

Francis Howell North

School Improvement Plan 2022-2023

Howell North Mission

Graduates of Francis Howell North High School will contribute as productive citizens to our ever-changing global society. Therefore, it is our mission to provide an environment which will inspire students to be lifelong learners and to develop their individual academic, social, aesthetic, and physical potential.

Howell North Vision

High levels of learning are expected and ensured; daily attendance is a prerequisite for academic success. The members of the school community have focused resources including time, skill, and effort, to create the optimal learning environment in which students readily strive for and meet the highest levels of academic success.

School-wide support ensures each student is involved and accepted. The school community is focused on each student setting goals, achieving success and personal growth in a well-balanced school experience. All students will participate in at least one extra-curricular activity, and their behaviors will reflect the PRIDE shield (character, commitment, effort, and respect).

Collaboration dominates school culture and improvement. All members of the school community are involved in a collaborative environment embedded into the school day. All opinions are valued, and all voices can be heard as the community moves forward proactively to ensure high levels of student learning and achievement.

Teaching & Learning

1 YEAR GOAL:

- FHN will Improve our overall APR by 2.5% from 84.5% to 87% by the end of the 22-23 school year .

END OF YEAR GOAL UPDATE:

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SMART STRATEGY #1 AND MEASUREMENT:

- Increase the MPI in all EOC tested courses by the end of the 22-23 School Year.
(MSIP 5/MSIP 6)

| | 20-21 MPI | 21-22 MPI | 22-23 Target MPI |
|---------|-------------|-------------|------------------|
| Alg I | 302.1/376.2 | 284.8/364.8 | 385 |
| Alg II | 355.9/412.2 | 395.6/438.1 | 445 |
| Biology | 366.5/415.3 | 363.0/408.7 | 415 |
| ELA II | 337.7/402.5 | 365.7/419.4 | 425 |
| Govt | 350.0/403.9 | 349.1/401.9 | 410 |

Person Responsible for Reporting Progress:

- PLC Teams and Supervising Administrators

Progress Metric:

- Common Formative Assessments used by the PLC Teams
- EOC Data

| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
|---|---|---|
| 1) Supervising administrators will collaborate with PLCs to set both long term performance goals and short term learning goals for their students. | PLCs will set Goals by September 7th, Monitor Progress Weekly | Supervising Administrators & PLC Leaders |
| 2) Administrators will disaggregate data to identify areas of growth for our students with IEPs. Information to be shared with PLC Leaders as they set goals with their PLCs. | Data Disaggregation Summer 22, Share Data on August 18th | Supervising Administrators & PLC Leaders |
| 3) CITW Trainers will continue staff instruction around the Learning Model to reinforce use of CITW strategies. | Throughout 22-23 School Year | CITW Trainers |
| 4) FHN Knight Time will be expanded to allow weekly access to academic intervention. | Throughout 22-23 School Year | FHN Admin Team |

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|--|------------------------------|-------------------|
| 5) FHN Admin Team will work with staff to gain more understanding of what Tier 1 Intervention means. This will happen through learning at Faculty Meetings, Department Chair Meetings, and PLC Meetings. | | |
| 6) The FHN Literacy Team will continue to share their work around the CLSD Grant, Literacy Strategies, and Culturally Responsive Teaching Strategies. | Throughout 22-23 School Year | FHN Literacy Team |

November 1 Strategy Update:

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March 1 Strategy Update:

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June 9 Strategy Update:

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SMART STRATEGY #2 AND MEASUREMENT: FHN will increase the ACT Composite Score from 19.3 to 19.97 by the end of the 22-23 school year. This number will continue to increase incrementally until we reach a Composite Score of 22+ in four years.

| | 19-20 | 20-21 | 21-22 | 22-23 Goal |
|---------------|-------|-------|-------|------------|
| ACT Composite | 21.1 | 21.1 | 19.5 | 20.0 |

Person Responsible for Reporting Progress:

- PLC Teams and Supervising Principals

Progress Metric:

- Common Formative Assessments, ACT Prep Assessments

| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
|--|--|---|
| 1) FHN will reinstate the offering of the ACT Prep Class for the 22-23 School Year. | Throughout Fall Semester | ACT Prep Teachers |
| 2) FHN will pilot the use of IXL for ELA, Math, and ACT Prep. | Throughout Fall Semester | FHN Admin Team ACT Prep Teachers |
| 3) Select PLCs will set and monitor performance goals based on improving ACT Composite Scores. | PLCs will set Goals by September 7th, Monitor Progress Weekly | Supervising Administrators & PLC Leaders |

November 1 Strategy Update:

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March 1 Strategy Update:

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June 9 Strategy Update:

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SMART STRATEGY #3 AND MEASUREMENT: AP Scores/Tests

- FHN will increase the number of AP exams taken from 549 to 575 and increase the percentage of students earning 3 or above from 58% to 60% by the end of the 22-23 school year.
- FHN will increase the number of students enrolled in AP, ECP, or the CAPS Program from 32% to 34%.

| 20-21 | 21-22 | Goal |
|-------|-------|------|
| 28.7% | 32% | 34% |

Person Responsible for Reporting Progress:

- AP teachers and supervising principals.

