

# NEHS Schoolwide Title I Improvement/Accountability Plan

## Improvement/Accountability Plan

Focus of Plan (check the appropriate box): <input type="checkbox"/> LEA <input checked="" type="checkbox"/> School or Charter	Name of LEA: Kansas City Public Schools  Name of School or Charter: Northeast High School	Check if appropriate <input checked="" type="checkbox"/> Comprehensive School ***Requires a Regional School Improvement Team <input type="checkbox"/> Targeted School <input type="checkbox"/> Targeted School <input type="checkbox"/> At-Risk <input type="checkbox"/> Other
Date: May 08, 2019		
<b>Purpose: To develop a plan for improving the top 3 needs identified in the needs assessment.</b>		
One plan may meet the needs of a number of different programs. Please check all that apply.		
<input checked="" type="checkbox"/> Title I.A School Improvement <input type="checkbox"/> Title I.C Education of Migratory Children <input checked="" type="checkbox"/> Title I.D Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent or At-Risk <input type="checkbox"/> Title II.A Language Instruction for English Learners and Immigrant Children <input type="checkbox"/> Title IV 21 <sup>st</sup> Century Schools <input type="checkbox"/> Title V Flexibility and Accountability <input type="checkbox"/> Individuals with Disability Education Act <input type="checkbox"/> Rehabilitation Act of 1973 <input type="checkbox"/> Carl D. Perkins Career and Technical Education Act <input type="checkbox"/> Workforce Innovation and Opportunities Act <input type="checkbox"/> Head Start Act <input checked="" type="checkbox"/> McKinney Vento Homeless Assistance Act <input type="checkbox"/> Adult Education and Family Literacy Act <input checked="" type="checkbox"/> MSIP <input type="checkbox"/> Other State and Local Requirements/Needs _____		
What staff/stakeholders have been involved in the needs assessment and development of this plan?	<ul style="list-style-type: none"> <li>• Douglas Bolden, retiring</li> <li>• Steve Belen, retiring</li> <li>• Veneta Pearson, Vice Principal</li> <li>• Paula Rodgers, Vice Principal</li> <li>• Jazmine Salach, Vice Principal</li> <li>• Christine Barnes/Jacquelin Johnson, Counselors</li> <li>• Maria Josefina Centeno, Parent</li> <li>• Amanda Urtiz, Parent</li> <li>• Dolares Haygood, Parent</li> <li>• Marquettea Wright, Parent</li> <li>• Indra Wright, Parent</li> <li>• Leah Hughes, Parent</li> </ul>	

	<ul style="list-style-type: none"> <li>• Carmen Truax, IT Media Specialist</li> <li>• Gayle Richberg, Science Department Chair</li> <li>• Trish Van Wig, Math Department Chair</li> <li>• Steve Estes, Social Studies, Department Chair</li> <li>• Christopher Magill, ELA, Department Chair</li> <li>• Johnathon Freeland, ELL</li> <li>• Michelle Goodson, Special Education</li> </ul>	<ul style="list-style-type: none"> <li>• Victor Urtz, NEHS Student</li> <li>• Francisco Nunez, NEHS Student</li> <li>• Destiny Haygood, NEHS Student</li> <li>• Vision Tamang, NEHS Student</li> <li>• Nacotia Brooks, NEHS Student</li> <li>• Jessica Crawford, NEHS Student</li> <li>• Dale Lightfoot, Community Partner</li> <li>• Katrina Culter, Community Partner</li> </ul>
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What are the key issues identified from the needs assessment?	<ul style="list-style-type: none"> <li>-More time to collaborate with content and data teams</li> <li>-Transparent, consistent and concise communication between all stakeholders</li> <li>-Standardized protocols for collaboration during leadership meetings and PLCs</li> <li>-Targeted professional development opportunities to expand knowledge of classroom strategies</li> <li>-Systematic implementation of PBS strategies</li> </ul>
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What are the prioritized needs for the LEA or building based on a root cause analysis?	<p>Leadership</p> <ol style="list-style-type: none"> <li>Data-based Decision Making</li> <li>Functioning Professional Learning Communities</li> </ol> <p>Effective Teaching and Learning</p> <ol style="list-style-type: none"> <li>Rigor</li> <li>Student Engagement</li> <li>Focused Professional Development tailored to teacher need based on data</li> </ol> <p>Data-Based Decision Making</p> <ol style="list-style-type: none"> <li>Increase Proportional Attendance</li> <li>Reduce Tardiness</li> </ol>
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**The Goals and the Plan**  
(Choose no more than 3 goals to focus on with your improvement plan)

