Hilo-Waiakea Complex
SY 2023 - 2024 Academic Plan

Hilo High School
556 Waianuenue Ave

Initial Academic Plan

Jasmine Urasaki Principal Name	Jasmine Urasaki Principal Signature	Date 3/24/2023
Esther Kanehailua CAS Name	CAS Signature	Date 3/24/23

Revised Academic Plan

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

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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** 1. HHS needs to collect, disaggregate, and report to all staff members quarterly data on grades, on-target for graduation data, behavior, and attendance by department, grade level, and academy. Department Heads will be responsible for collecting grade data by course.
CNA/RC 2 Commit to addressing student needs.	**WASC/CA 2** 2. HHS needs to reduce the number of schoolwide initiatives. With the shift to wall-to-wall academies next year, this is the first priority. Data teams that actually look at disaggregated student data and implement best practices based on that data needs to be the next priority.
CNA/RC 3 We need to create opportunities that are hands-on and support student strengths.	**WASC/CA 3** 3. In order to improve reading, writing, and math skills, Data Teams need to discuss quarterly data, identify teachers whose students perform best and identify instructional practices that result in increased student achievement and then implement these across the department or academy.

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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 Academies	✓	✓	✓
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.	✓	✓	✓

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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.
2. Heidi Pana	2.
3. Keala Ili	3.
4. VP3	4.
5. VP4	5.
6. Krystal Moore	6.
7. Ryan Nakasato	7.
8. CTE Coordinator	8.
9. RTI Coordinator	9.
10. Academy Lead	10.

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11. Academy Lead	11.
12. Academy Lead	12.
13. Academy Lead	13.
14. Academy Lead	14.
15. Academy Lead	15.
16. Academy Lead	16.
17. Academy Lead	17.
18. DH	18.
19. DH	19.
20. DH	20.
21. DH	21.
22. DH	22.

23. DH	23.
24. DH	24.
25. DH	25.
26. DH	26.
27. DH	27.
28. DH	28.
29. Charlene Masuhara	29.

HILO HIGH SCHOOL VISION AND MISSION • **WHERE DO WE WANT TO BE?** • **WHY DO WE EXIST?**	
Vision Statement	**Mission Statement**
Kulia I Ka Nu'u - 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)

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Goal 1: 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 2023-2024 1. Hilo High School will implement all Academies (Health & Human Services, Business & Natural Resources, and Construction & Design) 2. Data Team system will be refined and implemented. 3. RTI/MTSS will be refined and implemented.	1. SBA scores have declined in both ELA and Math. 2. 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%.

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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 implement all academies (Health & Human Services, Business & Natural Resources, and Construction & Design)	Implementation of Upper Academies 1. PD is provided for all Academy teachers. a. Rituals and Routines (i.e. Classroom norms, late work policy, Home communication plan, student planners). b. Priority Standards c. AVID Strategies d. Interdisciplinary Units e. PBL f. Tier 1 Interventions g. Student Advising (Course progression, graduation requirements, etc.) h. SEL/PBIS	Q 1-4	CNA 3 WASC 2	Academy Leads Ryan Nakasato	x WSF x Title I x Title II ☐ Title III ☐ IDEA ☐ Homeless x CTE ☐ Other ☐ N/A	Attendance Sheet of PD STAR 360 Scores SQS Results Panorama SEL SBA Scores Data Team CFA data

	2. Academies will have regularly scheduled meetings reflected on the calendar. 3. Technology accessible for all classes.					
Data Team system will be refined and implemented.	Data Team Process: use and analyze formative classroom data to address Math proficiency and decrease the ELA gap and change/adjust instruction. 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 to identify areas for RTI. 4. CFAs are aligned and accessible 5. Progress monitor effectiveness and fidelity of the data team implementation a. Data team lead will progress monitor implementation process. 6. Adjust or continue instruction based on progress monitoring data.	Q 1-4	CNA 2 WASC 1, 3	Academy Leads Ryan Nakasato	x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	Data Team CFAs and Meeting Minutes STAR 360 Scores SBA Scores

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RTI/MTSS will be refined and implemented.	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 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 instructional planning. a. RTI leads will monitor and disseminate relevant data. 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		SW 1, 6 CNA 2 WASC 1, 3	RTI Coordinator Academy Leads	x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	Data Team CFAs and Meeting Minutes STAR 360 Scores SBA Scores

	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. Academies will utilize RTI data to determine appropriate interventions for at-risk students. **Data analysis and decision making** 1. Develop HMTSS Team. The team meets 2x/a month and documents meetings using Google Docs. 2. Utilize the TFI process to monitor PBIS, RTI, MTSS implementation. 3. RTI coordinator presents relevant data to EC as it becomes available. **Service Delivery and**					

	Scheduling 1. Evaluate current understanding of RTI Tier 1 interventions school-wide 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.					