Progress Metric:

- AP Benchmark/Formative Assessments

| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
|--|---|--|
| 1) Supervising administrators will work with AP teachers to set class goals. | Late August, Early Sept. | FHN Admin Team |
| 2) Administrators and counselors will use a data driven approach to identify students who are POC or qualify for FRL who have a high probability of success in an AP Course. These students will have individual conversations with their GLC/GLA to encourage them to enroll in a challenge course for the upcoming year. | November | Grade Level Counselors and Administrators |
| 3) Administrators will advocate for teachers who have not attended AP Summer Academy for 3 years to be allowed to attend next summer. | January (budgeting?) | Fletcher & Steep |
| 4) AP Test Coordinators will seek out and advertise resources to help eliminate family barriers to taking AP exams. (i.e. test fees, transportation to off site exams) | September - November | AP Test Coordinators |
| 5) Capitalize on work completed last year with AP teachers to build a report that helps us identify students likely to be successful in a challenge class. | By End of Fall Semester | Steep |

November 1 Strategy Update:

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March 1 Strategy Update:

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June 9 Strategy Update:

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SMART STRATEGY #4 AND MEASUREMENT: Grad Rate

- At the conclusion of the 22-23 school year, FHN will maintain a graduation rate above 96% in order to meet the threshold of top 10 high schools in the state.

Person Responsible for Reporting Progress:

- FHN Admin Team

Progress Metric:

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| | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
|---|---|--|
| 1) Utilize the weekly Progress Monitoring Report -to track student progress and begin the problem solving process *** add Credits Earned/Educlimber | | |
| 2) Communicating Options for Alternative Placements | | |
| 3) CARE Team - Lagging Skills | | |
| 4) Provide staff with Professional Development around improved grading practices. | | |

November 1 Strategy Update:

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March 1 Strategy Update:

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June 9 Strategy Update:

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SMART STRATEGY #5 AND MEASUREMENT: D/F Rate

- At the conclusion of the 22-23 school year, FHN will decrease the overall D/F rate from 15.5% to 10%.

Person Responsible for Reporting Progress:

- FHN Admin Team

Progress Metric:

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| | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
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|---|---------|----------------|
| 1) Utilize the weekly Progress Monitoring Report -to track student progress and support individual students | Weekly | Admin/Guidance |
| 2) CARE Team will discuss/analyze options for individual students to support their progress | Weekly | CARE Team |
| 3) Provide staff with Professional Development around improved grading practices. (Breakout sessions, Faculty meetings, new teacher meetings) | Monthly | Admin |
| <u>November 1 Strategy Update:</u> | | |
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| <u>March 1 Strategy Update:</u> | | |
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| <u>June 9 Strategy Update:</u> | | |
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Attendance

1 YEAR GOAL:

- Increase the Proportional Attendance rate from 78.6% to 90% by the end of the 22-23 school year.

END OF YEAR GOAL UPDATE:

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SMART STRATEGY #1 AND MEASUREMENT: Increase the attendance rate of students with a 75-85% rate to 90% by the end of the 22-23 school year.

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Person Responsible for Reporting Progress:

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Progress Metric:

- Attendance rate for the student population with a 75-85% rate in 21-22.

ACTION STEPS:

**TIMELINE FOR
IMPLEMENTATION &
MONITORING:**

**PERSON RESPONSIBLE FOR
REPORTING PROGRESS:**

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|---|--|---|
| 1) Monitor attendance monthly-follow up with students within the 75-85% range (Attendance watch list). | All year | Grade level admin |
| 2) Share attendance data and students at risk monthly with staff | Monthly | |
| 3) Family meetings at school or Home visits | | Grade level admin |
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| <u>November 1 Strategy Update:</u> | | |
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| <u>March 1 Strategy Update:</u> | | |
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| <u>June 9 Strategy Update:</u> | | |
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| SMART STRATEGY #2 AND MEASUREMENT: Increase the Average Daily Attendance rate to 90% by the end of the 22-23 school year. | | |
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| Person Responsible for Reporting Progress: | | |
| • Fletcher | | |
| Progress Metric: | | |
| • ADA | | |
| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
| 1) Restructuring Knight Time (2 days/week) - Tuesdays: Mentoring/Community Building, Clubs, activities - Thursdays: Mentoring/Intervention | Weekly | Admin Team |
| 2) Home Visits or Family Meetings at School | Ongoing | Admin Team |
| 3) Attendance Madness - Attendance competition - Group/class approach to improving attendance | October & March | |
| 4) Attendance Buddies - From a list of students with attendance concerns, teachers will select a student they feel they have or can make a connection with. (2x10 strategy, etc.) - Individual student approach to improving attendance | Sept-Dec & Feb-May | |
| 5) Implement Attendance Works Strategies | Ongoing | Admin |
| 6) Implement Attendance Requirement for Parking | All year | Admin |