**Goal #1 – Circle the appropriate Pillar of the Continuous Improvement System this goal falls under:**

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #1

By May 2020, the Northeast High School Administrative Team will implement a standardized Professional Learning Community protocol focused on the analysis of student data and enhanced instructional practices to address individual student’s academic and social needs as evidenced by 50% of content PLCs earning a rating of “Sustaining” on The PLC at Work Continuum Rubric, by both faculty and administration. Administrators will attend MLDS throughout 2019-2020 school year.

- **S:** *what specifically are you going to do?*
  - Northeast High School Administrative Team will implement a standardized Professional Learning Community protocol.

- **M:** *how will you measure to determine impact?*
  - Faculty and administration will utilize the PLC at Work Continuum Rubric to rate progress quarterly.
- **A:** *what will be achieved?*
  - Fifty percent of content PLCs will earn a rating of “Sustaining” as measured by the PLC at Work Continuum Rubric.
- **R:** *what is the relevant?- as determined by your needs assessment and prioritized need*
  - In accordance with KCPS Pillar C.9 the Northeast High School Collective has determined a need to implement a systematic and ongoing communication protocol that will lead to quality instructional improvements to address the needs of all learners.
- **T:** *what is the time bound commitment?*
  - May 2020 with 30, 60, 90 day checkpoints

**Rationale (name of the existing conditions/data points to support the selection of the objective/goal)**

Over the past six years, Northeast High School has experienced a transformation within the school; and even though, an emphasis has been placed on building a collaborative culture, results from the Cycle 4 Advance Questionnaire 2019, indicates a need for a stronger focus in this area. As a result, the Collective has determined that enhancing communication through effective Professional Learning Communities will aid in the ultimate goal of strengthening students’ academic and social emotional health. According to Dufour, Dufour, Eaker and Many (2006), “In a PLC, *collaboration* represents a systematic process in which teachers work together interdependently in order to impact their classroom practice in ways that will lead to better results for their students, for their team, and for their school.” Therefore, in accordance with MLDS Standard 10, which indicates that “effective educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being”, the administrative will implement a standardized PLC protocol to guide communication and aid in the analysis of student data and identification of teaching strategies that will enhance learning for all students. As a result, teachers and leaders will be capable and thus empowered to make informed decisions rooted in data, which is in direct alignment with KCPS Pillar C.9.

**Evidence-Based Strategies for Improvement**

The Administrative Team will:

1. Attend the Missouri Leadership Development System (MLDS) Conference June 10-12, 2019
2. Create common planning time for all teachers to learn how to appropriately administer and use district formative assessments to guide instruction.
3. Provide job embedded Professional Development that builds teacher capacity to work as members of high performing collaborative teams focused on improved learning for all students.
4. Utilize the PLC @ Work Continuum Rubric to establish baseline score and measure on-going needs.
5. Develop a data protocol that ensures all administrators and faculty have the opportunity to analyze data and use the data to make decisions related to student achievement.
6. Create a system of interventions to provide students with additional time and support for learning.
7. Northeast High School stakeholders will uniformly implement PBS strategies and interventions to decrease negative student behavior.

DuFour, R., DuFour, R., Eaker, R., & Many, T. (2006). *Learning by Doing: A Handbook for Professional Learning Communities at Work™*.

Funding Source(s): Comprehensive School Budget

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
<b>30 Days</b>				
1. Staff will rate team functionality using the Work Time Continuum Rubric measuring collaborative culture.	July 1, 2019	Northeast Administration Principal, Vice Principals, and KC Plus Resident	PLC @ Work Continuum Rubric Addye Hawkins, Consultant (PLC) Comprehensive School Budget	August 30, 2019
2. Develop culture of collaboration by providing common plan times for content teams.	July 1, 2019	Master Scheduler and Counselors Principal, Vice Principals, KC Resident and Master Scheduling Committee	Course Request Master Schedule	July 31, 2019
3. Establish collaboration protocol and train staff.	September 2, 2019	Northeast Administration Leadership Team Principal, Vice Principals and KC Plus Resident	Northeast High School Protocol Addye Hawkins, Consultant (PLC) Comprehensive School Budget	September 30, 2019
4. Implement monthly one-day departmental work session to address any alignment gaps within the curriculum.	October 1, 2019	Northeast Administration and Leadership Team KC Plus Resident Math and Reading Interventionists	Northeast High School Protocol Addye Hawkins, Consultant (PLC) Comprehensive School Budget	October 31, 2019
<b>60 Days</b>				
1. Staff will complete second needs assessment survey to receive feedback on any adjustments/or additional PD opportunities.	October 11, 2019	Professional Development Committee Principal, Vice Principals, and KC Resident	Computers and Google Forms	October 14, 2019
2. Presentation of current data related to Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	October 18, 2019	Professional Development Committee Principal, Vice Principals, and KC Resident	Data Related to TNTP Rating	October 18, 2019

