

OVERARCHING SCHOOL GOAL: By 2022, John Handley High School will decrease the dropout rate from 7.1% (Level I) to 5.0% (Level II).

STRAND I: TEACHING FOR LEARNING						
1	DOMAIN: English Language Arts			2	DOMAIN: Mathematics	
	SMART Goal(s): By the end of the 2021-2022 school year, SOL scores in reading and writing will increase by 50% for English Learners and Students with Disabilities: <ol style="list-style-type: none"> a. Reading: EL from 24% passing to 36% passing b. Reading: SPED from 41% passing to 61% passing c. Writing: EL from 22% passing to 33% passing d. Writing: SPED from 38% to 57% passing 				SMART Goal(s): By the end of the 2021-2022 school year, SOL scores in mathematics will increase to the state average for English Learners and Students with Disabilities: <ol style="list-style-type: none"> a. EL from 81% passing to 85% passing b. SPED from 64% passing to 70% passing 	
5 Other (specify):						SMART Goal(s):
ACTION PLAN						
1. Essential Action/Research-Based Strategy:						
Implement an aligned written, tested, and taught ELA curriculum with clear objectives.						
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	Conduct frequent formal and informal observations in core content areas	School Administration and Coaches	August 2021-June 2022	Lesson plans, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment and differentiation. Lesson plans, observation reports	School Administration, Director of Secondary Instruction will monitor quarterly	
ELA	Implement professional development for a universal reading screener to identify students who are reading two or more grade levels below their academic grade.	Instructional Specialist and Instructional Coach	August 2021-June 2022	Research evidence based programs and summarize the program in a report	School Administration, Instructional Specialist will monitor quarterly and report to Principal and Director of Secondary Instruction	

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ELA	Implement a remediation plan for students reading two grade levels below their current academic grade on a continual and targeted (pre-SOL) basis.	Instructional Specialist and Instructional Coach	August 2021-June 2022	Lesson Plans, Observation reports, Meeting minutes, PD resources, targeted observations in Reading Classes	School Administration, Instructional Specialist will monitor quarterly and report to Principal and Director of Secondary Instruction
ELA	Explore hiring a Interventionist(s) for JHHS to implement, monitor, and maintain reading intervention programs.	Principal	August 2021-June 2022	Explore hiring of a Reading Specialist with experience working with our targeted population	Principal will monitor quarterly and report to Secondary Director
ELA	Support PLCs in updating curriculum units using the UBD format and focusing on differentiation for targeted population	Instructional Specialist and Instructional Coach	August 2021-June 2022	Curriculum guides, PLC agendas	Instructional Specialist will monitor quarterly and report to Principal and Director of Secondary Instruction
<p>1. Essential Action/Research-Based Strategy: Implement an aligned written, tested, and taught ELA curriculum with clear objectives.</p>					
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	Create MTSS team and determine how it will interact with the ELA department and make referrals	School Administration, MTSS Coach and Interventionist	August 2021-June 2022	Students making adequate yearly progress in MATH courses; course selection documents	Admin and MTSS will monitor quarterly and report to Principal

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ELA	Interventionist will refer data and referrals and meet with PLCs	School Administration, Success Teams and MTSS Coach	August 2021-June 2022	lesson plans, PLC meeting minutes, Remediation plans	School Administration will monitor quarterly and report to Principal
ELA	Implementation of MTSS	School Administration and MTSS Coach and Interventionist	August 2021-June 2022	Form Teams and Action Plan	School Principal will monitor quarterly and report to Secondary Director

2. Essential Action/Research-Based Strategy:
Implement an aligned written, tested, and taught curriculum with clear objectives.

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
MATH	Ensure appropriate placement of students in courses and/or groups to ensure academic success.	Principal SPED and ESOL department chairs Counseling Dept.	August 2021-June 2022	Students making adequate yearly progress in MATH courses; course selection documents and teacher record sheet	Counseling Director will monitor quarterly and report to Principal
MATH	Targeted remediation prior to EOC testing.	teachers, RTI teachers	August 2021-June 2022	lesson plans, PLC meeting minutes, Remediation plan, Twilight School	School Administration will monitor quarterly and report to Principal

2. Essential Action/Research-Based Strategy:
Implement MTSS

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MATH	Create and Implement MTSS team and determine how it will interact with the Math department and make referrals	School Administration, MTSS Coach and Interventionist	August 2021-June 2022	MTSS structure and action plan; Students making adequate yearly progress in MATH courses; course selection documents	Counseling Director will monitor quarterly and report to Principal
MATH	Interventionist will refer data and referrals and meet with PLCs	School Administration, MTSS Coach and Interventionist	August 2021-June 2022	lesson plans, PLC meeting minutes, Remediation plan	School Administration will monitor quarterly and report to Principal

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STRAND II: SCHOOL ENVIRONMENT

6	Leadership and Governance	7	Commitment to Professional Learning
	SMART Goal(s): By 2021, John Handley High School will decrease the chronic absenteeism rate from 22.8% (Level I) to 15.0% (Level II).		SMART Goal(s): By the end of the 2021-2022 school year, John Handley High School faculty will report a 16% increase in overall satisfaction of professional learning opportunities and experiences. This will bring JHHS satisfaction up to the division-wide average of 48% as reported by the Spring 2022 Staff Panorama Survey.
8	Safe and Orderly Environments	9	Family and Community Engagement
	SMART Goal(s): By the end of the 2021-2022 school year, the number of discipline referrals will decrease by 20% for all students with a focus on eliminating disproportionality in referrals and sanctions.		SMART Goal(s): By the end of the 2021-2022 school year, the School Belonging Panorama favorability indicator for students will increase by 15%.

