strategy1:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will be provided a personal iNow portal passwords which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Mind Changers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mind Changers will provide a support system for students through inspiration, education and demonstration.	Academic Support Program Behavioral Support Program	10/03/2016	05/26/2017	\$25000 - Other	Administration, Dean of Students and Graduation Coach

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Behavioral Support Program Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

Strategy2:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Behavioral Support Program Career Preparation/ Orientation Academic Support Program	10/03/2016	05/26/2017	\$0 - No Funding Required	Advisory Teachers

Activity - Check and Connect	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Dean of Students, classroom teacher, school secretary, and administration.

Strategy3:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff and Administration

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Behavioral Support Program Professional Learning Academic Support Program	09/26/2016	05/26/2017	\$0 - No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Goal 6:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.</p>	<p>Academic Support Program</p>	<p>10/10/2016</p>	<p>05/26/2017</p>	<p>\$2144 - Title I Part A</p>	<p>Advisory Teachers, Counselors, Graduation Coach and NHS Administration</p>

Goal 7:

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 8:

Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - DOK Questioning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS teachers

Measurable Objective 2:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Data Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teacher

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking. Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem. Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other. Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice. Check- Teacher checks student performance on independent work. Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

3. Identify the research-based reform strategies in the schoolwide plan that align with the findings of the needs assessment.

Goal 1:

Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

Activity - Co-teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Academic Support Program Professional Learning	08/15/2016	05/26/2017	\$0 - No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Measurable Objective 2:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy1:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Academic Support Program Parent Involvement Behavioral Support Program	08/11/2016	05/26/2017	\$300 - Title I Part A	NHS Faculty and Leadership Team

Strategy2:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff

Measurable Objective 3:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Academic Support Program Community Engagement Parent Involvement Behavioral Support Program Career Preparation/Orientation	08/11/2016	05/26/2017	\$0 - Title I Part A	Parent Liaison and Leadership Team

Measurable Objective 4:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students. Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

Research Cited: Attendance Works: Advancing Student Success By Reducing Chronic Absences <http://www.attendanceworks.org/what-works/>

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Behavioral Support Program Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Goal 2:

Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

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Northridge High School

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Behavioral Support Program Academic Support Program Policy and Process Professional Learning Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Measurable Objective 2:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Northridge High School

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Behavioral Support Program Professional Learning Policy and Process Academic Support Program Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Measurable Objective 3:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

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Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Parent Involvement Academic Support Program Policy and Process Professional Learning Behavioral Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Strategy2:

Implement research-based reading programs - Implement Close Reading strategies of all complex texts in all content areas.

This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through:

chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately, reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods:

Shared reading, Interactive read aloud, QAR, Literature circles, Questioning the author, Reciprocal teaching, Connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Out teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas.	Direct Instruction	08/08/2016	05/26/2017		Northridge Faculty

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016		Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a variety of professional development training: Literacy across all content areas, Instructional strategies for teaching EL students, Implementing Co-teaching models, and Culturally Responsive Teaching Northridge Faculty will also participate in instructional strategies for EL students training.	Professional Learning	08/08/2016	05/26/2017		Northridge Teachers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
he Northridge English Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/02/2016	05/26/2017		Northridge English Teachers and NHS Administration

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Professional Learning Behavioral Support Program	09/27/2016	05/26/2017		Classroom Teacher and NHS Administration

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on the reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Technology Academic Support Program	08/08/2016	05/26/2017		Northridge ACT Prep Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	09/05/2016	05/26/2017		Northridge Faculty

Goal 3:

Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

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Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly RtI meetings during their planning period to review and chart student data and share strategies which have been successful in improving student achievement.	Professional Learning Behavioral Support Program Academic Support Program Parent Involvement	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Measurable Objective 2:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement research-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

SY 2016-2017

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Activity - Response to Instruciton	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Academic Support Program Professional Learning Parent Involvement Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Measurable Objective 3:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as SY 2016-2017

measured by required standardized test..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

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Northridge High School

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Behavioral Support Program Academic Support Program Parent Involvement Professional Learning	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Goal 4:

Increase Northridge High School's graduation rate during the 2016-2107 school year.

Measurable Objective 1:

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduate from the senior class of 2017..

Strategy1:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will provided a personal iNow portal passwords which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Mind Changers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mind Changers will provide a support system for students through inspiration, education and demonstration.	Academic Support Program Behavioral Support Program	10/03/2016	05/26/2017	\$25000 - Other	Administration, Dean of Students and Graduation Coach

ACIP

Northridge High School

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Academic Support Program Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

Strategy2:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff and Administration

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning Academic Support Program Behavioral Support Program	09/26/2016	05/26/2017	\$0 - No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Strategy3:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Research Cited:

Activity - Check and Connect	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Dean of Students, classroom teacher, school secretary, and administration.

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Career Preparation/ Orientation Behavioral Support Program Academic Support Program	10/03/2016	05/26/2017	\$0 - No Funding Required	Advisory Teachers

Goal 5:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

ACIP

Northridge High School

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144 - Title I Part A	Advisory Teachers, Counselors, Graduation Coach and NHS Administration

Goal 6:

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 7:

Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative

Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking.</p> <p>Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem.</p> <p>Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other.</p> <p>Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice.</p> <p>Check- Teacher checks student performance on independent work.</p> <p>Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Data Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teacher

Measurable Objective 2:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - DOK Questioning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS teachers

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

4. Identify the research-based reform strategies in the schoolwide plan that align with the findings of the needs assessment.

Goal 1:

Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

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Northridge High School

Activity - Co-teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Professional Learning Academic Support Program	08/15/2016	05/26/2017	\$0 - No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Measurable Objective 2:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Academic Support Program Parent Involvement Behavioral Support Program Career Preparation/Orientation Community Engagement	08/11/2016	05/26/2017	\$0 - Title I Part A	Parent Liaison and Leadership Team

Measurable Objective 3:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students.

Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

Research Cited: [Attendance Works: Advancing Student Success By Reducing Chronic Absences](http://www.attendanceworks.org/what-sy-2016-2017) <http://www.attendanceworks.org/what-sy-2016-2017>

works/

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Academic Support Program Behavioral Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Measurable Objective 4:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy1:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff

Strategy2:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

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Northridge High School

Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Academic Support Program Behavioral Support Program Parent Involvement	08/11/2016	05/26/2017	\$300 - Title I Part A	NHS Faculty and Leadership Team

Goal 2:

Increase the number of credentials earned by high school students during the 2016-2017 school year.

Measurable Objective 1:

A 3% increase of All Students will achieve college and career readiness by credentialing in earned credentials in Career & Technical by 05/30/2017 as measured by data collected from INOW and Tuscaloosa Career and Technology Academy..

Strategy1:

Determine appropriate pathways for high school students and register them in the appropriate programs - Northridge will host several Parent Nights, Implement an Advisory Program, provide professional development for teachers, and provide extended opportunities for students to take credentialing exams.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Advisory Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Extra Curricular Career Preparation/ Orientation	09/12/2016	05/30/2017	\$0 - No Funding Required	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators

Goal 3:

Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Behavioral Support Program Parent Involvement Policy and Process Professional Learning Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Strategy2:

Implement research-based reading programs - Implement Close Reading strategies of all complex texts in all content areas.