Goal 2: 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:**

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By the end of SY 2023-2024, 1. HHS will provide targeted professional development opportunities to all staff. 2. Teachers will horizontally align curricula to standards and GLOs.	1. To provide staff with support to increase student success. 2. To support teachers in ensuring all students receive the same rigorous curriculum and are able to be successful in future courses, through peer-to-peer feedback and sharing of resources.

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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**
HHS will provide targeted professional development for all staff	Staff will participate in ongoing professional development. 1. Develop a school-wide PD plan that addresses need-based PD a. 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, Academies, etc.)	Q 1-4	SW 6 CNA 1, 2 WASC 2, 3	Department Heads Krystal Moore	x WSF x Title I x Title II ☐ Title III ☐ IDEA ☐ Homeless x CTE ☐ Other ☐ N/A	PD Plan EC Meeting Minutes PD Tracking Induction and Mentoring

	b. Create a PD tracking system c. Create system for Post PD sharing i. reference binder/library/for PD materials/shared google folder. d. Beginning Teachers will participate in the Induction and Mentoring program.					
Teachers will horizontally align curricula to standards, GLOs, and HA.	Curricula will be horizontally aligned to standards, GLOs and HA. 1. Course cluster teachers meet to create common pacing, lesson plans, success criteria, and assessments. 2. Regular meeting times will be built into the school schedule. 3. Teachers deliver instruction according to pacing guide. 4. Teachers will diary map (noting adjustments) to pacing.	Q4 (2022-2023) Q1	CNA 1 WASC 2	DHs Krystal Moore	x WSF ☐ Title I x Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE ☐ Other ☐ N/A	Pacing Guide Success Criteria Calendar

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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:
By the end of SY 2023-2024, 1. All students will participate in College/Career Readiness Plan. 2. The school climate will improve. 3. The SEL/PBIS plan will be revised and implemented.	1. Students depend on counselors and STARS advisory classes for career counseling. There is a need for focused postsecondary advising for all students. 2. The CNA and WASC have identified need and growth areas related to communication. The climate survey also identified a need for improvement. 3. The chronic absentee rate has gone up.

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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**
All students will be college/career ready.	Successful implementation of academies will include college career readiness. 1. Develop a college/career readiness team (counselors, non-lead academy teacher) a. Refine and implement individual student advising. 2. The college/career readiness team trained in post-secondary advising. 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	Q 2-3	SW 6 CNA 2,3 WASC 1	Counseling DH CTE DH CTE Coordinator	x WSF x Title I ☐ Title II x Title III ☐ IDEA ☐ Homeless x CTE ☐ Other ☐ N/A	CTE Completer Rate College Readiness Data

	b. discuss eligibility and course requirements with all academy teachers. 7. College/Career Readiness team will develop family engagement activities focused on college/career readiness.					
The school climate will improve	Communication Plan 1. The administration will work with EC to refine and implement a chain of command for the dissemination of information and distribution at the beginning of each school year. a. This shall also include a clear explanation of school systems and include roles, expectations, and protocols. 2. An online calendar will be created and followed. Staff SEL Plan 1. 100% of teachers will participate in the School Quality Survey. 2. EC will plan and implement a team	Q 1-4	SW 2 CNA1 WASC 2	Admin Academy Leads DHs	x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE x Other ☐ N/A	CB Calendar Meeting Schedule Decision Making Flow Chart SQS staff participation SQS/SEL staff results

	bonding activity each semester. 3. EC will work on planning at least one potluck get-together where each academy will be in charge of certain items.					
The SEL/PBIS plan will be revised and implemented.	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.)	Q 2	CNA 2 WASC 2	Charlene Masuhara	x WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA ☐ Homeless ☐ CTE x Other ☐ N/A	SEL Plan Chronic Absenteeism data

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RECOMMENDATIONS
(To be completed by Complex Area)

Key Areas	Recommendations for Revision or Questions	Deadline