3. Administration conducts scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	July 1, 2019	Administrative Team Principal, Vice Principals, and KC Resident KC Plus Resident	TNTP Walkthrough Form Comprehensive School Budget Addye Hawkins, Consultant (Instructional Coaching/Teacher Support)	May 2020
4. Administration conducts scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the TNTP Walkthrough Form and develop a common language.	October 21, 2019	Administrative Team Principal, Vice Principals, and KC Resident Northeast High School Faculty Math and Reading Interventionists	Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Strategies and interventions Comprehensive School Budget	May 2020
5. Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	October 18, 2019	Administrative Team Principal, Vice Principals, and KC Resident Northeast High School Faculty	Achievement Series Data Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Strategies and interventions	October 21, 2019
6. PBS team develops and presents PBS professional development	August 5-8	PBS Team	Interventions and strategies	August 30
<b>90 Days</b>				
1. Staff will complete third needs assessment survey to receive feedback on any adjustments/or additional PD opportunities.	January 6, 2020	Professional Development Committee Principal, Vice Principals, and KC Resident	Computers and Google Forms	January 7, 2020
2. Presentation of current data related Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	January 8, 2020	Professional Development Committee Principal, Vice Principals, and KC Resident	Data Related to TNTP Rating	January 15, 2020

3.	Administration continues to conduct scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	July 2019	Administrative Team Principal, Vice Principals, and KC Plus Resident	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
4.	Administration continues scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the TNTP Walkthrough Form and develop a common language.	October 21, 2019	Administrative Team Principal, Vice Principals, and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
5.	Continuation of Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	March 23, 2020	Administrative Team Principal and Vice Principals Northeast High School Faculty Math and Reading Interventionists KC Plus Resident	Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	March 27, 2020
6.	PBS team continues PBS professional development	October 2019	PBS Team	Strategies and interventions	October 31, 2019
<b>Long Range</b>					
1.	Staff will complete final needs assessment survey to receive feedback on any adjustments/or additional PD opportunities for the 2020-2021 SY.	March 23, 2020	Administrative Team Principal and Vice Principals Northeast High School Faculty KC Plus Resident	Computers and Google Forms	March 27, 2020
2.	Presentation of current data related to Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	April 1, 2020	Administrative Team Principal, Vice Principals and KC Plus Resident	Data Related to TNTP Rating Comprehensive School Budget	April 1, 2020

3. Administration continues to conduct scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	April 1, 2020	Administrative Team Principal, Vice Principals and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support)	May 2020
4. Administration continues scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the TNTP Walkthrough Form and develop a common language.	April 1, 2020	Administrative Team Principal, Vice Principals and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
5. Continuation of Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	April 8, 2020	Administrative Team Principal, Vice Principals, and KC Resident Northeast High School Faculty Math and Reading Interventionists	Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
6. PBS team continues to develop staff understanding of PBS	January 2020	PBS team and Ms. Goodson	Strategies and interventions	May 2020

### The Goals and the Plan

(Choose no more than 3 goals to focus on with your improvement plan)

**Goal #2** – Circle the appropriate Pillar of the Continuous Improvement System this goal falls under:

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #2

By May 2020, faculty will participate in professional development designed to understand and utilize the KCPS TNTP Walkthrough Rubric in order to capture evidence and provide targeted feedback with actionable steps to increase the classroom focus, rigor, and student understanding by 10% as measured by the TNTP Walkthrough Rubric to experience a 10% increase of students scoring Proficient/Advanced on all required End of Course Assessments (Algebra I; American Government; Biology and English 10).