This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through:

chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately, reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods:

Shared reading, Interactive read aloud, QAR, Literature circles, Questioning the author, Reciprocal teaching, Connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Out teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

ACIP

Northridge High School

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on the reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program Technology	08/08/2016	05/26/2017		Northridge ACT Prep Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas.	Direct Instruction	08/08/2016	05/26/2017		Northridge Faculty

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Professional Learning Behavioral Support Program Academic Support Program	09/27/2016	05/26/2017		Classroom Teacher and NHS Administration

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a variety of professional development training: Literacy across all content areas, Instructional strategies for teaching EL students, Implementing Co-teaching models, and Culturally Responsive Teaching Northridge Faculty will also participate in instructional strategies for EL students training.	Professional Learning	08/08/2016	05/26/2017		Northridge Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016		Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
he Northridge English Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/02/2016	05/26/2017		Northridge English Teachers and NHS Administration

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	09/05/2016	05/26/2017		Northridge Faculty

Measurable Objective 2:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Policy and Process Behavioral Support Program Academic Support Program Professional Learning Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Measurable Objective 3:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading, Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Behavioral Support Program Parent Involvement Professional Learning Academic Support Program Policy and Process	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Goal 4:

Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instruciton	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning Behavioral Support Program Academic Support Program Parent Involvement	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Measurable Objective 2:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized test..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Professional Learning Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Measurable Objective 3:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by SY 2016-2017

05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

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Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Academic Support Program Parent Involvement Professional Learning Behavioral Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Goal 5:

Increase Northridge High School's graduation rate during the 2016-2107 school year.

Measurable Objective 1:

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduate from the senior class of 2017..

Strategy1:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will provided a personal iNow portal passwords which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Academic Support Program Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

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Activity - Mind Changers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mind Changers will provide a support system for students through inspiration, education and demonstration.	Behavioral Support Program Academic Support Program	10/03/2016	05/26/2017	\$25000 - Other	Administration, Dean of Students and Graduation Coach

Strategy2:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited:

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning Behavioral Support Program Academic Support Program	09/26/2016	05/26/2017	\$0 - No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff and Administration

Strategy3:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Check and Connect	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Dean of Students, classroom teacher, school secretary, and administration.

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Career Preparation/ Orientation Behavioral Support Program Academic Support Program	10/03/2016	05/26/2017	\$0 - No Funding Required	Advisory Teachers

Goal 6:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

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Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144 - Title I Part A	Advisory Teachers, Counselors, Graduation Coach and NHS Administration

Goal 7:

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 8:

Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative

Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Data Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking.</p> <p>Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem.</p> <p>Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other.</p> <p>Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice.</p> <p>Check- Teacher checks student performance on independent work.</p> <p>Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teacher

Measurable Objective 2:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - DOK Questioning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS teachers

5. Identify the strategies in the schoolwide plan that provide a level of interventions for students who need the most instructional support.

Goal 1:

Align support services for all students to enhance the learning environment for the 2016-2017 school year.

Measurable Objective 1:

collaborate to improve parental involvement in the academic, social, behavioral, and personal aspects of the NHS student by 05/26/2017 as measured by the participation of parents/guardians in school scheduled parental involvement events .

Strategy1:

Parental Support - Several events will be scheduled to assist parents and students in understanding different programs, procedures, and day-to-day issues students may face.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://www.parent-institute.com/welcome.php>

Activity - Parental Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Events will be scheduled to inform parents of policies, procedures, programs, and day-to-day issues that students may face.	Community Engagement Career Preparation/ Orientation Academic Support Program Parent Involvement Behavioral Support Program	08/11/2016	05/26/2017	\$0 - Title I Part A	Parent Liaison and Leadership Team

Measurable Objective 2:

increase student growth through collaborative teaching in courses where students need additional assistance by 05/26/2017 as measured by the State of Alabama's required standardized assessment scores from the ASPIRE and ACT tests..

Strategy1:

Collaborative Teaching - Learners receiving support/services under IDEA (SPE), Section 504, RTI, or who have needs considered at-risk for academic or behavioral deficits receive instruction in the general education inclusive environment. The six models of co-teaching are utilized for the delivery of instruction, with specialized instruction provided by the general education and special education teachers in the general education classroom.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited: Marilyn Friend and Lynne Cook, leading researchers in the area of Collaboration and Co-teaching.

Activity - Co-teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The General Education Teacher and Special Education teachers will provide a written plan of action to the Leadership team, which will include specific co-teaching models, teaching strategies and responsibilities during instructional time.	Professional Learning Academic Support Program	08/15/2016	05/26/2017	\$0 - No Funding Required	General Education Teacher, Special Education Teacher and NHS Leadership Team

Measurable Objective 3:

demonstrate a proficiency rate of 95% in school-wide attendance by 05/26/2017 as measured by attendance data collected in iNow.

Strategy1:

Improve Attendance - Teachers will greet all students as they enter the classroom, building a positive relationship with the students. Teachers will call home when students are absent. Teachers will follow procedure by posting attendance daily by 8:30 am. Teachers will ensure an accurate attendance count by communicating corrections to the schools secretary and attendance AP. Students will adhere to the TCSS's Student Code of Conduct. Students will provide a written excuse when absent. Students will be responsible for making-up work that was assigned while they were out. NHS Leadership Team will monitor student attendance. Students will receive a school system's Call Cast for each absence. Teachers will be notified when attendance is not posted. Parent and student conferences will be held when the student has reached three unexcused absences. Students will be referred to our Early Warning program. Home visits will be conducted by our Dean of Students.

Category:

SY 2016-2017

Research Cited: Attendance Works: Advancing Student Success By Reducing Chronic Absences <http://www.attendanceworks.org/what-works/>

Activity - Improve Attendance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Dean of Students will check attendance postings daily, run a weekly student attendance report, schedule conferences with student and parents when a student reaches three or more unexcused absences or have excessive absences of five or more. Teachers will take attendance daily and report attendance changes to the Secretary and Dean of Students. Students will be recognized for perfect attendance and improving attendance.	Academic Support Program Behavioral Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	Northridge's Secretary, Dean of Students, Classroom Teacher and Leadership Team

Measurable Objective 4:

demonstrate a behavior that will decrease the number of referral infractions by 3% from 2446 to 2373 by 05/26/2017 as measured by the data collected on discipline report from iNow.

Strategy1:

Positive Behavior Support - Rewarding students with donated cards in recognition of positive behavior. Conduct student and parent conferences. Utilizing our Counselors for positive guidance. Utilizing our In-school monitor as an alternative for suspension, which will also help the student academically. Utilize our Dean of Students as a person who students can voice concerns in an effort to be proactive in avoiding discipline issues. Mail positive postcards home to students and parents.

Category: Implement Guidance and Counseling Plan

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

Activity - Positive Behavior Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher will establish trusting relationships with their students. Teachers will seek to understand the underlining effects of student behaviors through Professional Development. Teachers will work with Counselors, Dean of Students, Parents and NHS Leadership Team to meet the needs of each student.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff

Strategy2:

Parental Involvement - Teachers will contact parents when student demonstrate positive behavior in school/classroom.

Category:

Research Cited: https://www.responsiveclassroom.org/sites/default/files/pdf_files/PBIS_whitepaper.pdf

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Activity - Positive Parental Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will contact parents for positive behavior via phone, letters, and cards.	Parent Involvement Academic Support Program Behavioral Support Program	08/11/2016	05/26/2017	\$300 - Title I Part A	NHS Faculty and Leadership Team

Goal 2:

Increase the number of credentials earned by high school students during the 2016-2017 school year.

Measurable Objective 1:

A 3% increase of All Students will achieve college and career readiness by credentialing in earned credentials in Career & Technical by 05/30/2017 as measured by data collected from INOW and Tuscaloosa Career and Technology Academy..

