Hilo-Waiakea Complex
SY 2022 - 2023 Academic Plan

Hilo High School
556 Waianuenue Ave

Initial Academic Plan

Jasmine Urasaki Principal Name	Principal Signature	Date
Esther Kanehailua CAS Name	CAS Signature	Date

Revised Academic Plan

Jasmine Urasaki Principal Name	Principal Signature	Date
Esther Kanehailua CAS Name	CAS Signature	Date

One-Year Academic Plan SY 2022-2023

Where are we now? *Prioritize school's needs as identified in one or more of the following needs assessments:*	
Comprehensive Needs Assessment: List *root causes* and *contributing causes*	**WASC:** List *WASC Critical Areas of Follow-up*
CNA/RC 1 We need a clear and unified school focus with accountability and support from all	**WASC/CA 1** The Principal, other leadership, and staff need to provide a viable, rigorous and accessible curriculum offering high quality instruction for all students. This includes focus on: a. The ongoing development of curricula aligned to the Common Core State Standards, NGSS, state standards that are implemented with fidelity.
CNA/RC 2 Commit to addressing student needs.	**WASC/CA 2** b. Providing all students with a rigorous and engaging 21st Century curriculum that is supported by instructional strategies that challenge all students to demonstrate depth of knowledge at a high level and that result in further improvement of student outcomes.
CNA/RC 3 We need to create opportunities that are hands-on and support student strengths.	**WASC/CA 3** c. Research-based instructional strategies that address the Achievement Gap as identified by the Strive HI results and other data.
CNA/RC 4	**WASC/CA 4** d. The development of an ongoing and consistent professional development plan for common core standards and research based instructional strategies for all certificated staff including and observation and feedback/coaching cycle to support staff.
CNA/RC 5	**WASC/CA 5** The Principal, other leadership, and staff need to further develop and implement a systematic formative and summative data cycle at all levels to evaluate, revise, refine and determine the effectiveness of instructional decisions, programs, interventions and professional development.
CNA/RC 6	**WASC/CA 6** The Principal and other leadership need to consistently articulate the integration of the State, Complex, and school vision as well as the subsequent Academic Plan enabling activities. Expectations for the work, as well as systems of support and accountability need to be developed to effectively implement the vision.
CNA/RC 7	**WASC/CA 7** The Principal, other leadership and staff need to develop systems to ensure that all stakeholders are involved in and accountable for students' achievement and social emotional well-being in the full development of a Response to Intervention/Multi-Tier System of Support.

One-Year Academic Plan SY 2022-2023

CNA/RC 8	WASC/CA 8
	The Principal, other leadership, and staff need to establish an ongoing school improvement process that clearly addresses WASC criteria and state and federal requirements that will result in improved student outcomes.

One-Year Academic Plan SY 2022-2023

Addressing Equity: Sub Group Identification				
In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.				

	Identified Sub Groups		
Enabling Activities	**SPED**	**Low SES**	**EL**
Implementation of the Freshman Academy	✓	✓	✓
Data Team Process: use and analyze formative classroom data to address Math proficiency and decrease the ELA gap and change/adjust instruction.	✓	✓	✓
RTI school-wide plans to implement tiered leveled supports and services for all students.	✓	✓	✓

One-Year Academic Plan SY 2022-2023

ORGANIZE: Identify your Academic Review Team Accountable Leads.	
Name and Title of ART Team Accountable Lead **(Avoid listing groups such as grade level, department, committee)**	**Responsible for implementation of the school's strategies and initiatives**
1. Jasmine Urasaki	1. Induction and Mentoring
2. Krystal Moore	2. Professional Development
3. Ryan Nakasato	3. RTI - Math
4. Data Coordinator	4. AP/Data
5. Mari Nakamura	5. CTE
6. Daniel Weiss	6. RTI - ELA
7. Ellen Zanetos	7. Data Teams
8. Charlene Masuhara	8. Systems of Support
9. 'Awapuhi Duldulao	9. RTI/MTSS
10. Tanya Switzer	10. Freshman Academy