- **S:** *what specifically are you going to do?*

- All faculty will participate in professional development in order to provide targeted feedback with actionable steps utilizing the KCPS TNTP Walkthrough Rubric.
- **M: how will you measure to determine impact?**
  - Faculty will increase classroom focus, rigor, and student understanding by 10% as measured by the KCPS TNTP Walkthrough Rubric.
- **A: what will be achieved?**
  - A 10% increase number of students scoring proficient/advanced on required EOC Assessments (Algebra I; American Government; Biology and English 10).
- **R: what is the relevant?- as determined by your needs assessment and prioritized need**
  - In accordance with KCPS Pillar C.8 the Northeast High School Collective has determined a need to participate in professional development focused on the improvement of teaching practices as evidenced through multiple observers, administrative and peer, utilizing the KCPS TNTP Walkthrough Form.
- **T: what is the time bound commitment?**
  - SY 2019-2020 with 30, 60, 90 day checkpoints

**Rationale (name of the existing conditions/data points to support the selection of the objective/goal)**

The Missouri Department of Elementary and Secondary Education (DESE) defines basic academic achievement as earning a Measurable Performance Index (MPI) Score of 300. Northeast High School’s available historical data, as it relates to MPI Scores, has not evidenced that students have shown basic mastery of content Missouri Learning Standards (MLS):

Academic Achievement	2015		2016		2018	
	MPI	Prof./Adv.	MPI	Prof./Adv.	MPI	Prof./Adv.
English 10	257.8	25.1%	334.3	54.6%	231.0	15%
Algebra I	239.7	15.1%	N/A	NA	168.9	1.9%
Science (Biology)	273.8	25.2%	233.7	10.2%	(Field Test)	(Field Test)
Social Studies	226.9	13.4%	222.4	13.8%	2196	10.7%

According to the Needs Assessment, staff identified professional development as a high priority of the school. This is in accordance with KCPS Pillar C.8, which indicates that there will be caring, effective teachers in every classroom and effective leaders in every school. Additionally, Pillar C.8 identifies professional development and collaboration as an investment in continuous learning for all staff so that, in time, each teacher achieves mastery of their own craft. Therefore, it is for this reason that MLDS Standard 4, states that effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.

**Evidence-Based Strategies for Improvement**

1. Northeast High School Administrators will collaborate with the staff to build a Professional Development Committee and calendar to provide opportunities for all staff needs.
2. Teachers participates in Professional Development offered through the building and district (My Learning Plan).
3. Teachers will develop strategic plan for instruction based on student data that will be reviewed quarterly for levels of effectiveness.



4. Teachers participate in Professional Learning Communities (PLC) and develops an individual and/or collaborative digital data platform for individual and/or collaborative decision making (i.e. Individual Academic Support Plan (IASP), Student Growth Objectives (SGO), and Achievement Series Assessments) Leadership Team’s and faculty walk-through utilizing the KCPS walk-through form (TNTP) to measure evidence-based best practices of content standards and curricula.

*Note: Strategies are inclusive of: employee participation and involvement; information sharing; collaboration among employees; interlinkages; resource acquisition; method and measurement practices; and sustainability. Journal of Management, 2000, “A Resource-based Theory of Strategic Alliances.”*

Funding Source(s): Comprehensive School Budget

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
<b>30 Days</b>				
1. Administrative team will develop a Professional Development needs survey to assist in the identification of building level needs	July 1, 2019	Administrative Team Principal, Vice Principals and KC Plus Resident	Computers and Google Forms	August 2, 2019
2. Staff will complete a needs assessment survey to assess competency and focus for professional development.	August 2019	Northeast High School Faculty Math and Reading Interventionists KC Plus Resident	Computers and Google Forms Comprehensive School Budget	August 8, 2019
3. Review of the 2018-2019 Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	July 1, 2019	Professional Development Committee Principal, Vice Principals, and KC Resident	TNTP Walkthrough Form Data Related to TNTP Rating Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	August 23, 2019
4. School Administrators will participate in the instructional coaching model to build teacher capacity through implementation of effective instructional practices.	July 1, 2019	Administrative Team Principal, Vice Principals, and KC Plus Resident Math and Reading Interventionists	TNTP Walkthrough Form Data Related to TNTP Rating Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020