Strategy1:

Determine appropriate pathways for high school students and register them in the appropriate programs - Northridge will host several Parent Nights, Implement an Advisory Program, provide professional development for teachers, and provide extended opportunities for students to take credentialing exams.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Advisory Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will form an Advisory teams to help determine 4 year plan pathways for students for appropriate class placement, Utilize Kuder to implement aptitude, skills and interest inventories for delineation of opportunities, Support teachers with any curriculum needs in order to help students be successful with the credentialing exams, increased focus for all areas (academic and CTE) to address college and career ready standards in their classrooms, increase opportunities for students to take the credentialing exams (i.e., summer, flex time, etc.)	Extra Curricular Career Preparation/ Orientation	09/12/2016	05/30/2017	\$0 - No Funding Required	NHS Advisory Teachers and Administrators. TCTA Teachers and Administrators

Goal 3:

Reduce the reading achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE tests..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

ACIP

Northridge High School

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Policy and Process Parent Involvement Professional Learning Academic Support Program Behavioral Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Strategy2:

Implement research-based reading programs - Implement Close Reading strategies of all complex texts in all content areas.

This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through:

chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately, reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods:

Shared reading, Interactive read aloud, QAR, Literature circles, Questioning the author, Reciprocal teaching, Connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Out teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

ACIP

Northridge High School

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/02/2016	05/26/2017		Northridge English Teachers and NHS Administration

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Academic Support Program Behavioral Support Program Professional Learning Parent Involvement	09/27/2016	05/26/2017		Classroom Teacher and NHS Administration

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016		Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	09/05/2016	05/26/2017		Northridge Faculty

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas.	Direct Instruction	08/08/2016	05/26/2017		Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a variety of professional development training: Literacy across all content areas, Instructional strategies for teaching EL students, Implementing Co-teaching models, and Culturally Responsive Teaching Northridge Faculty will also participate in instructional strategies for EL students training.	Professional Learning	08/08/2016	05/26/2017		Northridge Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on the reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Technology Academic Support Program	08/08/2016	05/26/2017		Northridge ACT Prep Teachers

Measurable Objective 2:

A 4% increase of Students with Disabilities students will demonstrate student proficiency (pass rate) on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

ACIP

Northridge High School

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Professional Learning Behavioral Support Program Policy and Process Academic Support Program Parent Involvement	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Measurable Objective 3:

A 4% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading for Comprehension - This strategy will work to increase reading comprehension when implemented with fidelity.

Teachers will facilitate classroom activities through: chunking text, open ended questions, marginal notes, annotation, journals, diving right into the text with limited pre-reading activities, focusing on the text itself, rereading deliberately reading with a pencil, noticing things that are

confusing, discussing the text with others through Think-Pair Share, Turn and Talk frequently, small groups and whole class responding to text-dependent questions.

Teachers may also scaffold readings through these methods: Shared reading. Interactive read aloud, QAR, Literature circles. Questioning the author. Reciprocal teaching, connecting to themes/essential questions, Post-its, Think sheets, and Jigsaws.

Our teachers will also use the I Do, We Do, You Do strategy to gradually move students toward working independently.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Data Collection	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge English Team will meet monthly to review data to guide instruction and promote student achievement growth.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS English Teachers

Activity - Close Reading	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate Close Reading activities across all content areas	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a District-wide professional development training to address literacy across all content areas.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - Newsela Pro	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Newsela Pro program which is a part of the researched-based strategy to increase literacy across content areas.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program subscription is for 2 years only. It will run out after the 2018 school year.

Activity - ACT Prep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in an ACT Prep course which will concentrate on a reading section of the ASPIRE and ACT standardized assessments. Students will also utilize USATestPrep to take assessments during this time to improve proficiency in reading and math.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers Note: Program will run out after the 2017 school year.

ACIP

Northridge High School

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff, NHS Administration, parent and student volunteers will conduct the simulation. The event is designed to bring awareness to the barriers that students face on a daily basis, which can prevent academic achievement, increase absenteeism, and create behavioral issues.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	NHS Teachers

Activity - Response to Instruction (Rti)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teachers will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in Rti meetings during their planning period to review and chart student data and share strategies, which have been successful in improving student achievement.	Parent Involvement Behavioral Support Program Academic Support Program Professional Learning Policy and Process	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and NHS Leadership Team

Goal 4:

Reduce the math achievement gap in identified subgroups during the 2016-2107 school year.

Measurable Objective 1:

A 5% increase of Students with Disabilities students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

ACIP

Northridge High School

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Response to Instruciton	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Parent Involvement Academic Support Program Behavioral Support Program Professional Learning	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Academic Support Program Technology	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Measurable Objective 2:

A 3% increase of Black or African-American students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized tests..

Strategy1:

Implement reach-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

ACIP

Northridge High School

Activity - Response to Instrucion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Behavioral Support Program Parent Involvement Academic Support Program Professional Learning	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Measurable Objective 3:

A 3% increase of Hispanic or Latino students will demonstrate a proficiency on standardized assessments in Mathematics by 05/26/2017 as measured by required standardized test..

Strategy1:

Implement reasch-based supplemental math programs - Math teachers will implement the Common Core 8 Mathematical Practices during their instruction and during our 5th block, students will use the USAtestprep program for math intervention in preparation for the ASPIRE, ACT and WorkKeys assessments.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue.	Professional Learning	10/10/2016	10/10/2016	\$0 - No Funding Required	Northridge High School Faculty and Staff, Central Office Staff and local PTSA volunteers

Activity - USATestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will review their interim ASPIRE report with their ACT Prep teacher and create an Individualized Learning Plan	Technology Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Faculty

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge math teachers will attend quarterly vertical team meetings.	Professional Learning	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Department

Activity - Math XL Practice	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math XL is a computer program that provides extra practice problems for students. It can be accessed from the web at any time.	Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Teachers

Activity - Data Collection Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Northridge Math Team will learn to collect and drill down course and standardized assessment data to improve student achievement.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge Math Team, Administration and Counselors

Activity - Response to Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will collect data, monitor student progress, and provide remediation when needed. Teacher will notify parents, conduct conferences and provide suggestions for improvement to increase parental involvement. Teachers will participate in monthly Rti meetings during their planning period to review and chart student data and share strategies which have been success in improving student achievement.	Professional Learning Parent Involvement Behavioral Support Program Academic Support Program	09/27/2016	05/26/2017	\$0 - No Funding Required	Classroom Teacher and NHS Administration

Goal 5:

Increase Northridge High School's graduation rate during the 2016-2107 school year.

Measurable Objective 1:

improve graduation rate from 87% to 89.5% by 05/26/2017 as measured by the number of graduate from the senior class of 2017..

Strategy1:

Response to Instruction (Rti) - Northridge has committed to decreasing student referrals by 3% for the 2016-2017 school year. Students with multiple discipline infractions will be referred to the Response to Instruction Team who will assist in setting goals, strategies and activities to address student behaviors.

Northridge will communicate with parents during Open House, phone messenger, email and classroom Remind accounts.

Northridge expects students and parents to play an active role in the behaviors of the student. Parents will provided a personal iNow portal passwords which will allow the student and parent to monitor the student's progress. Northridge administration, counselors, and faculty are committed to communicating with the students and parents on a regular basis to ensure student achievement.

Northridge will hold all students to a high expectation of excellence.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

ACIP

Northridge High School

Activity - Mind Changers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mind Changers will provide a support system for students through inspiration, education and demonstration.	Behavioral Support Program Academic Support Program	10/03/2016	05/26/2017	\$25000 - Other	Administration, Dean of Students and Graduation Coach

Activity - Student Improvement Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students, Parents, Northridge faculty, administration, and, Central Office Specialists will develop a comprehensive behavior plan for students in need of support. Students will be held accountable for their behavior and will be recognized when they demonstrate improved behaviors.	Behavioral Support Program Academic Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Student, Parent, Teacher, Administration and other designated employee.

Strategy2:

Professional Development - In order for students to take ownership of their own educational pathway, they must feel valued, comfortable, and involved. Northridge's Faculty will participate in a variety professional development training sessions which will promote cultural awareness and create a climate of school pride and unity.

