

OVERARCHING SCHOOL GOAL: By 2024, John Handley High School will decrease Chronic Absenteeism from 27.26%(Level III) to 20% (Level II).

STRAND I: TEACHING FOR LEARNING						
1	DOMAIN: SCIENCE SMART Goal(s): By the end of the 2023-24 school year, Biology SOL scores at John Handley High School will increase to 70% By the end of the 2023-2024 school year, Black student performance in Biology will increase to 70% By end of the 2023-2024 school year, Multi-racial student performance in Biology will increase to 70% By the end of the 2023-2024 school year, Hispanic student performance in Biology will increase to 70% By the end of the 2023-2024 school year, Students with disabilities student performance in Biology will increase to 60% By the end of the 2023-2024 school year, English Learners performance in Biology will increase to 40%			2	DOMAIN: Math SMART Goal(s): By end of the 2023-2024 school year, Multi-racial student performance in Algebra 1 will increase to 70% By the end of the 2023-2024 school year, Students with disabilities performance in Algebra 1 will increase to 60%	
	5 Other (specify):				SMART Goal(s): English By the end of the 2023-24 school year, SOL scores in English will increase for English Learners and Students with Disabilities: a. EL from 54% passing to 70% passing. b. SPED from 39% passing to 60% passing.	
ACTION PLAN						
1. Essential Action/Research-Based Strategy: Implement an aligned written, tested, and taught SCIENCE 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	
SCIENCE	Monitor implementation of an aligned written, tested, and taught curriculum, with clear, student friendly objectives with a focus on differentiation for our targeted populations (SWD, EL, Black, Hispanic and Economically Disadvantaged) through the observation/walkthrough cycle.	School Administration Instructional Supervisor Instructional Coach	August 2023- June 2024	Lesson plans, walkthrough reports, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment and differentiation.	Principal/ Weekly	

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SCIENCE	Support PLCs in updating curriculum units using the UBD format and focusing on differentiation	Instructional Supervisor Instructional Coach	Quarterly August 2023- June 2024	Curriculum guides	Instructional Supervisor will monitor quarterly and report to Principal, Executive Director of Instruction
SCIENCE	Co- Teaching of PLC structure to ensure curriculum alignment	School Administration, Instructional Coach, and MCL	August 2023- June 2024	PLC Agendas, MCL Schedule, Meeting Minutes from 1:1 with MCL/admin and MCL/IC	Principal will update Executive Director of Instruction
SCIENCE	Targeted observations in Biology classes for the purpose of impact of instruction on subgroups	School Administration	August 2023- June 2024	Observation Schedule	School Administration will monitor quarterly and report to Principal
SCIENCE	Implement strategic instruction and resources for targeted students	MCL, classroom teacher	Monthly August 2023- June 2024	Intervention Request Documentation, Progress Monitoring Data, discipline and attendance data and records	School Administration, Executive Director of Instruction, Instructional Supervisor, Instructional Coach
SCIENCE	Create an targeted intervention plan	School Administration, MCL, Instructional Coach	August 2023-2024	PLC Agendas, PLC meetings, MCL Meetings	Principal will update Executive Director of Instruction
SCIENCE	Implement an assessment and data procedure	School Administration, Instructional Coach	August 2023-2024	PLC Agendas, Assessment Schedule	School Administration will monitor and update the Principal quarterly
2. Essential Action/Research-Based Strategy: Continue implementation of MTSS					
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
SCIENCE	Continue to sustain a Success team and determine Tier 2 and Tier 3 teams and determine how it will interact with the SCIENCE department and make referrals	School Administration,	August 2023-June 2024		Principal will update Executive Director of Instruction

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		MTSS Coach and Interventionist		MTSS structure and action plan; students making adequate yearly progress in SCIENCE courses; course selection documents	
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ACTION PLAN