11. Kayleen Takase	11. SPED

HILO HIGH SCHOOL VISION AND MISSION	
● **WHERE DO WE WANT TO BE?** ● **WHY DO WE EXIST?**	
Vision Statement	**Mission Statement**
Kulia I Ka Nuʻu - Strive for Excellence	Our Hilo High School community prepares our students to: ● **V**alue self and others and become ● **I**ndependent thinkers and ● **K**nowledge seekers in our changing global ● **S**ociety (via Viking PRIDE)

One-Year Academic Plan SY 2022-2023

<u>Goal 1:</u> **Student Success.** All students demonstrate they are on a path toward success in college, career and citizenship.

☐ ***Objective 1: Empowered -*** *All students are empowered in their learning to set and achieve their aspirations for the future.*

☐ ***Objective 2: Whole Child -*** *All students are safe, healthy, and supported in school, so that they can engage fully in high-quality educational opportunities.*

☐ ***Objective 3: Well Rounded -*** *All students are offered and engage in rigorous, well rounded education so that students are prepared to be successful in their post-high school goals.*

☐ ***Objective 4: Prepared and Resilient -*** *All students transition successfully throughout their educational experiences.*

Outcome:	Rationale:
By the end of SY 2022-2023 1. The rate of 9th graders promoted to 10th grade on time will be at 80% as a result of the implementation of Freshman Academy. 2. Math proficiency will be at 35% and ELA proficiency will be at 60% through the implementation of RTI/MTSS. 3. The graduation rate will increase to 90% due to Tier 1 MTSS interventions.	1. The strive hi report shows that only 74% of 9th graders were promoted to 10th grade on time. 2. State strategic plan indicators. ELA proficiency from 2019 is at 54% (The 2021 ELA proficiency rate is 74% but the participation rate was very low due to COVID), Math is at 29%. There is little evidence to suggest that teachers are utilizing the data team/RTI process to target student needs based on STAR360 data. 3. There is little evidence of uniform, school-wide tier 1 interventions being implemented to support students. Currently, our graduation rate is 83%.

One-Year Academic Plan SY 2022-2023

	Planning				Funding	Interim Measures of Progress
Desired Outcome	**Enabling Activities** *(Indicate quarter(s) of implementation in next column)*	**Quarter Implementing**	**Indicate:** •Schoolwide Component(s) •Promise Plan Theme •CNA Root Cause •WASC Critical Area(s)	**ART Accountable Lead(s)**	**Source of Funds** *(Check applicable boxes to indicate source of funds)*	**Define the relevant data used to regularly assess and monitor progress**

The rate of 9th graders promoted to 10th grade on time will be at 80% as a result of the implementation of Freshman Academy.	Implementation of the Freshman Academy:
	
	 1. PD provided for all Freshman Academy teachers.
	    a. Rituals and Routines (i.e. Classroom norms, late work policy, Home communication plan).
	    b. AVID Strategies
	    c. Interdisciplinary Units
	    d. Tier 1 Interventions
	    e. Student Advising (Course progression, graduation requirements, etc.)
	    f. SEL/PBIS
	 2. Freshman Academy will have regularly scheduled monthly meetings along
		Quarter 1	CNA 1,2,3
			
			 WASC 1
			
			 SW 1
				Tanya Switzer	x WSF
					 x Title I
					 ☐ Title II
					 ☐ Title III
					 ☐ IDEA
					 ☐ Homeless
					 x CTE
					 ☐ Other
					 ☐ N/A
						Quarter grades Data Team data Database call and contact log Freshman Academy Minutes

	with structured common ATP. 3. Technology accessible for all Freshmen classes.				