Category: Develop/Implement Teacher Effectiveness Plan

Research Cited:

Activity - University of Alabama Department of Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge will partner with The University of Alabama to implement a student and teacher cultural awareness program that will create a stronger foundation among students and teachers.	Professional Learning Academic Support Program Behavioral Support Program	09/26/2016	05/26/2017	\$0 - No Funding Required	The University of Alabama's Department of Educational and Northridge's faculty and staff.

Activity - Culturally Responsive Teaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge Faculty and Staff will participate in a Tuscaloosa City School's Poverty Simulation. Central Office staff and parents from the local PTSA will conduct the simulation at all three local high schools. The events is designed to bring awareness to the barriers that students face on a daily basis which can prevents academic achievement, absenteeism, and behavioral issue. Teachers who need additional professional development will participate in a book study with the Principal.	Professional Learning	10/10/2016	05/26/2017	\$0 - No Funding Required	Northridge High School's Faculty and Staff and Administration

Strategy3:

H.E.R.E. Program - Northridge will continue the Tuscaloosa City School's H.E.R.E campaign to promote daily attendance. Attendance will be

reviewed daily. On a daily basis, the Tuscaloosa City Schools will use School Casts to contact parents via phone messenger, text or email when their child is absent from school. The school secretary will communicate with parents via phone conversations and mailing two-day and five-day attendance letters. The Dean of Students will schedule student and parent conferences when the student accumulates three or more unexcused absences. The Dean of students will create an attendance plan with each family to avoid excessive absences. Northridge will also work with the Juvenile Court System in an effort to improve student attendance. Grade level teachers will post attendance daily, which will be monitored by administration, and communicate any corrections with the school secretary and Dean of students. Grade level administrators will monitor the school attendance plan.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Check and Connect	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student attendance and discipline will be monitored by our Dean of Students, classroom teacher, school secretary, and administration. Student and Parent conferences will be held to improve the student's attendance by creating an individual plan. Students with perfect attendance and improved attendance will be recognized and rewarded.	Behavioral Support Program	08/08/2016	05/26/2017	\$0 - No Funding Required	Dean of Students, classroom teacher, school secretary, and administration.

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge teachers will implement research-based Advisory strategies to improve student academic, attendance, and behavioral performance.	Behavioral Support Program Academic Support Program Career Preparation/Orientation	10/03/2016	05/26/2017	\$0 - No Funding Required	Advisory Teachers

Goal 6:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Readiness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfolios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will

conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144 - Title I Part A	Advisory Teachers, Counselors, Graduation Coach and NHS Administration

Goal 7:

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

Goal 8:

Demonstrate student proficiency growth on the tenth grade ASPIRE assessments during the 2016-2017 school year.

Measurable Objective 1:

A 7% increase of Tenth grade students will increase student growth on standardized assessments in Mathematics by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

High Quality Math Instruction - Teachers will implement three effective math strategies: Explicit Instruction, Peer tutoring and Cooperative Learning.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited: <http://iris.peabody.vanderbilt.edu/>

Activity - Data Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will attend departmental data meetings once a month to discuss student progress, instructional strategies, and standardized assessment results.	Professional Learning	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Explicit Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
<p>Steps in an Explicit or Direct Instruction Lesson: Orientation to the Lesson-Teacher gains students' attention, Teacher relates today's lesson to a previously related one, Teacher uses essential questions to activate students' thinking.</p> <p>Initial Instruction- Teacher leads completion of several sample problems, Teacher models and instructs students to model problem completion, Teacher points out difficult aspects of problem.</p> <p>Teacher-Guided Practice- Students complete problems under teacher supervision, Teacher monitors each student's success in problem completion, Teacher assists students independently, Students may discuss problems with each other.</p> <p>Independent Practice- Students complete sample problems independently, Students may complete homework as independent practice.</p> <p>Check- Teacher checks student performance on independent work.</p> <p>Reteach- Teacher identifies students with continuing difficulty and reteaches the skills.</p>	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are paired based on mathematical skills. Students take turns being the coach and the tutee. The teacher monitors the students' progress and provides feedback when needed.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teachers

Activity - Cooperative Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students are placed in small mixed-ability groups.	Tutoring	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Math Teacher

Measurable Objective 2:

A 5% increase of Tenth grade students will demonstrate a proficiency on standardized assessments in Reading by 05/26/2017 as measured by the State of Alabama's required standardized ASPIRE test..

Strategy1:

Close Reading - Students will participate in an ACT prep course that will focus on reading. Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.

Category: Develop/Implement Learning Supports

Research Cited:

Activity - USAtestPrep	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers provide various assignments within USAtestprep- Benchmark tests, learning videos, vocabulary, practice tests, and domain tests. Strategies such as peer tutoring, turn and talk, and direct instruction will be implemented in the course.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers

Activity - DOK Questioning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will increase their DOK level of questioning during instruction and on assessments to prepare students for high stakes testing.	Direct Instruction	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS teachers

6. English Language Proficiency Goal (Should address identified weaknesses and gaps):**Goal 1:**

57% of ELs will make adequate progress in language acquisition.

Measurable Objective 1:

demonstrate a behavior of engagement through implementation of strategic EL teaching strategies and research-based programs by 05/26/2017 as measured by tracking the number of teachers provided professional development in strategic teaching and daily monitoring students' use during instruction based on traditional classroom observations, walk-throughs, or instructional rounds.

Strategy1:

Professional Development - Kava Smith will provide professional development to all Northridge Teachers on The Essentials for Teaching Secondary EL Students. Teachers will incorporate essential EL strategies into their classroom instruction as they focus on adequate student progress in language acquisition. This will be monitored during observations, walk-throughs and instructional rounds

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Essentials for Teaching Secondary EL Students	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development- Essentials for Teaching Secondary EL Students to make adequate progress in language acquisition.	Academic Support Program	08/11/2016	05/26/2017	\$0 - No Funding Required	NHS Teachers and Kava Smith or Kristi Garcia from the Central Office.

7. Identify the strategies in the schoowide plan that provide an enriched and accelerated curriculum for select students and support progress for all students.

Goal 1:

100% of our students will develop a four year plan for appropriate course and pathway placement to ensure College and Career Reediness during the 2016-2017 school year.

Measurable Objective 1:

complete a portfolio or performance to help determine students' four year plan pathway for appropriate class placement toward College and Career Readiness by 05/26/2017 as measured by completion of student Advisory portfoillios, which will include standardized test reports and utilization of Kuder to implement aptitude skills, and interest inventories to increase course/career opportunities.

Strategy1:

Advisory - Utilize Kuder to implement aptitude, skills, and interest inventories. This strategy will be implemented during Advisory/Advisee time, once a month.

Support teachers with any curriculum needs in order to help students be successful with credentialing exams. Individual teacher coaching will take place on an as need basis.

Increase focus for all areas (academic and CTE) to address college and career ready standards in their classrooms. Administration will conduct walk-throughs and formal observations with one-on-one follow-up as needed.

Increase opportunities for students to take the credentialing exams (i.e. summer, flex time, etc.). Northridge will collaborate with Tuscaloosa Career Technology Academy (TCTA) to implement this strategy.

