

School Improvement Plan Westminster High School 2021-2022

School Vision / Mission
<p>Westminster High School is a progressive school with a long tradition of academic excellence. Our mission is to prepare students for the future by fostering intellectual, social, and personal skills through a rigorous and relevant curriculum.</p>

Carroll County Public Schools Strategic Plan 2018-23: Objectives and Priority Focus Areas
<p>Pillar I: Provide Multiple Pathway Opportunities for Student Success</p> <ul style="list-style-type: none"> ➤ Objective I.i: Students will exit CCPS college, career, and community ready. ➤ Objective I.ii: CCPS improves the proficiency level of each student subgroup in ELA and mathematics. ➤ Objective I.iii: CCPS provides access to a well-rounded, varied, and rigorous curriculum to all students.
<p>Pillar II: Strengthen Productive Family and Community Partnerships</p> <ul style="list-style-type: none"> ➤ Objective II.i: Communication between CCPS and the community demonstrates transparency, trust, and respect. ➤ Objective II.ii: CCPS seeks out, welcomes, and engages parent and community volunteers to enhance student achievement. ➤ Objective II.iii: CCPS partners with local government, businesses, and agencies to support student learning
<p>Pillar III: Develop and Support a Successful Workforce</p> <ul style="list-style-type: none"> ➤ Objective III.i: CCPS recruits and retains highly qualified and diverse employees reflective of our school system community. ➤ Objective III.ii: CCPS provides professional and leadership development to retain and promote an effective a culturally competent workforce. ➤ Objective III.iii: CCPS leader promote a culture of continuous improvement of academic achievement, employee growth, and operations
<p>Pillar IV: Establish Safe, Secure, Healthy, and Modern Learning Environments</p> <ul style="list-style-type: none"> ➤ Objective IV.i: CCPS establishes a welcoming culture of diversity in the learning/work environment. ➤ Objective IV.ii: CCPS promotes a culture of respect and civility. ➤ Objective IV.iii: CCPS collaborates internally and with community agencies to support students' health and well-being. ➤ Objective IV.iv: CCPS provides safe and secure schools, facilities, and assets that serve our students and communities. ➤ Objective IV.v: CCPS maintains modern schools, facilities, and resources that support the educational program

School Needs Assessment
<p>Process Data: Sources of Strength Data 2020 GPA Data 2018-2019</p> <p>Outcome Data: Retention Data GPA data by Grade GPA data for traditionally underserved groups Sources of Strength Data</p>

School Improvement Goals to Target Areas from Needs Assessment
<ol style="list-style-type: none">1. By June, 2022 WHS will increase the GPA for all underserved groups within each grade by .2 points from a baseline of the 2018-19 data.2. By June, 2022 Westminster HS will increase the GPA of the incoming freshman class from a baseline of 2.66 so that it is \geq 2.85 (closing half the gap from the 2018-19 school year).3. By June 2022, 75% of WHS students would feel comfortable talking to an adult "if they were really upset and needed help", an increase from a baseline of 60.8%.

School Improvement Goal		
1. By June, 2022 WHS will increase the GPA for all underserved groups within each grade by .2 points from a baseline of the 2018-19 data.		
Strategic Actions	Timeline	Measure of Success/Desired Performance Level
Teachers will run a performance matters report to identify students in each of their classes who are from traditionally underserved groups.	October/November 2021 February/March 2022	By identifying students from traditionally underserved groups, teachers will build awareness of and be able to meet the needs of individual students.
Multicultural Committee professional development.	October 2021	Administrators, counselors, and teachers will increase their competency for culturally relevant teaching and learning.
Unity Day and Culture Fest	October 2021, May 2022	Students will take a lead role to embrace diversity and the inclusion of diverse cultures within the school.
Extended Learning Opportunities (ELO) offered for all students.	September 2021 – March 2022	Increased opportunities for credit recovery and tutoring for all students will help with missed learning opportunities during virtual and hybrid learning from previous years.
Departmental SLO Goals	October/November 2021	Each department will create a department-wide SLO to address one of the SIT Goals.

School Improvement Goal		
2. By June, 2022 Westminster HS will increase the GPA of the incoming freshman class from a baseline of 2.66 so that it is \geq 2.85 (closing half the gap from the 2018-19 school year).		
Strategic Actions	Timeline	Measure of Success/Desired Performance Level
<ul style="list-style-type: none"> ● Each quarter the SIT will look at the D/F data to find struggling students ● Teachers will collaborate with each other to help struggling students in their class ● Any student with a D/F will be given the opportunity to meet with their teacher during flex to help understand how to increase their grade ● Peer tutoring will be offered during flex to help any student who is struggling ● Parents will be notified about their child's grade and given specific actions the student can take to improve ● Using the data from each quarter the SIT will identify struggling students and give their names to the peer tutor groups ● Teachers will inform administration and counselors about any student who is still not improving after they have flexed them and contacted parents ● Admin will have GAPS meetings and put students that were discussed on the SIT meetings on the list. ● Administration will stay on top of teachers entering grades in a timely fashion. 	<p>September 2021 – June 2022</p>	<ul style="list-style-type: none"> ● By identifying students who are struggling in 9th grade, which is the targeted area due to the greatest need and lowest performance, each stakeholder group will collaborate to ensure struggling students do not fall through the cracks. ● Increased attention, focused educational strategies, after school tutoring, and other efforts for struggling students will increase their GPA, credits earned, graduation rates, etc. ● Communication between counselors, teachers, administrators, quarantine coaches will ensure that a coordinated strategy is in place to each student's unique needs. ● Teacher communication with parents will increase their awareness of student performance and support from home.
Departmental SLO Goals	October/November 2021	Each department will create a department-wide SLO to address one of the SIT Goals.

School Improvement Goal		
3. By June 2022, 60% of WHS students would feel comfortable talking to an adult “if they were really upset and needed help”, an increase from a baseline of 54%.		
Strategic Actions	Timeline	Measure of Success/Desired Performance Level
Sources of Strength training for teachers	August 2021	Teachers will learn strategies for building trust with students.
Sources of Strength training for students	August 2021 – May 2022	Students will find trusted adults in the school building.
Return of in-person advisory lessons and team building activities.	September 2021 – May 2022	Teachers will engage in advisory lessons that build trust through team building and in-person get to know you activities.
Trusted Adult Campaign for Sources of Strength	November 2021	Redo the survey in January (quantify the data to include a wider range of problems, options, etc. Add specific questions about whether you have at least one trusted adult?)
Advisory Teachers take initiative to choose options that will work for their own group of students for get-to-know you activities.	September 2021 - June 2022	- Teachers will identify additional students with whom they have meaningful conversations and relationships.
Survey of teachers regarding student connections.	November Faculty Meeting	- Adults in the building will analyze the degree to which individual students are connected to adults from the adult perspective.
Departmental SLO Goals	October/November 2021	Each department will create a department-wide SLO to address one of the SIT Goals.