Math proficiency will be at 35% and ELA proficiency will be at 60% through the implementation of RTI/MTSS.	Data Team Process: use and analyze formative classroom data to address Math proficiency and decrease the ELA gap and change/adjust instruction. We need to start the following things:
	1. Review and refine ALL teachers' understanding of the Data Team Process
	2. Re-education of all faculty/staff through ATP periods on RTI/MTSS
	3. STAR360 data will be utilized by Math and ELA to identify areas for RTI.
	4. ELA will develop a plan for RTI implementation in their content area.
	5. CFAs are aligned across data teams and are accessible
	6.
	   a. Create common expectations of CFA process and method of data collection (eg: google drive)
	   b. Data reams will create aligned CFAs, implement
		Quarter 1	WASC 2, 4
			
			CNA 2
			
			SW 1,6
				'Awapuhi Duldulao	x WSF
					x Title I
					☐ Title II
					☐ Title III
					☐ IDEA
					☐ Homeless
					☐ CTE
					☐ Other
					☐ N/A
						RTI survey assessing faculty knowledge of RTI/MTSS
						
						ATP RTI/MTSS re-education attendance sheets
						
						Math Workshop class RTI intervention documentation and class data tracking sheets
						
						ELA documentation of students receiving RTI interventions and data tracking their interventions and progress
						
						ELA department plan for RTI implementation
						
						Data team minutes
						Data team data sheets
						ART academic plan monitoring sheet

	and collect data. 7. Progress monitor effectiveness and fidelity of the data team implementation a. Data team lead will progress monitor implementation process. 8. Adjust or continue instruction based on progress monitoring data.					
The graduation rate will increase to 90% due to Tier 1 MTSS interventions.	RTI school-wide plans to implement tiered leveled supports and services for all students. We need to start/continue the following: **Screening/Assessments** 1. STAR360 (serves as baseline student data)is administered by Math and ELA and data is utilized by core content areas to help students meet grade-level proficiency in math and reading based on students' scaled scores. STAR360 provides suggested skills each student needs to master as well as provides instructional strategies and resources for the teachers to use in	Ongoing	WASC 2,4 CNA 2 SW 1,6	Ryan Nakasato, Daniel Weiss, 'Awapuhi Duldulao	x WSF x Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	STAR 360 Data Team Meeting Minutes Freshman Academy Meeting Minutes

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instructional planning.
    a. RTI lead will monitor and disseminate relevant data to Math and ELA departments.
2. Utilize universal screener (STAR360) and student data to accurately identify students at risk of poor learning outcomes or challenging behaviors (in addition to baseline data, initial identifier).
    a. Update the database to include different types of data that assess various areas (STAR360, attendance, behavior, SBA, EOC, other).
    b. Continue to use STAR360 as a universal screener and progress monitoring tool.
    c. Freshmen Academy will utilize RTI data to determine appropriate interventions for

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	at-risk students.
	d. Implement a schoolwide PBIS handbook to clarify expectations and basic Tier 1 interventions.
	
	Data analysis and decision making
	1. Data from feeder schools are utilized by the Freshmen Academy for placement and determining the number of workshop classes.
	   a. Math and ELA department head request STAR360 data from Hilo Inter and Kalanianaole School.
	   b. Communicate with Hilo Inter and Kalanianaole School for Math and ELA workshop placement recommendations
	   c. Math and ELA work on clarifying and refining placement				

	criteria. 2. Develop HMTSS Team. The team meets 2x/a month and documents meetings using Google Docs. 3. Utilize the TFI process to monitor PBIS, RTI, MTSS implementation. 4. RTI coordinator presents relevant data to ART as it becomes available. **Service Delivery and Scheduling** 1. Evaluate current understanding of RTI Tier 1 interventions school side and analyze its effectiveness. 2. Review Tier 1/Tier II/ Tier III (multi-level prevention system) high school options for ALL students (i.e. training, PD, site visits, extra personnel). 3. Implement and utilize Tier 1 interventions as indicated in the PBIS handbook. 4. Provide training/PD Tier II/Tier III interventions for all teachers.				