5. Develop a Master Calendar for PD for the school year.	July 1, 2019	Professional Development Committee Principal, Vice Principals, and KC Resident	Data from all Surveys District PD Calendar	August 30, 2019
6. Send cohort of teachers to PBS professional development conference	July 9-11, 2019	Michelle Goodson with PBS Team	Academic and Discipline Data	August 30, 2019
<b>60 Days</b>				
1. Staff will complete second needs assessment survey to receive feedback on any adjustments/or additional PD opportunities.	October 11, 2019	Professional Development Committee Principal, Vice Principals, and KC Resident	Computers and Google Forms	October 14, 2019
2. Presentation of current data related to Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	October 18, 2019	Professional Development Committee Principal, Vice Principals and KC Resident	Data Related to TNTP Rating	October 18, 2019
3. Administration conducts scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	July 1, 2019	Administrative Team Principal, Vice Principals and KC Plus Resident	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
4. Administration conducts scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the TNTP Walkthrough Form and develop a common language.	October 21, 2019	Administrative Team Principal, Vice Principals, and KC Plus Resident Northeast Faculty Math and Reading Interventionists	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020

5. Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	October 18, 2019	Administrative Team Principal, Vice Principals, and KC Resident Northeast High School Faculty	Achievement Series Data	October 21, 2019
6. PBS team develops and presents PBS professional development.	August 5-8, 2019	PBS Team and Michelle Goodson	Classroom Formative/Summative Assessments Failure Discipline Data Interventions and strategies	August 30, 2019
<b>90 Days</b>				
1. Staff will complete third needs assessment survey to receive feedback on any adjustments/or additional PD opportunities.	January 6, 2020	Professional Development Committee Principal, Vice Principals, and KC Resident	Computers and Google Forms	January 7, 2020
2. Presentation of current data related to Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	January 8, 2020	Professional Development Committee Principal, Vice Principals, and KC Resident	Data Related to TNTP Rating	January 15, 2020
3. Administration continues to conduct scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	July 2019	Administrative Team Principal, Vice Principals and KC Resident KC Plus Resident	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
4. Administration continues scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the TNTP Walkthrough Form	October 21, 2019	Administrative Team Principal, Vice Principals, and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020

	and develop a common language.				
5.	Continuation of Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	March 23, 2020	Administrative Team Principal, and Vice Principals Northeast High School Faculty Math and Reading Interventionists KC Plus Resident	Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	March 27, 2020
6.	PBS team continues PBS professional development	October 2019	PBS Team and Michelle Goodson	Strategies and interventions	October 31, 2019
<b>Long Range</b>					
1.	Staff will complete final needs assessment survey to receive feedback on any adjustments/or additional PD opportunities for the 2020-2021 SY.	March 23, 2020	Administrative Team Principal, and Vice Principals, Northeast High School Faculty KC Plus Resident	Computers and Google Forms	March 27, 2020
2.	Presentation of current data related to Northeast High School rating from the TNTP Walkthrough to establish instructional goals.	April 1, 2020	Professional Development Committee Administrative Team Principal, Vice Principals, and KC Plus Resident	Data Related to TNTP Rating	April 1, 2020
3.	Administration continues to conduct scheduled learning walks, as a team, to calibrate usage and feedback of the TNTP Walkthrough Form and develop common language.	April 1, 2020	Administrative Team Principal, Vice Principals, and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020
4.	Administration continues scheduled learning walks with staff to ensure school-wide calibration usage and feedback of the	April 1, 2020	Administrative Team Principal, Vice Principals and KC Plus Resident Northeast Faculty	TNTP Walkthrough Form Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	May 2020

TNTP Walkthrough Form and develop a common language.					
5.	Continuation of Data dive into Achievement Series assessments to identify trends in order to adjust and realign teaching.	April 8, 2020	Administrative Team Principal, Vice Principals, and KC Resident Northeast High School Faculty Math and Reading Interventionists	Addye Hawkins, Consultant (Instructional Coaching/Teacher Support) Comprehensive School Budget	April 8, 2020
6.	PBS team continues to develop staff understanding of PBS.	January 2020	PBS Team and Michelle Goodson	Strategies and interventions	May 2020

### The Goals and the Plan

(Choose no more than 3 goals to focus on with your improvement plan)

**Goal #3** – Circle the appropriate Pillar of the Continuous Improvement System this goal falls under:

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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#### SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #3

During the 2019-2020 SY, in alignment with KCPS Pillar D.10 the Collective will identify and implement school-strategies to increase the proportional attendance rate as evidenced by a 10% increase of 90% of the students in class 90% of the time and a 10% decrease in the number of students failing one or more classes, as measured by the established 2019-2020 SY Proportional Attendance Goal and teacher failure rate.