Other (specify): _____ **SMART Goal(s):** _____

ACTION PLAN

6. Essential Action/Research-Based Strategy: Implement MTSS as a strategy to improve our Chronic Absenteeism

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6	Frequent meetings between the Counseling Dept, Success Team and Leadership Team to review student cohort data.	School Administration, Counseling Director, MTSS Coach, Interventionist and Registrar	August 2021-June 2022	Leadership Agenda, Cohort Data	Principal will monitor quarterly and report to Secondary Director

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6	Continued implementation of Success Teams to monitor student attendance and intervene when necessary.	Social workers, Assistant Principals, MTSS, Interventionist School counselors	August 2021-June 2022	Meeting agendas and minutes	Principal will monitor quarterly and report to Secondary Director
6	Implementation of MTSS	School Administration and MTSS Coach	August 2021-June 2022	Form Teams and Action Plan	School Principal will monitor quarterly and report to Secondary Director
6	Clearly communicate expectations for student attendance with students and families.	Administration, Success Teams and Interventionist	August 2021-June 2022	School Letters, Announcements, email communication and Social Media Posts	Principal will monitor quarterly and report to the Secondary Director
6	Increase attendance accuracy and accountability by having weekly reviews of attendance data	Attendance Clerk, Social Workers, Counselor, School Administration	August 2021-June 2022	Attendance Data Meetings with Leadership Team Attendance reports	Attendance Clerk will monitor quarterly and report to Principal

7. Essential Action/Research-Based Strategy: Provide teachers with content-specific professional development opportunities so that they can provide students with meaningful, relevant, and authentic learning experiences.

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7	Each CTE teacher will attend at least one industry-related training session or course related to their content area.	Instructional Coach and Instructional Specialist	August 2021-June 2022	Certificate of attendance and/or attendance verification email.	Instructional Specialist will monitor quarterly and report to Principal and CTE Director

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7	Provide biology and environmental science teachers with training on how to guide students in applying their learning in meaningful, relevant and authentic ways.	Instructional Coach and Instructional Specialist	August 2021-June 2022	Classroom observations, PLC's, Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director
7	Provide training Frame the Learning training for teachers	Instructional Coach and Instructional Specialist	August 2021-June 2022	Classroom observations, PLC's , Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director
7	Provide Empowered Learning for teachers	Instructional Coach and Instructional Specialist	August 2021-June 2022	Classroom observations, PLC's , Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director
7	Provide SIOP Training for teachers	Instructional Coach and Instructional Specialist	August 2021-June 2022	Classroom observations, PLC's , Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director
7	Provide Specialized Instruction training for teachers	Instructional Coach and Instructional Specialist	August 2021-June 2022	Classroom observations, PLC's , Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director

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7	Implement Lexia Program	Instructional Coach, Instructional Specialist, School Administration and Literacy Team	August 2021-June 2022	Classroom observations, PLC's , Professional Development Opportunities	Instructional Specialist will monitor quarterly and report to Principal and Secondary Director
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8. Essential Action/Research-Based Strategy: Continue to employ Positive Behavioral Interventions and Supports (PBIS) Tier 1 and Tier 2 practices and systems to establish a foundation of regular, proactive support while preventing unwanted behaviors (PBIS.org).

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8	All teachers will participate in continuous training on Tier 1 PBIS instructional strategies including 4 to 1 and Opportunity to Respond strategies.	Instructional Coach PBIS team School Administration	August 2021-June 2022	Documentation of completion of PD with MTSS coach and Student Services Coordinator	Instructional Coach will monitor quarterly and report to the Principal
8	PBIS Team will continue to collect and analyze data using the system. The PBIS team will reflect on results and adjust practices as necessary.	PBIS team School Administration	August 2021-June 2022	PBIS agendas and reports	School administration will monitor quarterly and report to the Principal
8	Form an Equity Team to work with Equity Coordinator. The Equity Team will review discipline data with regards to proportionality of referrals and sanctions. Teachers will participate in professional development that focuses on equity and culturally relevant practices.	Equity Coordinator, School Equity Team	August 2021-June 2022	Quarterly school data, monthly meeting agendas and minutes, and Equity Panorama survey data.	Equity coordinator will monitor quarterly and report to the Principal

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8	Implementation of MTSS	School Administration and MTSS Coach	August 2021-June 2022	Form Teams and Action Plan	School Principal will monitor quarterly and report to Secondary Director
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9. Essential Action/Research-Based Strategy: Build positive, healthy relationships between students, staff members and the community.

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9	Increase sense of belonging among students by encouraging participation in extracurricular activities.	DSA, Assistant DSA, Club Sponsors, Class Sponsors, PBIS Team, Counseling Department	August 2021-2022	membership/participation data, school climate data	DSA, School Administration will monitor quarterly and report to Principal
9	Start an Each One Reach One program to build positive relationships between students and staff.	Counseling Office	August 2021-June 2022	documentation log, survey	Counseling Director will monitor quarterly and report to Principal
9	Create opportunities for building staff relationships and engagement	Social Committee	August 2021-June 2022	Staff social calendar; Handley Family Picnic, Retirement luncheon, Celebration of years of service; Team Building activities	
9	Increase displays of student work and school spirit in the building	DSA, Teachers, Club Sponsors	August 2021-June 2022	Install areas for student work to be displayed throughout the school year	DSA will monitor quarterly and report to Principal