Category: Implement Guidance and Counseling Plan

Research Cited:

ACIP

Northridge High School

Activity - Advisory	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Northridge High School will implement an Advisor/Advisee Program to help students set and reach college and career goals. All Northridge students will be given a 3-ring binder containing a four-year plan template, unofficial transcript and diploma report. During Advisory, teachers and students will discuss course options in relationship to college and career choices. Students will use the information in their binders to request course for the next school year. Lesson will then be developed based on grade level Advisory classes.	Academic Support Program	10/10/2016	05/26/2017	\$2144 - Title I Part A	Advisory Teachers, Counselors, Graduation Coach and NHS Administration

Component 3: Instruction by Qualified Staff

Label	Assurance	Response	Comment	Attachment
	1. Do all of the instructional paraprofessionals meet the state requirements? If no, what is the number that has not met state requirements and what is being done to address this?	Yes		

Label	Assurance	Response	Comment	Attachment
	2. Do all of the teachers meet the state requirements? If no, what is the number that has not met state requirements and what is being done to address this?	No	No. NHS has three teachers who have degrees in their content areas who are currently pursuing alternative certification. These teachers are in the areas of math and science.	

3. Describe how staffing decision ensure that qualified, well trained teachers provide instruction and how their assignments most effectively address identified academic needs.

Our school follows established recruitment procedures of the Tuscaloosa City School System. System requirements mandate that all teachers should be highly qualified. Teachers applying for open positions must complete the application process and have documentation of the Highly Qualified Status on file before an interview for that position can take place. A teacher is considered highly qualified if he/she passes an Alabama- approved subject-specific test in each academic subject taught. When the principal hires new personnel, our goal is to interview highly qualified applicants, unless there is a shortage of applicants in fields such as math, science and special education. When a position comes open, the principal requests approval from the Tuscaloosa City School's Human Resource Coordinator to post the job vacancy. Vacancies are posted on the Tuscaloosa City School's website and the Alabama State Department of Education employment site. Interviews are scheduled with highly qualified applicants from the State Department website. Once hired, teachers are assigned to a grade level according to their content certification, experience and special training. Students are assigned to a team of teachers which incorporates all required academic areas and electives. A collaborative special education teacher is assigned to team teach with the General Education teacher assigned to those Special Education Students. Student's previous grade, assessment data, IEP and teacher recommendations are considered when being placed in a specific classroom.

Component 4: Strategies to Attract Qualified Teachers

1. What is the school's teacher turnover rate for this school year?

Our district participated in a demographic study. As a result of the study, the district rezoned the student population to better utilize the building spaces in all three high schools. Northridge lost 9 teachers who were assigned to teach in one of the two other high schools in our district.

2. What is the experience level of key teaching and learning personnel?

Northridge High School has 47% of its faculty having 10 or more years of experience in education.

3. If there is a high turnover rate, what initiatives has the school implemented to attempt to lower the turnover rate?

Each year our district participates in job fairs that are held in areas of Alabama and neighboring states, which are sponsored by college and universities for the purpose of attracting highly qualified teachers. Prospective teachers are given information about the school system. Contact information is collected from prospective teachers in high-need areas. The most promising candidates from these recruitment fairs are invited to the district's invitation only Prospective Teacher Fair where they are able to meet local school principals and leadership teams. As vacancies are posted, applicants are selected using the state department web application process. The decision of hiring highly qualified staff is made by the local school. Principals are required to have the knowledge of each teacher's highly qualified status and the area the teacher is highly qualified to teach. All scheduling and assignment decisions are made using this information.

New teachers participate in Northridge high School's New Teacher Mentoring Program where they meet monthly. They are also assigned mentors within the school for the first three years and are monitored all three years by the administration and Central Office staff. All teachers are required to participate in professional development activities organized by the administration of the local school and encouraged to seek additional professional development activities. Funding for high-quality, on-going activities is provided by local, state and federal funds. Our district also offers signing bonuses to qualified Math and Science prospects..

Component 5: High Quality and Ongoing Professional Development

1. Identify the professional development activities included in the schoolwide plan that are high quality, effective, and research-based?

Northridge has implemented a New Teacher Program. Professional development sessions are created around the needs of our teachers, our school improvement plan and professional growth.

2. Identify the professional development opportunities for teachers, principals, paraprofessionals, other staff, and parents that are included in the schoolwide plan?

Professional development is offered by our district, local school, and outside agencies for all goals within our School's Improvement Plan.

3. Identify the teacher mentoring activities included in the schoolwide plan. For example, new or inexperienced teachers are given support from an assigned master teacher.

Northridge implemented a new teacher program, which meets monthly. The program is run by two veteran teachers; one with 37 years experience and the other with 10. These meetings are held after school for approximately an hour.

Northridge department chairs also work directly with our new teachers providing support and guidance, one-on-one and during department meetings.

4. Describe how this professional development is "sustained and ongoing."

The Tuscaloosa City Schools District provides professional development throughout the school year and during the summer. Northridge supports the districts professional development focus by holding professional development turn-around sessions during the teacher's prep periods and after school. Northridge also offers technology professional development session, which are led by our school's Media Specialist. Northridge has a professional development committee to ensures professional development is taking based on our school's needs, goals, Title 1 requirements, and professional growth.

Component 6: Transition Strategies

1. Identify the strategies in the schoolwide plan that support and assist students in transitioning from one grade level to the next. For example, preschool preparation for Kindergarten and/or eighth grade transition to high school.

Northridge holds a "Jaguar Jumpstart Night" for all incoming ninth graders and new tenth graders.. The new students are given the opportunity to meet their administrators, counselors, and classroom teachers. They are provide a brochure with key information and their class schedule. Students then run through a mock school day, giving them more confidence on the first day of school. Parents and students greatly appreciate this opportunity and it allows Northridge to begin building new family relationships.

Northridge also conducts grade level meetings for students in the tenth, eleventh and twelfth grade during the first week of school. These meeting allow students to meet their new teachers and administrators, learn school expectations and procedures, gain information about extracurricular opportunities and academic assistance offerings.

Component 7: Teacher Participation in Making Assessment Decisions

1. What measures are in place to include teachers in decisions regarding the use of results of statewide academic assessments?

All academic teachers participate in departmental data meetings where assessments are reviewed, teachers collaborate on lesson planning, and students are identified for intervention. Teachers from core subject areas participate in system-wide curriculum planning where lesson and pre and post assessments are created that will help students achieve higher academic results. Statewide academic assessments are shared with department chairs who then share with their department members.

Component 8: Timely and Additional Assistance to Students Having Difficulty Mastering the Standards

1. What is the process to identify students who experience difficulty mastering the State's academic achievement assessment standards at an advanced or proficient level?

Teachers review classroom data, make adjustments to strategies used in the classroom, and refer students to our Rti/PST for further review. Administrator and Counselors also review student data to place students in classrooms where they will receive the best academic opportunity.

2. How is timely, effective, additional assistance provided to students who are experiencing difficulty mastering the State's academic achievement assessment standards at an advanced or proficient level?

Students are identified during a 4.5 to 9 week period throughout the school year. Students have several opportunities for additional assistance such as before and after school tutoring, Bonus/Intervention period, online programs such as Classworks, USATESTPREP, ACT.org practice and Plato Learning. Our Media Specialist keeps a wide range of tutorial sites for student assistance in all areas of education. Our teacher provide Rti Tier I and II levels of instruction and students receive level III instruction from our math interventionist and other core subject area teachers. Special Education students receive assistance during their intervention period, before and after school and in the classroom. English Language Learners are provide modifications in the classroom and are provided one-on-one tutoring during the school day.

3. How are students' individual needs being addressed through differentiated instruction in the classroom?

Each teacher utilizes cooperative learning strategies by allowing students to work in flexible groups based on academic levels. Center-based activities are created based from the student's academic abilities and the student's learning style, then given to students to complete. Teachers provide direct instruction in whole group, then in small group to ensure understanding. Teachers provide personal instruction using technology programs like ACT.org, Classworks, Plato Learning, USATESTPREP.com and PersonSuccess.net. Teachers also utilize the peer-buddy method by pairing advanced students with struggling students.