- **S:** *what specifically are you going to do?*
  - The Collective will implement school-wide strategies, including the 3/6/9 tardy policy and attendance/academic celebrations, to increase the proportional attendance rate
- **M:** *how will you measure to determine impact?*
  - Proportional Attendance Rate and Failure Rate as indicated on Tyler Pulse
- **A:** *what will be achieved?*
  - a 10% increase of 90% of the students in class 90% of the time and a 10% decrease in students failing one or more classes
- **R:** *what is the relevant?- as determined by your needs assessment and prioritized need*
  - Northeast High School has failed to meet its established attendance goals for the past 3 years. This was also identified by staff as a priority need. If students are not in the classroom, they are unable to learn.
- **T:** *what is the time bound commitment?*
  - 2019-2020 SY with 30, 60, 90 check-ins

**Rationale (name of the existing conditions/data points to support the selection of the objective/goal)**

Over the course of the past three school years, Proportional Attendance has not been on target. As of 5/13/19, our proportional attendance rate is 41.23%, which is almost 10% below our target rate of 50.20%. In order for assessment scores to improve, students must be present and engaged in the learning process. As we increase the overall attendance of our school, there will be a direct correlation in the increase of our EOC and Achievement Series scores. This is in accordance with KCPS Pillar D.10, which indicates that there will be planning, accountability, and celebrations in terms of efficient and effective, data-informed systems. This will cultivate a focus on results of increased attendance and decreased failing classes and celebrating the improvements of staff and students. (MLDS Standard 4: Curriculum, Instruction, and Assessment.) Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being: f) and g)

- *Marzano’s Nine Essential Instructional Strategies.* <https://www.quizalize.com/blog/2018/02/23/teaching-strategies>.
  - Reinforcing effort of students performing at high academic standards, and providing recognition for students who show up every day and achieve great heights academically
- *7 Effective Teaching Strategies for The Classroom.* February 23, 2018 Best Teaching Practices.
- *5 High Effective Teaching Practices.* Edutopia.
- *Increasing Student Attendance Strategies From Research Practice:* J. Railsback. Northwest Regional Educational Laboratory NWREL, 2004. ERIC.

**Evidence-Based Strategies for Improvement**

1. Implementation of the Northeast 3/6/9 Attendance Policy
2. Identify students with chronic absenteeism and create an attendance and academic plan to be signed by student, parent, and administrator
3. Establishment of advisement period to provide students with an adult mentor in the building
4. Increase parental involvement through the building of a stronger SAC
5. Attendance celebrations (monthly, weekly, semester, and end of year)
6. Continue use of the Problem Solving Team (PST) to provide Tier 2 and Tier 3 Interventions
7. Provide Professional Development to increase student engagement and rigor

Funding Source(s): Comprehensive School Budget

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
<b>30 Days</b>				
1. Introduction of the 3/6/9 Attendance Policy to staff.	July 1, 2019	Attendance Team and Dr. Paula Rodgers KC Plus Resident	Copy of 3/6/9 Attendance Policy for all Staff and Faculty Comprehensive School Budget	August 27, 2019
2. Students who have demonstrated that they have attendance concerns are identified and a student/parent conference is scheduled.	July 1, 2019	Administrative Team Principal, Vice Principals and KC Plus Resident Tina Swartz Rosalinda Aviles Roger Franks PST Team	Attendance, Academic, and Behavioral Data	September 6, 2019