1. Essential Action/Research-Based Strategy:
Implement an aligned written, tested, and taught MATH 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	Monitor implementation of an aligned written, tested, and taught curriculum, with clear, student friendly objectives with a focus on differentiation for our targeted populations (Multiracial and SWD) through the observation/walkthrough cycle.	School Administration Instructional Supervisor Instructional Coach	August 2023- June 2024	Lesson plans, walkthrough reports, observation reports, meeting minutes, PD resources, targeted observations on curriculum alignment and differentiation.	Principal/ Weekly
Math	Support PLCs in updating curriculum units using the UBD format and focusing on differentiation	Instructional Supervisor Instructional Coach	Quarterly August 2023- June 2024	Curriculum guides	Instructional Supervisor will monitor quarterly and report to Principal and the Executive Director of Instruction
Math	Co- Teaching of PLC structure to ensure curriculum alignment	School Administration, Instructional Coach and MCL	August 2023-June 2024	PLC Agendas, MCL Schedule	Principal will update the Executive Director of Instruction
Math	Targeted observations in math classes for the purpose of impact of instruction on subgroups	School Administration	August 2023-June 2024	Observation Schedule	School Administration will monitor quarterly and report to Principal
Math	Implement strategic instruction and resources for targeted students	MTSS Team, classroom teacher	Monthly August 2023- June 2024	Intervention Request Documentation, Progress Monitoring Data, discipline and attendance data and records	School Administration, Executive Director of Instruction, Instructional Supervisor, Instructional Coach

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Math	Create an targeted intervention plan	School Administration, MCL, Instructional Coach	August 2023-2024	PLC Agendas, PLC meetings, MCL Meeting	Principal will update the Executive Director of Instruction
Math	Implement assessment and data procedure	School Administration, Instructional Coach	August 2023-2024	PLC Agendas, Assessment Schedule	School Administration will monitor and update the Principal quarterly
2. Essential Action/Research-Based Strategy: Continue implementation of MTSS					
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	Continue to sustain a Success team and determine Tier 2 and Tier 3 teams and determine how it will interact with the MATH department and make referrals	School Administration, MTSS team and Interventionist	August 2023-June 2024	MTSS structure and action plan; Students making adequate yearly progress in MATH courses; course selection documents	Principal will update the Executive Director of Instruction
Math	Interventionist will analyze data and referrals and meet with PLCs	School Administration, MCL, Instructional Coach	August 2022-June 2023	Lesson plans, PLC meeting minutes, Remediation plan	School Administration will monitor quarterly and report to Principal

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ACTION PLAN

1. Essential Action/Research-Based Strategy:

implement an aligned written, tested, and taught English 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
English	Monitor implementation of an aligned written, tested, and taught curriculum, with clear, student friendly objectives with a focus on differentiation for our targeted populations(EL and SPED) through the observation/walkthrough cycle.	School Administration, Instructional Supervisor, Instructional Coach	August 2023-June 2024	Lesson plans, walkthrough reports, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment and differentiation.	Principal/ Weekly
English	Support PLCs in updating curriculum units using the UBD format and focusing on differentiation	Instructional Supervisor, Instructional Coach	Quarterly August 2023-June 2024	Curriculum guides	Instructional Supervisor will monitor quarterly and report to Principal, Executive Director of Instruction
English	Co- Teaching of PLC structure to ensure curriculum alignment	School Administration, Instructional Coach, and MCL	August 2023-June 2024	PLC Agendas, MCL Schedule	Principal will update the Executive Director of Instruction
English	Targeted observations in English classes for the purpose of impact of instruction on subgroups	School Administration	August 2023-June 2024	Observation Schedule	School Administration will monitor quarterly and report to Principal

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English	Implement strategic instruction and resources for targeted students	MTSS Team, MCL, classroom teacher	Monthly August 2023- June 2024	Intervention Request Documentation, Progress Monitoring Data, discipline and attendance data and records	School Administration, Executive Director of Instruction, Instructional Supervisor, Instructional Coach
English	Create an targeted intervention plan	School Administration, MCL, Instructional Coach	August 2023-2024	PLC Agendas, PLC meetings, MCL Meeting	Principal will update the Executive Director of Instruction
English	Implement the data and assessment procedure	School Administration, Instructional Coach, MCL	August 2023-2024	PLC Agendas, Assessment Schedule	School Administration will monitor and update the Principal quarterly
2. Essential Action/Research-Based Strategy: Continue implementation of MTSS					
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
English	Continue to sustain Success team and determine Tier 2 and Tier 3 teams and determine how it will interact with the ENGLISH department and make referrals	School Administration, MTSS team and Interventionist	August 2023-June 2024	MTSS structure and action plan; Students making adequate yearly progress in ENGLISH courses; course selection documents	Principal will update the Executive Director of Instruction
English	Interventionist will analyze data and referrals and meet with PLCs	School Administration, MTSS team and Interventionist	August 2022-June 2023	lesson plans, PLC meeting minutes, Remediation plan	School Administration will monitor quarterly and report to Principal