4. Describe how the school provides opportunities for the most academically needy students to receive support and reinforcement of academic skills BEYOND THE REGULAR SCHOOL DAY.

Northridge offers before and after school tutoring and provides a variety of online websites which can assist students with daily lessons, tests, and academic skills. Several Advanced Placement teachers offer Saturday study sessions for students to prepare for the Advanced Placement and standardized tests.

5. Describe procedures used to address challenges for EACH group of Migrant, English Language Learners, Economically Disadvantaged, Special Education, Neglected and/or Delinquent, and Homeless Students.**Migrant**

An annual survey is conducted in the district to identify students who may be eligible for services as migratory or formerly migratory. Such students, when identified, are eligible to participate in all programs of the school system on the same basis of all other students. Currently based upon the Employment Surveys, there are no identified migrant students for the 2015-2016 school year.

English Language Learners

Students identified as limited-English proficient are served through an individualized English learning plan (I-ELP). EL Specialists/Coaches coordinate ELL Committee meetings each semester to discuss progress of English Learners. In addition, supplemental services are offered to students as needed. Partnerships within the community such as Spanish Outreach and Global Cafe offer assistance in supporting our limited-English proficient families. In order to communicate effectively with all parents, the district uses TransAct, Language Line and SchoolCast. Combined, these resources provide written and verbal communication in multiple different languages.

Neglected/Delinquent

Turning Point and Tuscaloosa Group Home are the only residential facilities/programs for neglected students within the Tuscaloosa City Schools zone. Students are afforded equality opportunity to participate in all programs of the school system. Neglected students in need of school supplies, field trip funds, counseling services, and or referral to outside agencies for medical or other services are identified by school guidance counselors, teachers or administrators. Funds set aside for neglected students are used to make necessary purchases or to obtain services for these students. Although students housed in our local juvenile detention center do not stay the time required to qualify as delinquent students, Tuscaloosa City School District employs a full-time certified teacher for these students. The district supplies textbooks, computers, software, and instructional materials for students assigned to the local juvenile detention center.

Students with Disabilities

Tuscaloosa City Schools operates Pre-K programs to serve 3 and 4-year old students with disabilities, and 4-year-old students without disabilities in schools located throughout the district. The district provides transportation for all Pre-K students as needed. The Pre-K school year begins and ends with the regular school program. The average pupil teacher ratio in these classes is one adult to every 9 students. Teachers are certified early childhood teachers. Pre-K teachers participate in all school system in-service training and interact daily with other members of the school staff to ensure curriculum alignment and skills development. Students are assessed twice each year using the DIAL 4 to measure progress. Priority is given to students who have disabilities, English Language Learners, and those who qualify as homeless/displaced under the McKinney- Vento Act.

Homeless

Homeless students may enroll on the same basis as all other students. Students identified as homeless are referred to the system coordinator of homeless services. Transportation, school supplies, tutoring services, clothing & hygiene products, referral to outside agencies, housing assistance, counseling, and/or medical services are coordinated through the homeless coordinator's office.

6. Special Populations as listed in the Carl D. Perkins Career and Technical Education Act of 2006 - Describe procedures used to address challenges for EACH group of individuals with disabilities, individuals from economically disadvantaged families (including foster children), individuals preparing for non-traditional fields, single parents (including single pregnant women),

displaced homemakers, and individuals with limited English proficiency.

Northridge has Central Office Directors who assist in meeting the needs of Migrant, ELL, Economically Disadvantaged, SPE Neglected and/or Delinquent, and Homeless students. Northridge teachers who teach these groups of students go through professional development training from the School District's Special Coordinators in those specific areas. Northridge also has an assigned Social Worker who assists in parent-teacher-student conferences to ensure the needs of our students are met.

Northridge teachers also participate in outside professional development and provide turnaround sessions to our general education teachers who teach ELL students. Our ELL students are scheduled a block period where they are given extra support in academic and personal needs.

Component 9: Coordination and Integration of Federal, State and Local Programs and Resources

1. In what ways are the programs coordinated and integrated toward the achievement of the schoolwide goals?

The School Leadership Team meets for professional development at which time data including: Stakeholder surveys, ASPIRE, ClassWorks, ACT, AP, WorkKeys, PSAT and classroom data is analyzed. Goals and objectives are written to meet the needs of our students. Next, the team considers ways to best appropriate the funds for school improvement. Technology, materials and supplies, salaries, professional development, reading materials, parent involvement materials, and substitutes are areas which require budgeting. The Director of Federal Programs provides an up-to-date Title 1 Budget on a monthly basis. The plan and budget is revised by the team monthly. Amendments to the budgets, if needed, are discussed and communicated to the Director of Federal Programs twice a year. All purchases and professional development needs are included in our school's continuous improvement plan.

2. List the State, Federal and local programs that are consolidated/coordinated in the schoolwide program and describe how all programs and resources are coordinated and integrated toward the achievement of the schoolwide goals.

At Northridge High School, we use the following programs to support our students and families: Our Harassment Awareness Learning Together, HALT program is an anti-bullying program to help bring awareness to and stop bullying. Our Helping Education Link Parents, H.E.L.P program assists students, along with their families, who are referred for attendance and behavior problems which prevent them from being successful in academics and life. We have students who benefit from the McKinney/Vento Act where our system's social workers provides assistance to families in need of finding shelter and food, as well as paying bills and receiving medical attention. We have a graduation coach who meets with students who are highlighted as At Risk in the Graduation Tracking System. We work with the Family Counseling Services where Families can receive 8 free counseling sessions if student's academics are falling because of issues taking place in the home. PRIDE- students participate in an annual PRIDE survey Title I Schoolwide Diagnostic Our school system has a Success Preparatory Program for students who are behind one or more grade levels. Students can attend this program and work toward getting back on their cohort. Our system also has the STARS Academy where students who have severe behavior problems receive small group instruction and intensive behavior therapy to build skills that will help the student make better life choices.

3. How does the school coordinate and integrate the following Federal, State and local services in a manner applicable to the grade level to support achievement of the schoolwide goals: violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

At Northridge High School, we use the following programs to support our students and families:

Our Harassment Awareness Learning Together, HALT program is an anti-bullying program to help bring awareness to and stop bullying. Our Helping Education Link Parents, H.E.L.P program is a program where students and families are referred for attendance and behavior problems which prevent them from being successful in academics and life. We have students who benefit from the McKinney/Vento Act where our system's social workers provides assistance to families in need of finding shelter and food, as well as paying bills and receiving medical attention. We have a graduation coach who meets with students who are highlighted as At Risk in the Graduation Tracking System.

We work with the Family Counseling Services where Families can receive 8 free counseling sessions if student's academics are falling

because of issues taking place in the home. PRIDE- students participate in an annual PRIDE survey Title I School-wide Diagnostic. Our school system has a Success Preparatory Program for students who are behind one or more grade levels. Students can attend this program and work toward getting back on their cohort.

Our system also has the STARS Academy where students who have severe behavior problems receive small group instruction and intense behavior therapy to build skills that will help the student make better life choices.

Component 10: Evaluation

1. How does the school evaluate the implementation of the schoolwide program?

Data from parent/student surveys, teacher feedback and community input is reviewed during the summer and programs are implemented based on the needs assessment. Northridge monitors the programs through classroom walk-throughs, instructional rounds, and data meetings. The programs are reviewed based on the 30-60-90 school improvement plan.

2. How does the school evaluate the results achieved by the schoolwide program using data from the State's annual assessments and other indicators of academic achievement?