3. Advisement is has been placed on the Master Schedule and Specific Lesson Plans development	July 1, 2019	Master Scheduler Counselors Principal, Vice Principals, KC Resident and Master Scheduling Committee PBS Team	Tyler Social and Emotional Curriculum	August 14, 2019
4. Poll students to see what type of attendance celebrations they would like.	July 1, 2019	Administrative Team Principal and Vice Principals Attendance Team KC Plus Resident	Access to Google Comprehensive School Budget	August 23, 2019
5. Identify dates for monthly, weekly, semester and yearly celebrations on Master Calendar.	July 1, 2019	Leadership Team (faculty) Principal, Vice Principals, and KC Plus Resident	School Planning Calendar Results from Survey Comprehensive School Budget	August 30, 1019
<b>60 Days</b>				
1. Implementation of the 3/6/9 Attendance Policy by staff.	August 12, 2019	Administrative Attendance Team, Dr. Paula Rodgers Northeast Faculty and Staff KC Plus Resident	List of Students with Attendance Concerns Electronic Questionnaire for Comprehensive School Budget	May 2020
2. Continuous review and identification of students who have demonstrated that they have attendance concerns are identified and a student/parent conference is scheduled.	October 14, 2019	Administrative Team Principal, Vice Principals, and KC Resident Tina Swartz Rosalinda Aviles Roger Franks PST Team, Malena Binger	Student to Identified Celebration Activities	May 2020
3. Implementation of School-wide PBS Lesson Plans to address social, emotional, and behavioral learning.	August 12, 2019	Administrative Team Principal and Vice Principals Teachers PBS Team, Michelle Goodson KC Plus Resident	Northeast High School Advisement Lesson Plans Comprehensive School Budget	May 2020
4. Implementation of (weekly, monthly, and	August 12, 2019	Administrative Team Principal and Vice Principals Attendance Team	Materials Identified for Each Celebration	May 2020

	semester) attendance celebrations.		KC Plus Resident	List of Students Meeting Attendance Goals Comprehensive School Budget	
5.	Publish and post school-wide attendance celebrations for all stakeholders to see.	August 30, 2019	Administrative Team Principal and Vice Principals Attendance Team KC Plus Resident	Completed Calendar of Events	May 2020
<b>90 Days</b>					
1.	Continue implementation of the 3/6/9 Attendance Policy by staff.	January 6, 2019	Administrative Team Principal and Vice Principals Attendance Team Northeast Faculty and Staff KC Plus Resident	List of Students with Attendance Concerns Electronic Questionnaire for Student to Identified Celebration Activities	May 2020
2.	Continuous review and identification of students who have demonstrated that they have attendance concerns are identified and a student/parent conference is scheduled.	January 6, 2019	Administrative Team Principal, Vice Principals, and KC Resident Tina Swartz Rosalinda Aviles Roger Franks PST Team	List of Students not meeting attendance and academic goals.	May 2020
3.	Continue implementation of School-wide PBS Lesson Plans to address social, emotional, and behavioral learning.	January 6, 2019	Administrative Team Principal and Vice Principals Teachers PBS Team, Michelle Goodson KC Plus Resident	Northeast High School Advisement Lesson Plans Comprehensive School Budget	May 2020
4.	Continue implementation of (weekly, monthly, and semester) attendance celebrations.	January 6, 2019	Administrative Team Attendance Team KC Plus Resident	Materials Identified for Each Celebration List of Students Meeting Attendance Goal Comprehensive School Budget	May 2020
5.	Continue to publish and post school-wide attendance celebrations for all stakeholders to see.	January 6, 2019	Leadership Team Principal, Vice Principals, and KC Plus Resident	Completed Calendar of Events	May 2020



<b>Long Range</b>				
1. Continue implementation of the 3/6/9 Attendance Policy by staff.	March 23, 2019	Administrative Team Principal and Vice Principals Attendance Team Northeast Faculty and Staff KC Plus Resident	List of Students with Attendance Concerns Electronic Questionnaire for Student to Identified Celebration Activities Comprehensive School Budget	May 2020
2. Continuous review and identification of students who have demonstrated that they have attendance concerns are identified and a student/parent conference is scheduled.	March 23, 2019	Administrative Team Principal, Vice Principals and KC Resident Tina Swartz Rosalinda Aviles Roger Franks PST Team	List of Students not meeting attendance and academic goals.	May 2020
3. Continue implementation of School-wide PBS Lesson Plans to address social, emotional, and behavioral learning.	March 23, 2019	Administrative Team Principal and Vice Principals Teachers PBS Team, Michelle Goodson KC Plus Resident	Northeast High School Advisement Lesson Plans Comprehensive School Budget	May 2020
4. Continue implementation of (weekly, monthly, and semester) attendance celebrations.	March 23, 2019	Administrative Team Principal and Vice Principals Attendance Team KC Plus Resident	Materials Identified for Each Celebration List of Students Meeting Attendance Goal Comprehensive School Budget	May 2020
5. Continue to publish and post school-wide attendance celebrations for all stakeholders to see.	March 23, 2019	Leadership Team (faculty) Principal and Vice Principals KC Plus Resident	Completed Calendar of Events	May 2020