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STRAND II: SCHOOL ENVIRONMENT

Leadership and Governance		6	SMART Goal(s): By 2024, John Handley High School will decrease the chronic absenteeism rate from 27.26% (Level III) to 20.0% (Level II).	7	Commitment to Professional Learning		
By 2024, John Handley High School will increase it's SOL participation rate in all sub groups to 95%			SMART Goal(s): By the end of the 2023-2024 school year, John Handley High School faculty will report, in a school-based survey, a 5% increase in overall satisfaction of professional learning opportunities and experiences. This will exceed last year's Panorama Survey of 48% as reported by the Spring 2023 staff Panorama Survey.				
By 2024, John Handley High School will decrease the dropout rate for Students with Disabilities		8	Safe and Orderly Environments		9	Family and Community Engagement	
SMART Goal(s): By the end of the 2023-2024 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 2023-2024 school year, the School Safety Panorama favorability indicator for teachers will increase from 42% to 50%				
Other (specify):		SMART Goal(s):					

ACTION PLAN

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

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
6	Frequent meetings between the Counseling Dept, Success Team and Leadership Team to review student attendance data and work with students to prevent dropping out of school.	School Administration, Counseling Director, MTSS team, Interventionist and Registrar	August 2023-June 2024	Leadership Agenda, Cohort Data	Principal will monitor quarterly and report to the Executive Director of Instruction

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6	Continued implementation of Success Teams to monitor student attendance and intervene when necessary.	Social workers, Assistant Principals, MTSS team, Interventionist School counselors	August 2023-June 2024	Meeting agendas and minutes	Principal will monitor quarterly and report to the Executive Director of Instruction
6	Continue to implement MTSS through Success Teams	School Administration and MTSS team	August 2024-June 2024	Focus on Tier 2 and Tier 3	School Principal will monitor quarterly and report to the Executive Director of Instruction
6	Clearly communicate expectations for student attendance with students and families.	Administration, Success Teams & Interventionist	August 2023-June 2024	School Letters, Announcements, email communication and Social Media Posts	Principal will monitor quarterly and report to the Executive Director of Instruction
6	Increase attendance accuracy and accountability by having weekly reviews of attendance data	Attendance Clerk, Social Workers, Counselor, School Administration	August 2023-June 2024	Attendance Data Meetings with Leadership Team Attendance reports	Attendance Clerk will monitor quarterly and report to Principal
6	Communication with families by multiple modes to increase testing participation, additional phone calls for makeup testing and increase success team intervention for absent students	STC and Success Teams	August 2023-June 2024	Success Team Meetings with STC during testing window	STC will monitor during testing window and report to Principal

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7. Essential Action/Research-Based Strategy: Provide teachers with meaningful professional development opportunities so that they can provide students with meaningful, relevant, and authentic learning experiences.					
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7	Provide ongoing teacher training that focuses on meeting the needs of subgroups	Instructional Coach and Instructional Supervisors	August 2023-June 2024	Monthly Professional Development Sessions (grading norms, resources, scaffolding, student engagement, literacy, student mental health, project based learning, culturally responsive teaching), Classroom observations & walkthroughs, PLC specific sessions, Professional Development Opportunities, monthly newsletter	School Administration and Instructional Coach will monitor quarterly and report to Principal and Executive Director of Instruction
7	Provide Framing the Learning training for teachers	Instructional Coach and Instructional Supervisor	August 2023-June 2024	Classroom observations & walkthroughs, PLC Specific Sessions, Preservice FTL Sessions (1 for novice, 1 for veteran), 1:1 sessions with the Instructional Coach as needed	Instructional Supervisor will monitor quarterly and report to Principal and the Executive Director of Instruction
7	Provide meaningful Professional Development to teachers.	Instructional Coach and Assistant Principal	August 2024-June 2024	Monthly Professional Development Sessions (grading norms, resources, scaffolding, student engagement, literacy, student mental health, project based learning, culturally responsive teaching), Classroom observations & walkthroughs, PLC specific sessions, monthly newsletter In an in-house survey, teachers will report 55% or more overall positive satisfaction with JHHS based PD sessions. Last year, teachers reported 51%	Instructional Coach will monitor quarterly and report to Principal