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<u>Goal 2:</u> **Staff Success**. Hilo High School has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

Outcome:	Rationale:
By the end of SY 2022-2023, 1. 100% of staff will participate in ongoing PD that addresses common core standards, research-based instructional strategies, and need-based PD. 2. School discipline referrals will decrease due to the development, training, and implementation of school-wide agreements. 3. 100% of all curricula will be horizontally aligned to standards and GLOs as evidenced by pacing guides.	1. Support the new school design to increase students' success and provide staff with support to increase student success. 2. Discipline referrals went down dramatically due to COVID but incidents are back on the rise. 3. To support teachers in ensuring all students receive the same curriculum and are able to be successful in future courses, through peer to peer feedback and sharing of resources.

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Desired Outcome	**Enabling Activities** *(Indicate quarter(s) of implementation in next column)*	**Quarter Implementing**	**Indicate:** •Schoolwide Component(s) •Promise Plan Theme •CNA Root Cause •WASC Critical Area(s)	**ART Accountable Lead(s)**	**Source of Funds** *(Check applicable boxes to indicate source of funds)*	**Define the relevant data used to regularly assess and monitor progress**
By the end of SY 2022-2023,100% of staff will participate in ongoing PD that addresses common core standards, research-based instructional strategies, and need-based PD.	100% of staff will participate in ongoing professional development, we need to start the following things. 1. Develop a school-wide PD plan that addresses need-based PD a. ART/EC gathers requests from departments and looks for PD opportunities that address the need areas. (CCSS, NGSS, HCPSIII, Instructional strategies, coaching, targeted PD as referenced in the previous objective, Safe and Civil Schools Foundational training)	Quarter 1	WASC 1,2 CNA 1,2 SW 1,6	Krystal Moore	x WSF x Title I ☐ Title II x Title III x IDEA ☐ Homeless x CTE ☐ Other ☐ N/A	After each semester, ART will review the following: Electronic database for PD resources PD Calendar PD attendance record

	b. Create a system that ensures at least 50% of our teachers are offered the opportunity to attend external and/or internal PD sessions.
	c. Refine system for Post PD sharing
	    i. reference binder/library/for PD materials/shared google folder.
	    ii. Share out at faculty meetings/department meetings.
	d. Beginning Teachers will participate in the Induction and Mentoring program.				

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By the end of SY 2022-2023, School discipline referrals will decrease due to the development, training, and implementation of school-wide agreements.	School-wide agreements will be discussed, agreed upon, and implemented. 1. Safe and Civils Schools Foundations team will be developed and attend training. 2. Foundations team will work with the freshmen team to discuss the team wide agreements that they have come up with. 3. Foundations team to meet and come up with a list of school-wide agreements to propose to EC. EC to take back to departments for feedback. 4. Foundations team adjusts as needed until voted upon by staff and implemented. 5. Foundations to follow up on implementation.	Quarter 1	WASC 6 SW 6	Krystal Moore	x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	School-Wide Agreements Discipline Referrals Hero Data
By the end of SY 2022-2023, 100% of all curricula will be horizontally aligned to standards and GLOs as evidenced by pacing guides.	Horizontally align curriculum to the standards and GLOs we need to start the following things: 1. Course cluster teachers meet to create a common pacing guide, lesson plans, and assessments. Staff will be trained in the data team cycle. 2. Regular meeting times will be built into the school	Quarter 1	CNA - 1,2 SW 1, 6		x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	Pacing Guides will be reviewed by ART yearly

	schedule. 3. Staff will diary map (noting adjustments) pacing guides 4. Staff delivers instruction according to pacing guides.				

Goal 3: **Successful Systems of Support.** The system and culture of Hilo High School works to effectively organize financial, human, and community resources in support of student success.

Outcome:	Rationale:

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By the end of SY 2022-2023,

1. 56% of students will be CTE concentrators or participants due to the development and implementation of a plan to help students become college/career ready.
2. Faculty meetings will be attended by 100% of staff due to the implementation of an internal communication plan.
3. The chronic absenteeism rate will drop by 1% through the revision and implementation of the SEL plan.

1. Students depend on counselors and STARS advisory classes for career counseling. There is a need for focused postsecondary advising for all students. HHS does not offer all courses in the Program of Study (POS) in student interest areas. 45% of our students completed a CTE program by 12th grade.
2. The CNA and WASC have identified need and growth areas related to communication. Improving communication will lead to improvement in morale and collaboration amongst all stakeholders.
3. The chronic absentee rate has gone up 5%.