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|--|---|--|
| <ul style="list-style-type: none"> - Students must maintain a 90% rate to keep their parking spot - If they dip below 90%, they will be put on a probationary period to increase their attendance or lose their privilege to park. | | |
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| <p><u>November 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>March 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>June 9 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p>SMART STRATEGY #3 AND MEASUREMENT: Increase Student Attachment rate from 57.5% to 65% during the 2022-23 School Year Person Responsible for Reporting Progress:</p> <ul style="list-style-type: none"> • Birch/Janes <p>Progress Metric:</p> <ul style="list-style-type: none"> • Student Attachment Rate | | |
| <p>ACTION STEPS:</p> | <p>TIMELINE FOR IMPLEMENTATION & MONITORING:</p> | <p>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</p> |
| <p>1) FHN will work to increase awareness of clubs by providing more frequent opportunities and encouragement for students to try new activities during Knight Time.</p> | <p>Monthly</p> | <p>Admin Team</p> |
| <p>3) Integrate Knight Time Community Building Activities/Lessons</p> | <p>Monthly</p> | <p>Birch</p> |
| <p>4) FHN will promote activities through e-news, announcements, twitter, FHN Booster clubs & “Knightly News”</p> | <p>Ongoing</p> | <p>Janes</p> |
| <p>5) FHN representatives will meet with new students. Students will complete an activity interest form. Activity sponsors will invite the students to an informational meeting.</p> | <p>Ongoing</p> | <p>Counselors/Janes</p> |
| <p><u>November 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>March 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>June 9 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |

Climate & Culture

1 YEAR GOAL: By the end of the 22-23 school year, the average climate survey score from the three stakeholder groups will increase from 81% to 85%.

Staff Climate Survey average

Student Climate Survey average

Parent Climate Survey average

| Fall 20 | Spring 21 | Fall 21 | Spring 22 | | Fall 20 | Fall 21 | | | | | 2020-21 | 2021-22 | | |
|---------|-----------|---------|-----------|--|---------|---------|--|--|--|--|---------|---------|--|--|
| 85.27 | 82.38 | 66.42 | 70.8 | | 87.7 | 85 | | | | | 93 | 87.2 | | |

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END OF YEAR GOAL UPDATE:

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SMART STRATEGY #1 AND MEASUREMENT: FHN will achieve at least an 82% positive response rate to the following Staff Survey items: “Our staff collaboratively implements strategies to address student behavior.”

Person Responsible for Reporting Progress:

- Birch/TLC

Progress Metric:

- Staff Climate Survey

ACTION STEPS:

TIMELINE FOR IMPLEMENTATION & MONITORING:

PERSON RESPONSIBLE FOR REPORTING PROGRESS:

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|--|--|---|
| 1) FHN will implement Faculty Climate Temperature Check at each faculty meeting | Monthly | Admin Team |
| 2) TLC will share positive behavior/relationship building resources with staff (Newsletter/Faculty Meetings/Employee Drive) | Monthly | TLC |
| 3) FHN Admin Team will host Staff Chats at lunch and after school quarterly. These will be an open forum for staff to provide feedback and ask questions regarding student discipline and any other matters. Minutes will be kept during these meetings and shared with the entire staff. Action Items will be identified and followed up on by the Admin Team. | Quarterly | Admin Team |
| 4) FHN Admin Team will share discipline data with all staff each month | Monthly | Birch |
| 5) FHN Admin Team will follow up and collaborate with individual staff member after each staff initiated discipline referral | Ongoing | Admin Team |
| <u>November 1 Strategy Update:</u> | | |
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| <u>March 1 Strategy Update:</u> | | |
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| <u>June 9 Strategy Update:</u> | | |
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| SMART STRATEGY #2 AND MEASUREMENT: FHN will achieve at least an 86% positive response rate to the following Staff Survey items: “There are open channels of communication in our school.” Person Responsible for Reporting Progress: <ul style="list-style-type: none"> • Birch Progress Metric: <ul style="list-style-type: none"> • Staff Climate Survey | | |
| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
| 1) The FHN Admin team will commit to communicating systematically and consistently through the use of 3 modes: Monthly Faculty Meetings, Staff Chats, and the weekly update. | Ongoing | Admin Team |
| 2) Each assistant principal will provide information in the weekly update. The weekly update will be utilized to ensure that staff are notified when new information has been added while limiting the number of all staff emails sent. | Weekly | Admin Team |