Our Leadership Team analyses student data consistent with Alabama 2020 Plan to graduate all students College and Career Ready. This data consisted of our: four-year cohort graduation rate, student college remediation rate, gaps in reading and math for all eleventh graders, and student status for College and Career Ready in the following areas: Benchmark Score on ACT: Math, English, Reading, Science, AP score of 3 or higher, Qualifying IB Score, Approved College or post-secondary credit while in high school (Dual Enrollment/Early College), Benchmark level on the ACT WorkKeys and Approved Industry Credential. Data was also broken down into subgroups, which included: African American, White, Hispanic, Limited English Proficient, Poverty (Free/Reduced), and Special Education. We also review SPE and EL program data, plus our at risk of graduating due to attendance, discipline and academics.

3. How does the school determine whether the schoolwide program has been effective in increasing the achievement of students who are furthest from achieving the standards?

By analyzing and comparing the previous year's data to the current year's data in order to identify academic gains in the areas of student progress, graduation rate and attendance.

4. What process is followed by the school to revise the plan as necessary, based on the evaluation, to ensure continuous improvement of students in the schoolwide program?

Leadership Team and Department Team data meetings are held to ensure continuous improvement in the classroom and to identify areas of student needs.

5. Are there any goals you are keeping from the previous year? If so, describe the progress in meeting these goals.

Yes- ASPIRE, Reading, and Math

6. What goals did you change from your previous year's CIP? Why did you delete or change these goals?

N/A

Coordination of Resources - Comprehensive Budget

Introduction

List all federal, state, and local monies that the school uses to run its program.

I. State Foundation Funds:

	FTE's Earned	Units Placed	Total Salaries
FTE Teacher Units	73.25	64.39	4,555,710.00
Administrator Units	1.00	1.0	143,992.00
Assistant Principal	2.50	2.5	241,665.00
Counselor	3.00	3.0	233,503.00
Librarian	2.00	2.0	151,935.29
Career and Technical Education Administrator	0.00	0	0.00
Career and Technical Education Counselor	0.00	0	0.00
Technology	0.00	0	13,844.00
Professional Development	0.00	0	5,214.00
State ELL Funds	0.00	0	0.00
Instructional Supplies	0.00	0	33,146.00
Library Enhancement	0.00	0	1,738.00
Totals			5,380,747.29

Title I

Label	Question	Value
1.	Improving the Academic Achievement of the Disadvantaged Provide the total.	195363.0

Provide a brief explanation and breakdown of expenses.

Graduation Coach Salaries/Benefits- \$79,733.00
Instructional Supplies- \$2,144.00
Parent Involvement Supplies- \$4,263.00
Staff Development In-State Travel- \$800.00
Staff Development Registration Fees- \$400.00
Math Interventionist Salary/Benefits- \$60,889.00
Substitutes for Math Interventionist-\$600.00
Additional Counselor Salaries/Benefits- \$46,534.00

Label	Question	Value
1.	ARRA Funds Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Title II

Label	Question	Value
1.	Professional Development Activites Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Title III

Label	Question	Value
1.	For English Language Learners Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Title IV

Label	Question	Value
1.	Safe and Drug-Free Schools Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Title VI

Label	Question	Value
1.	For Rural and Low-income Schools Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Career and Technical Education-Perkins IV

Label	Question	Value
1.	Basic Grant (Title I) Provide total.	0.0

Provide a brief explanation and breakdown of expenses.

N/A

Label	Question	Value
1.	Tech Prep (Title II) Provide the total.	0.0

Provide a brief explanation and breakdown of expenses.

N/A

Other

Label	Question	Value
1.	21st Century, Learn and Serve, Even Start, School Improvement Grant Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

N/A

Local Funds

Label	Question	Value
1.	Provide the total	16380.17

Provide a brief explanation and breakdown of expenses

Classroom Instructional Support

Technology- \$10,903.80

Professional Development- \$4,107.44

Library Enhancement- \$1,368.93

Strategies to Increase Parental Involvement

Introduction

All Title I Schoolwide and Targeted Assistance Schools must complete the following diagnostics: the Stakeholder Feedback Diagnostic, the Parent Involvement Diagnostic, the Coordination of Resource/Comprehensive Budget Diagnostic, and EITHER the Title I Targeted Assistance Diagnostic OR the Title I Schoolwide Diagnostic. Parent Survey must be done annually, but it can be done electronically or by paper.

Strategies to Increase Parental Involvement

1. Describe how the school will convene an annual meeting to inform parents of the school's participation in Title I and explain Title I requirements, including the 1% set-aside, and the right of parents involved.

Parents are notified of the meeting through letter sent home by students, school marque, social media (NHS Facebook, NHS Twitter account, NHS calendar, NHS website). The school Principal will also send a SchoolCast message to all students, parents and faculty announcing that a Title 1 meeting will be held at 5:30 in the school auditorium before Open House begins.

A PowerPoint prepared by the State Department of Education will be used to educate parents on aspects of the Title I program with an emphasis on parental rights. The following are discussed: the Continuous Improvement Plan, the Title I program and participation; its services and parents' rights, the School-Parent Compacts, and the Parent survey. One percent of the funding is set-aside specifically for parental involvement. Title I funds are used to increase communication with parents, conduct workshops, bring in experts to help parents and school officials find ways to increase parental involvement.

To help students and parents with limited English proficiency, documentation is also converted into a form that is comprehensible. Translators/Interpreters are provided as needed.

2. Describe: 1) How there will be a flexible number and format of parent meetings offered; 2) How parents will be involved in the planning, review and improvement of the Title I Program (Note: State the school's process for how all Title I parents have the opportunity for involvement in decision-making.); and 3) How funds allocated for parent involvement are being used in the school.

1). Northridge High School supports the importance of parental involvement and places measures to ensure parent assistance when needed. There are flexible number of parent meetings offered at multiple times to accommodate a variety of parent's schedules; morning, afternoon and night. Title I meetings are held during the month of August, October and January. Stakeholders may also request a time that is more convenient and meet with a Northridge Leadership Team for information and input.

2). All Title I parents are surveyed annually seeking their input on activities, training, and materials that the school should offer to parents in the upcoming school year. The Northridge Leadership Team invites parents of Title I students to participate on the Title I Committee. During the meeting the committee will review the Title I Policies and Procedures Guide and the Tuscaloosa City School District's Title I budget allocations for Northridge High School. The committee will discuss the improvements needed and how the funds will be allocated during the school year; under administrative discretion.

3). The parent involvement portion of the Title I funds are designated for parent communication, which are indicated in our parent survey as an area of need. The use of funds include the printing and distribution cost of: parenting pamphlets, mailing postage, parent letters, report cards, communicative materials, Title I Handbook and results from our District-wide Parental Involvement Policy and Parenting Survey. Parents collaborate with the parental liaison in scheduling the following workshops: Common Core Standards: Math/English Literacy, Financial Aid/FAFSA, Early College, Computer/Internet Safety and Career Fair.

3. Describe how the school provides parents of participating children timely information in a uniform format and, to the extent practicable in a language they can understand, about programs under Title I, a description and explanation of the curriculum in

use, forms of academic assessments, and achievement expectations used, and, if requested by parents, opportunities for regular meetings to formulate suggestions and participate as appropriate in decisions related to the education of their children.

Northridge High School provides information to parents through the school's website, school marquee, counselor's blog, social media (Facebook and Twitter), and SchoolCast messaging. SchoolCast messaging allows messages to be sent in a wide variety of native languages. Plus, the Tuscaloosa City School's English Language Learner Coordinators provides documents in the parent's native language when needed and the TCSS has made available the use of Transact, a telecommunication translator, for parent conferences or everyday communication needs. At anytime a stakeholders may request a more convenient time to meet with a Northridge Leadership Team member to provide input or gather information; we are here to service our stakeholders and create lasting relationships.