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				overall positive satisfaction with PD in the Panorama survey.	
7	Provide and model student engagement strategies	Instructional Coach and Instructional Supervisor	August 2023-June 2024	Monthly Professional Development Sessions (grading norms, resources, scaffolding, student engagement, literacy, student mental health, project based learning, culturally responsive teaching), Classroom observations & walkthroughs, PLC specific sessions, monthly newsletter	Instructional Supervisor will monitor quarterly and report to Principal and the Executive Director of Instruction
7	Provide Culturally Responsive Instruction training to teachers	Instructional Coach and Instructional Supervisor	August 2023-June 2024	Monthly Professional Development Sessions (grading norms, resources, scaffolding, project based learning, culturally responsive teaching), Classroom observations & walkthroughs, PLC specific sessions, monthly newsletter	Instructional Supervisor will monitor quarterly and report to Principal and the Executive Director of Instruction
7	Provide Science Department with opportunities to attend external professional development opportunities	Instructional Coach, Instructional Supervisor, Department Chair, Science MCL	August 2023-June 2024	Professional Development plans, conference agendas	Instructional Supervisor will monitor quarterly and report to Principal and the Executive Director of Instruction
7	Provide professional development to teachers for implementing Tier 2 PBIS strategies schoolwide	School Quality Team	Weekly August 2023-June 2024	Professional Development plans, Google slides, meeting minutes	Principal, Assistant Principals will monitor quarterly
<p>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).</p>					
<p>Focus Area [Domain(s)/Student Group(s)]</p>	<p>Action Steps</p>	<p>Person(s) Responsible for Implementation</p>	<p>Timeframe (Beginning to End Dates)</p>	<p>Evidence of Progress/Completion (Artifacts required)</p>	<p>Person(s) Responsible for Monitoring and Frequency</p>

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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 2023-June 2024	Documentation of completion of PD with MTSS team and Student Services Director	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 2023-June 2024	PBIS agendas and reports	School administration will monitor quarterly and report to the Principal
8	Equity Team will participate in culturally responsive practices with a focus of sustaining a student equity team.	Equity & Family Empowerment Coordinator, School Equity Team	August 2023-June 2024	Quarterly school data, monthly meeting agendas and minutes, professional learning evaluation outcomes, and Panorama Bi-Annual Equity & Inclusion survey data.	Equity & Family Empowerment Coordinator will monitor quarterly and report to the Principal
8	Continue to sustain our MTSS model	School Administration and MTSS team	August 2023-June 2024	Documentation and minutes from meetings	School Principal will monitor quarterly and report to Executive Director of Instruction

9. Essential Action/Research-Based Strategy: Build positive, healthy relationships between students, staff members and the community.

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9	Increase a sense of belonging among students by encouraging participation in school opportunities	DSA, Assistant DSA, Club Sponsors, Class Sponsors, PBIS Team, Counseling Department	August 2023-June 2024	membership/participation data, school climate data	DSA, School Administration will monitor quarterly and report to Principal

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9	Implement Restorative Circles to increase healthy relationships with students and staff in our school	MTSS Team	August 2023-June 2023	agendas, data sheet	Counseling Director will monitor quarterly and report to Principal
9	Create opportunities for building staff relationships and engagement	Social Committee	August 2022-June 2023	Staff social calendar; Handley Family Picnic, Retirement luncheon, Celebration of years of service; Team Building activities	Social Committee will monitor quarterly and report to Principal
9	Increase displays of student work and school spirit in the building	DSA, Teachers, Club Sponsors	August 2022-June 2023	Install areas for student work to be displayed throughout the school year	DSA will monitor quarterly and report to Principal