

**Westminster High School**

**School Improvement Plan  
2020-2021**

**School Vision / Mission**

**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.**

**Carroll County Public Schools Vision 2020: Focus on Excellence Objectives**

**Prepare Globally Competitive Students**

- Fully implement a CCPS curriculum aligned with the Maryland State Standards.
- Partner with local institutions of higher education to ensure college readiness.
- Enhance programs to ensure career readiness for all students.

**Meet Each Student's Instructional Needs**

- Close the achievement gap between highest achieving and most struggling students.
- Provide appropriate education services for students identified with Autism Spectrum Disorder.
- Enhance alternative programs responsive to the needs of at-risk students.
- Implement a Gifted and Talented Program aligned with COMAR requirements.
- Enhance alternative learning opportunities through the use of digital resources.

**Develop and Maintain an Effective Workforce**

- Attract and retain highly qualified, effective, and diverse employees.
- Promote a culture of diversity in the workplace.
- Develop an electronic observation, evaluation, feedback, and professional development system.
- Continuously monitor the organizational structure to support the Vision 2018 Plan.

**Provide a Secure, Orderly, Modern Environment**

- Reduce incidents of bullying, violence, intolerance, and behavioral disruptions.
- Improve and modernize the environment within our school facilities and school buses.
- Enhance security for all CCPS students, staff, volunteers, and visitors.

**School Needs Assessment**

**Process Data:**

Teacher Survey Data June 2019

**Outcome Data:**

Retention Data

GPA data by Grade

Suspensions by Grade; Suspensions by offense -

Attendance

Advanced Placement Trends; AP Performance by Grade; AP Scores by Exam; AP Results

Discipline Referral Data and Trends

D/F Data

Career Connection Data

**School Improvement Goals to Target Areas from Needs Assessment**

1. By June 2021, the total number of discipline referrals will reduce by 2%.
2. While maintaining or increasing the WHS general overall score on the Maryland School Report Card, the Special Education overall score will increase by 5 points (from ie. 43% to 48%) by June, 2021.
3. By June 2021, the total percentage of freshman students earning a final mark of a D or F will reduce by 5%.

Pillar	Goal	Strategies	Progress monitoring
I: Provide opportunities for student success	By June 2021, the total number of discipline referrals will reduce by 2%.	<ul style="list-style-type: none"> <li>• Staff professional development</li> <li>• PD Topics: De-escalation, positive classroom environment, trauma sensitive, discipline system, referral codes</li> <li>• Review data every quarter and look for high flyers</li> </ul>	<ul style="list-style-type: none"> <li>• The SIT Co-Chairs will present new discipline data every quarter that the whole school can access</li> <li>• During department meetings teachers will discuss their successes and struggles about their classroom management techniques</li> <li>• During SIT meetings the department representative will update the team about the progress they have made</li> <li>• A survey will be given in January to assess the teachers progress</li> </ul>
I: Provide opportunities for student success	By June 2021, the percentage of FARMS students who miss 10 days or more days of school will be reduced to 2% or more per grade level, and the percentage of FARMS students who have 10 day or more tardies will be reduced 2% or more per grade level.	<ul style="list-style-type: none"> <li>• Teachers will know which students in their class/advisory are FARMS students</li> <li>• Teachers will create a relationship with these students and parents to encourage the importance of attendance</li> <li>• At the monthly SIT meetings attendance data will be reviewed and</li> </ul>	<ul style="list-style-type: none"> <li>• Using the data from the SIT meetings presentations to the staff will be given at faculty meetings</li> <li>• Advisors will inform the SIT Co-Chairs of any struggles the students are having if they are not able to make the connection. SIT team will find a mentor to help the student</li> <li>• The administration will look over our tardy policy and decide if it needs to be changed</li> </ul>

		<p>students who are struggling will be mentored</p> <ul style="list-style-type: none"> <li>• Work with middle schools to come up with a more consistent attendance policy</li> <li>• Have information out about how to apply for FARM's at our promotion night</li> </ul>	
<p>1: Provide opportunities for student success</p>	<p>By June 2021, the total percentage of freshman students earning a final mark of a D or F will reduce by 5%.</p>	<ul style="list-style-type: none"> <li>• Each quarter the SIT will look at the D/F data to find struggling students</li> <li>• Teachers will collaborate with each other to help struggling students in their class</li> <li>• 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</li> <li>• Peer tutoring will be offered during flex to help any student who is struggling</li> <li>• Parents will be notified about their child's grade and given specific actions the student can take to improve</li> </ul>	<ul style="list-style-type: none"> <li>• Using the data from each quarter the SIT will identify struggling students and give their names to the peer tutor groups</li> <li>• Teachers will inform administration and counselors about any student who is still not improving after they have flexed them and contacted parents</li> <li>• Admin will have GAPS meetings and put students that were discussed on the SIT meetings on the list.</li> <li>• Administration will stay on top of teachers entering grades in a timely fashion.</li> </ul>



Carroll County Public Schools  
Building the Future

		<ul style="list-style-type: none"><li>• Work with middle school teachers to prepare students for high school</li></ul>	
--	--	--	--