4. Describe how parents, the school staff, and students share responsibility for improved student academic achievement for participating students (How the School-Parent Compact is jointly developed with Title I parents; how it is used, reviewed, and updated).

The academic achievement of all students is a shared accountability of Northridge High School. The System-wide School-Parent Compact is reviewed, revised and updated annually by the Parent Advisory Committee. The Parent Advisory Committee is made up of parents, parent coordinator, curriculum specialist and students. The revision is given to the appropriate administration to include in the next year's Continuous Improvement Plan (CIP). The School-Parent Compact is housed in each teacher's classroom. The compact is developed through a coordinated effort by school faculty, parents, and the CIP planning committee. All parents will be given a copy of the new compact. All parents, teacher, students, and principal will be asked to sign the compact signifying the commitment in partnership, with the school, to ensure the success of this child in school. The compact will be discussed with teachers at faculty meetings. Each teacher will be expected to explain the compact to their students and obtain the student's signature. The teacher will sign the compacts and house them in his/her classroom for use during parent-teacher and or student-teacher conferences.

5. Describe procedures to allow parents to submit comments of dissatisfaction with the Continuous Improvement Plan.

The Continuous Improvement Plan (CIP) is reviewed annually. Parents are notified of the scheduled review and invited to participate. Parents and community representative include on the CIP committee will represent our school's parents and community. During the review process, notices will be sent home for all parents that the continuous improvement plan is under review. Parents are also given the opportunity to complete Parental Involvement surveys that are administered at the end of the year to parents and other stakeholders for feedback.

1. Parents have a right to offer input regarding the revision of the plan. The notice will also state after the plan is finalized and approved; and the parent finds the plan to be unsatisfactory, they have a right to submit their concerns in writing to the school.

2. Parents have a right to review the final document. Should a parent be dissatisfied with the plan or have concerns about the content, they may submit those concerns in writing to the CIP committee.

6a. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall provide training for parents of participating children in understanding such topics as the State's academic content standards and State student academic achievement standards, State and local academic assessments, the requirements of Title I, and how to monitor their child's progress and work with teachers to improve the achievement of their children. (Describe)

The Northridge Parental Liaison conducts several meetings throughout the year where parents are invited to learn more about the day-to-day process of Northridge High School and the different programs available such as; the Title I, the curriculum, academic/state assessments, student services, parent/teacher conferences, and student schedules. At the beginning of the year, students are provided a copy of the Student Code Handbook, which includes detailed information about Tuscaloosa City School's expectations and consequences. Parents are always encouraged to schedule conferences with their child's teacher to learn more about specific information and classroom policies and procedures. The Northridge Parental Liaison conducts several parent workshops throughout the year where parents are invited to learn more about the day-to-day process of Northridge High School and the different programs available such as; the Title I, the curriculum, academic/state assessments, student services, parent/teacher conferences, and student schedules. Parents are invited to Parent Conference Day where they can discuss the progress of their child and determine ways to support learning in the classroom. Mid-semester, parents are invited to Parent Visitation Day where teachers highlight student achievement and provide parents with a view of their child's school day. It is Northridge's goal to establish relationships with our Northridge families, which promote student success.

6b. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall provide materials and training to help parents to work with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parental involvement. (Describe)

The Northridge PTSA President works closely with school administrators and counselors to provide information to parents via email to ensure the most parent participation possible. Northridge annually hosts a Parent Day where parents are invited to tour the school and see the exciting things their child/children are doing in class. Teachers provide displays of student work and classroom information for parents to view. After Parent Day, the Northridge Parent Liaison conducts several Parent Nights where various topics of interests are discussed such as; How To Use INow, Common Core, Why Attendance is Important, Career Fair, Financial Aid/FAFSA Workshop. The workshops ensure effective involvement of parents to learn, grow, support and improve the achievement of their children.

Parents will have an opportunity to ask questions about their child's education and provide feedback, which is valuable to the growth of Northridge High School. Parents are also provided progress report about academics every four and a half weeks. Parents are encouraged to call the school and schedule meetings at any time they need assistance. Northridge welcomes and needs parental involvement because it takes a village to raise a child.

6c. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall educate teachers, office personnel, and other school staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school. (Describe)

Northridge has many programs which are centered around connecting the school with its community stakeholders, which include, PTSA, parent surveys, student surveys, Adopt-a-School partners, Athletic Boosters, and our parent volunteer program. Our goal this year is to increase parental involvement and improve communication to involve more parents in the total school program. We will conduct Parent Nights, Parent Visitation Day, and regular PTSA meetings where parents will be inform and trained on how to help their child/children be successful in all areas of school. Student academic data regarding graduation rate, ACT, and AP results are shared with parents during Open House and individual parent-teacher conferences. Community agencies will be asked to participate in utilizing the increase of parental involvement. It is important that all parents get involved and we encourage others to become a partner in their child(s) education.

6d. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other federal programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.(Describe)

Northridge High School coordinates its parent involvement program for all parents. A tentative schedule for events such as grade-level Honors Assemblies, Open House, progress reports and report cards is set before school begins each year. The school calendar is provide to the PTSA President and posted on the school's website. To ensure school-to-parent communication and parent participation, the Northridge Student Government Association posts all major events on the school's marquee located in the front of the school, teachers are required to make parent contact during every nine-week period as needed via; email, notes, communication notebooks or direct phone calls to discuss student progress with the parents/guardians. Parents are provided a web-based INow code where they can be proactive in their child's academic success. This code allows parents to review their child's attendance, discipline, comprehensive academic report and final grades. Computers are also available at Northridge if a parent or guardian does not have access from home. The guidance counselors are available to facilitate workshops for parents to help them understand test results data of the ACT, AP and graduation rate. Northridge takes pride in the fact that we go above and beyond in our effort to involve our parents in every aspect of there child's school days.

6e. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve

student academic achievement, our school:

Shall ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand. (Describe)

Information is translated into the parent's native language and an ELL personnel is available to aide in conversations as needed. Parent surveys are conducted yearly. The committee reviews the survey results to better meet the need of the parents. Parents may also request a conference with the teacher at any time throughout the year. Northridge High School has a small population of Spanish-speaking students, all notices of parent meetings are sent to parents of these children in Spanish. Our District provides important documents in Spanish and provides Transact, a telecommunication translator, for Northridge to communicate in a parents native language.

6f. Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See NCLB Section 1118, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall provide such other reasonable support for parental involvement activities as parents may request. (Describe)

Parents are encouraged to participate in all planning, reviewing, and improvement of the school-wide programs to improve academic achievement. Suggestions from yearly parent surveys and meetings play a huge role in the day-to-day operations of the school. The information from this communication is used to develop plans that will meet the needs of our parents. Parents are invited to participate in all school events and volunteer during the school day. Parents are involved in the Title I Plan, Parental Involvement Plan, and the Continuous Improvement plan. The school's PTSA group supports the parent population in a number of ways: monthly meetings, email alerts of events, the school's daily calendar and opportunities for volunteer work. The administration, counselors, teachers, parent liaison, and support staff will provide support for parental involvement activities.

7. Describe how the school will ensure the provision for participation of parents with limited English proficiency, parents with disabilities, and parents of migratory students; including providing information and school reports in a format and, to the extent practicable, in a language that parents can understand.

Northridge High School currently has a small Spanish-speaking student body. The District provides documentation in Spanish and provides Transact, a telecommunication translator, for Northridge to communicate in a parents native language. Currently, Northridge is using Google Translate in all classrooms to help with translation. All notices of parent meetings are sent to parents in Spanish. In addition, the school district has an ELL representative and Social Worker assigned to assist Northridge in meeting the needs of our Spanish speaking families. Every effort is made to accommodate parents.