

OVERARCHING SCHOOL GOAL: By 2020, John Handley High School will increase the number of students receiving an advanced or standard diploma as indicated by the Graduation Composite Index of 95 points.

STRAND I: TEACHING FOR LEARNING						
1	ENGLISH LANGUAGE ARTS (ELA)			2	MATHEMATICS	
	SMART Goal(s): By June 2020, the number of EL students meeting the SOL benchmark will increase by 15%.				SMART Goal(s): By June 2020, the number of black students meeting the SOL benchmark will increase by 10%.	
	By June 2020, the number of Economically Disadvantaged students meeting the SOL benchmark will increase by 5%.				By June 2020, the number of Economically Disadvantaged students meeting the SOL benchmark will increase by 5%.	
	By June 2020, the number of Hispanic students meeting the SOL benchmark will increase by 5%.				By June 2020, the number of EL students meeting the SOL benchmark will increase by 10%	
	By June 2020, the number of SWD students meeting the SOL benchmark will increase by 25%.				By June 2020, the number of SWD students meeting the SOL benchmark will increase by 25%.	
5 Other (specify):			SMART Goal(s):			
ACTION PLAN						
1. Essential Action/Research-Based Strategy:						
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps		Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
ELA	Implement an aligned written, tested, and taught curriculum, with clear objectives, and monitored through the observation cycle.		Instructional Specialist Instructional Coach	Aug- March	Lesson plans, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment.	Principal, Director of Secondary Instruction Weekly
ELA	Support for PLCs in the creation of curriculum units using the UBD format		Instructional Specialist	August 2017- June 2020	Curriculum guides	Principal, Director of Curriculum and Instruction Weekly
ELA	The instructional coach will provide instructional support in classrooms and with curriculum through the PLC process.		Instructional Coach	Aug- May	PLC meeting minutes, Coach/teacher contact data	Principal, Director of Curriculum and Instruction Weekly
ELA	Teachers will receive “Frame the Learning” professional development		Instructional Specialist;	Aug-March	Lesson plans; walk throughs; observation reports	Principal; Assistant principals



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		Instructional Coach			
2. Essential Action/Research-Based Strategy:					
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Math	Implement a vertically aligned written, tested, and taught curriculum, with clear objectives, and monitored through the observation cycle.	Instructional Specialist Instructional Coach	Aug- March	Lesson plans, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment.	Principal, Director of Secondary Instruction Weekly
Math	Support for PLCs in the creation of curriculum units using the UBD format	Instructional Specialist	Aug- March	Curriculum guides	Principal, Director of Curriculum and Instruction Weekly
Math	The instructional coach will provide instructional support in classrooms and with curriculum through the PLC process.	Instructional Coach	Aug- May	PLC meeting minutes, Coach/teacher contact data	Principal, Director of Curriculum and Instruction Weekly
Math <i>*Insert more rows as needed</i>	Teachers will receive “Frame the Learning” professional development	Instructional Specialist; Instructional Coach	Aug-March	Lesson plans; walk throughs; observation reports	Principal; Assistant principals
STRAND II: SCHOOL ENVIRONMENT					
6	Leadership and Governance		7	Commitment to Professional Learning	
	SMART Goal(s): By June 2020, John Handley High School will have an SOL participation rate of 95% or higher.			SMART Goal(s): By June 2020 the Feedback and Coaching Panorama indicator for teachers will increase from 24% to 60% favorability.	
8	Safe and Orderly Environments		9	Family and Community Engagement	
	SMART Goal(s): By June 2020, the Office Discipline Referrals will be reduced by 25% as measured by the division discipline report.			SMART Goal(s): By June 2020, the School Belonging Panorama indicator for students will increase from 29% to 60% favorability.	
Other (specify):	(i.e. chronic absenteeism)		SMART Goal(s):By June 2020, the percent of students missing 10% or more of the school year will be reduced by 15% or less.		



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ACTION PLAN					
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Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
LAG	Implement revised process for identification of the Student Select Tests.	Director of Counseling Principal	Jan-May 2020	JHHS Testing protocols, Testing Change sheet, student testing rosters, students' Academic and Career Plan/SOL participation rate	Principal Division Director of Testing Weekly
LAG	The Site Testing Coordinator (STC) and counseling department will regularly communicate to ensure accurate student rosters for testing.	Director of Counseling STC Principal	Jan-May 2020	Student testing rosters, meeting minutes, Testing Change sheet/SOL participation rate	Principal Division Director of Testing Weekly
LAG	The counseling department will inform the STC regarding possible schedule changes and prevent changes to students' schedules wherein SOL courses are dropped.	Director of Counseling STC Principal	Jan-May 2020	Schedule change protocol, meeting minutes, PowerSchool log entries, student testing rosters, Testing Change sheet/SOL participation rate	Principal Division Director of Testing Weekly
LAG	Analyze and scrub student testing rosters to ensure that students with disabilities are enrolled in appropriate courses and tested accordingly.	Director of Counseling STC Principal	Jan-May 2020	IEPs, student testing rosters, yearly fall testing meeting agenda and minutes/SOL participation rate	Principal Division Director of Testing Weekly
3. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
8	Implement Positive Behavior Interventions and Supports System school wide	Principal, Assistant Principals, PBIS Lead	Aug- March	Posted expectations, SWIS data, minutes from PBIS team meeting, Observation Reports, Referrals, Professional Development agendas	PBIS Lead, Principal Weekly
8	Implement Tier 2 strategies	Principal, Assistant	Aug- March	Reduction in referrals	PBIS Lead, Principal Weekly



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		Principals, PBIS Lead			
8	Restructure alternative education program	Alternative Education Administrator	Aug- March	Reduction in time that students are placed; academic/discipline data for returning students; reduced recidivism	Alternative Ed Administrator, Director of Secondary, Principal Monthly
4. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
9	Adding “Belonging” topics/strategies to Pride Time discussions/lessons	Principal Assistant Principals Counselors Pride Time teachers	Aug- March	Panorama Survey	Principal Weekly
9	Implement Student Equity Team	Equity Specialist	Aug- March	Specialist’s report	Principal Weekly
9	Implement Deep Equity Dialogues	Director of Secondary Instruction; Equity Trainers	Aug- March	Panorama Survey	Director of Secondary Instruction
5. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
10	Revise process of attendance collection	Principal Assistant Principals Attendance Lead	Aug- March	Attendance data	Principal/Monthly Weekly



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	Revise tardy to school process	Principal Assistant Principals	August 2019	Tardy data	Principal/Monthly
	Implement Off Site Restriction program to replace most out of school suspensions	Principal Assistant Principals	Aug- March	Discipline Report	Principal/Quarterly
	Implement WITH program for students struggling in individual classes	Principal Assistant Principals Academic Coach	Aug- March	WITH attendance/Grades	Principal/Quarterly