| 3) All Climate Survey Data will be made available on the Employee Drive. All building documents will continue to be stored on the FHN Employee Team Drive to centralize information and increase transparency. | Ongoing | Admin Team |
|---|---|--|
| 4) All agendas, documents and information will be made available to staff in the FHN Employee Team drive. This will centralize information and increase transparency. | Ongoing | Admin Team |
| 5) FHN Admin Team will host Staff Chats at lunch and after school quarterly. These will be an open forum for staff to provide feedback and ask questions regarding student discipline and any other matters. Minutes will be kept during these meetings and shared with the entire staff. Action Items will be identified and followed up on by the Admin Team. | Quarterly | Admin Team |
| <u>November 1 Strategy Update:</u> <ul style="list-style-type: none"> • | | |
| <u>March 1 Strategy Update:</u> <ul style="list-style-type: none"> • | | |
| <u>June 9 Strategy Update:</u> <ul style="list-style-type: none"> • | | |
| SMART STRATEGY #3 AND MEASUREMENT: FHN will increase the average rate to the following prompt on the Parent Climate survey from 79% to 85%: “As a parent, I feel connected to my school.” Person Responsible for Reporting Progress: <ul style="list-style-type: none"> • Birch Progress Metric: <ul style="list-style-type: none"> • Parent Climate Survey | | |
| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
| 1) FHN will host Parent Coffees via Zoom & In-Person and have conversations with the Admin team and other staff to stay informed. The recorded meetings will be shared online with all parents. | Monthly | Admin Team |
| 2) FHN will host Parent Education Evenings (e.g. FAFSA, Attendance Symposium, Mental Health) | Monthly | Admin Team/Guidance |
| 3) FHN will mail Summer Postcards to Families from Admin/Counselor Pair in order to welcome families back to school. | August 2022 | Admin Team |
| 4) FHN will continue to hold informational evenings at the middle schools in April. | Ongoing | Admin Team |

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|--|---------|-------------------------|
| 5) Guidance and Admin will send emails to parents with updates and pertinent school info | Monthly | Guidance and Admin Team |
| <u>November 1 Strategy Update:</u> • | | |
| <u>March 1 Strategy Update:</u> • | | |
| <u>June 9 Strategy Update:</u> • | | |

| SMART STRATEGY #4 AND MEASUREMENT: FHN will increase the average rate to the following prompt on the Student Climate survey from 75% to 85%: “I like going to this school.” Person Responsible for Reporting Progress: <ul style="list-style-type: none"> • Birch Progress Metric: <ul style="list-style-type: none"> • Student Climate Survey | | |
|--|--|---|
| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
| 1) Admin team/TLC will inform staff of ways to encourage and recognize students more in the classroom. | Ongoing | Admin Team/TLC |
| 2) Mentors will lead community building activities during Knight Time. | Monthly | Birch and Mentor Sponsors |
| 3) FHN Student Cabinet will implement building-wide initiative activities that promote belonging and community | Quarterly | Admin Team |
| 4) FHN will establish a reward system in increase Staff Attendance at Events | Ongoing | Admin Team |
| 5) FHN will work to increase awareness of clubs by providing more frequent opportunities and encouragement for students to try new activities during Knight Time | Monthly | Admin Team |
| <u>November 1 Strategy Update:</u> • | | |
| <u>March 1 Strategy Update:</u> • | | |
| <u>June 9 Strategy Update:</u> • | | |

SMART STRATEGY #5 AND MEASUREMENT: Reduce overall ISAP and OSS infractions by 10% (ISAP from 316 to 288 and OSS from 146 to 131).

Person Responsible for Reporting Progress:

- Birch

Progress Metric:

- Discipline Data

| ACTION STEPS: | TIMELINE FOR IMPLEMENTATION & MONITORING: | PERSON RESPONSIBLE FOR REPORTING PROGRESS: |
|--|---|--|
| 1) FHN will reset expectations for teachers and students and share with both groups. | August 2022 | Admin Team |
| 2) TLC will share Trauma Informed Toolkit for staff. | Fall 2022 | TLC |
| 3) FHN Admin Team will host Grade Level Meetings over expectations at the start of each semester. | Semester | Admin Team |
| 4) FHN Admin Team will use Behavior Supports/Goal setting for Tier 3 students and follow up with families. | Ongoing | Admin Team |
| 5) ISAP Supervisor will implement Restorative Strategies to decrease ISAP repetition. | Ongoing | Birch |
| 6) FHN will track and monitor OSS and ISAP data and share with staff and student groups. | Monthly | Birch |
| 7) FHN will implement Restorative Strategies when addressing students on student conflict. | Ongoing | Admin Team |
| <p><u>November 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>March 1 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |
| <p><u>June 9 Strategy Update:</u></p> <ul style="list-style-type: none"> • | | |