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Planning					Funding	Interim Measures of Progress
Desired Outcome	**Enabling Activities** *(Indicate quarter(s) of implementation in next column)*	**Quarter Implementing**	**Indicate:** •Schoolwide Component(s) •Promise Plan Theme •CNA Root Cause •WASC Critical Area(s)	**ART Accountable Lead(s)**	**Source of Funds** *(Check applicable boxes to indicate source of funds)*	**Define the relevant data used to regularly assess and monitor progress**
Hilo High School will develop and implement a plan that will prepare students to become college/career ready. By the end of the school year 2022-2023, 56% of students will be concentrators or participants.	Successful implementation of freshman academy and the planning of the upper-level academies. In order to accomplish this, we need to start by addressing the following: 1. Develop the vision for the freshmen academy and the upper-level academies. 2. Set up systems for the freshmen academy to ensure success (Common meeting time, policies, procedures, goals). 3. Develop a college/career readiness team a. Refine and implement individual student advising. b. Team to collaborate on developing a school-wide plan	Ongoing	CNA 1,2,3 SW 1,6,7	Mari Nakamura	x WSF x Title I ☐ Title II ☐ Title III x IDEA ☐ Homeless x CTE ☐ Other ☐ N/A	The following will be reviewed by our ART before the end of each quarter: CTE Enrollment 9th grade marks College/Career readiness plan

	to shift toward academies.
	4. Selected teachers will attend college/career readiness training/professional development/site visits
	    a. Research and determine a list of training/PD or sites where teachers can gain insight into College/Career Readiness activities
	5. Work with Counselors to develop a plan for College/Career Readiness prior to registration ('22-'23).
	    a. collaborate with College/Career Readiness Team to develop counseling plan for registration
	6. Develop a student CTE *completer (i.e., minimum 2 year course sequence in a pathway program of study)* expectation checklist/reflection form.
	    a. review student eligibility for CTE completer qualifications
	    b. discuss eligibility and course requirements with CTE dept members
	    c. College/Career Readiness Team to determine						

	student progress toward CTE 7. College/Career Readiness team will develop family engagement activities focused on college/career readiness.					

Hilo High School will implement an internal communication plan. By the end of 2022-2023, faculty meetings will be attended by 100% of staff.	An internal communication plan will include
	1. The administration will work with ART/EC to refine and implement a chain of command for the dissemination of information and distribute at the beginning of each school year.
	   a. This shall also include a clear explanation of the system and include roles, expectations, and protocols.
	2. An online calendar will be created and followed.
		Quarter 1	CNA 1
			
			SW 1
				Charlene Masuhara	x WSF
					☐ Title I
					☐ Title II
					☐ Title III
					☐ IDEA
					☐ Homeless
					☐ CTE
					☐ Other
					☐ N/A
						The following will be reviewed by ART after each semester:
						  Chain of Command Meeting schedule/online calendar
						  Faculty Meeting attendance sheets

| The chronic absenteeism rate will drop by 1% through the revision and implementation of the SEL plan. | PBIS team will be created to do the following:

1. PBIS team will meet to revise SEL plan.
   a. Plan will include intervention and incentive programs.
   b. Plan will include family engagement activities to support student achievement.
2. PBIS team will meet monthly to evaluate the effectiveness based on data.
   a. Monthly meetings will also include planning for SEL/PBIS activities (celebrations, interventions, HERO, etc.) | Ongoing | WASC 4

SW 1,7 | Data Coordinator | x WSF
x Title I
☐ Title II
☐ Title III
☐ IDEA
☐ Homeless
☐ CTE
x Other
☐ N/A | The following will be reviewed by our ART before the end of each quarter:
SEL Plan
Chronic Absenteeism data |

RECOMMENDATIONS
(To be completed by Complex Area)

Key Areas	Recommendations for Revision or Questions	Deadline

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