

FORT MILL HIGH SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership			
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning			
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources			
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity			
Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs						
Performance Goal 1.1a: (Statement of desired progress or result over 5 years)	By 2026, 70% of responses on the Data Integration Survey, completed by designated school leaders, will be at the highest indicator of implementation.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	Data Integration Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Data Integration Survey Responses	30.0%	Projected	40.0%	50% 40%	60% 50%	70% 60%	80% 70%
		Actual	33%				
*Anticipated baseline. Survey will be given in spring of 2022							

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Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs							
Performance Goal 1.1b: (Statement of desired progress or result over 5 years)	By 2026, 80% of school leaders will use Schoolzilla to inform decisions and evaluate systems and programs.							
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.							
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	Schoolzilla usage data							
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26	
Source: Schoolzilla Usage Data	30.0%	Projected	40.0%	50.0%	60.0%	70.0%	80.0%	
		Actual	16.7%					
*2020-21 data used for Baseline								

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Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate Systems and Programs						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Schedule meetings with high school departments to share Schoolzilla/other data for the purpose of evaluating systems and programs.	2022	2027	Assistant Principal of Instruction	\$0	N/A	Continued	Feedback from data intergration survey
Implement Schoolzilla training for school level stakeholder groups utilizing the train the trainer model provided by the FMSD.	2022	2027	Assistant Principal of Instruction	\$0	N/A	Continued	Documentation of professional development activities; monitoring reports
Develop a Data Intergration leadership group to identify ways various student data can be more effectively used by teachers and other school staff	2022	2023	Principal/Assistant Principal of Instruction	\$0	N/A	Continued	Meeting agendas and monitoring reports

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Strategy 1.2:	Effective Communication: Strengthen Stakeholder Involvement in ONGOING Internal and External Communication						
Performance Goal 1.2: (Statement of desired progress or result over 5 years)	By 2026, 96.6% of parents indicate they are satisfied with timely communication from their child's school (#23). By 2026, 73% of parents indicate they agree that the their child's school considers changes based on what parents say (#11).						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	SCDE Parent Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Parent Survey (#23)	94.5%	Projected	94.5%	95% 96%	95.3% 96.2%	95.6% 96.4%	96% 96.6%
		Actual	95.8%				
Source: Parent Survey (#11)	64.5%	Projected	65.0%	68% 65%	71% 67%	73% 71%	76% 73%
		Actual	56.2%				
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Strategy 1.2:	Effective Communication: Strengthen Stakeholder Involvement in ONGOING Internal and External Communication						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Social Media Training for staff, to include best practices, easy ways to post information, district supports	2022	2027	Jenny Overman	\$1,000	Communication Department Budget	Continued	Training schedule and agendas
Weekly newsletter discussing/highlighting important dates and events occurring at FMHS	2022	2027	Principal or designee	\$200	FMHS Instructional Budget	Continued	Weekly copy of newsletter
Contact parents concerning no email address or non deliverable email from Blackboard Communications report weekly. Update the parent contact information.	2022	2027	Registrar/PowerSchool Clerk	\$0	N/A	Continued	Blackboard Communication report per email

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Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation							
Performance Goal 1.3: (Statement of desired progress or result over 5 years)	By 2026, 95% of teachers will be satisfied with working conditions.							
Interim Performance Goal: (One year goal)	Meet annual targets below.							
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Teacher Survey							
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26	
Source: Teacher Survey (#70)	85.20%	Projected	86.0%	88% 92%	90% 93%	92% 94%	94% 95%	
		Actual	91.8%					
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Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Increase participation within multiple departments to host in-service teacher candidates from local colleges and universities.	2022	2027	Assistant Principal of Instruction; Leadership Team	\$0	N/A	Continued	Assignment Lists
Participate in the in-district professional development system that provides teachers with additional personalized professional learning opportunities and leverages teacher-leader talent. Aide in the identification of teacher-leader talent.	2022	2027	Office of HR and Evaluations; FMHS Administration	\$0	N/A	Continued	Teacher-Leader Data
Attend the developed annual district recruitment fair to recruit potential educators to FMHS.	2022	2027	Principal or designee	\$0	N/A	Continued	Electronic Communications and Flyers, Agenda, Recruitment Fair Participation Data
Attend approved local university/college education recruitment fairs	2022	2027	Principal or designee	\$100	FMHS General Fund	Continued	Recruitment fair agenda

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Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.						
Performance Goal 2.1e: (Statement of desired progress or result over 5 years)	By 2026, 95% of students will score a C or higher on the EOCEP English 2 exam. By 2026, 86% of students will score a C or higher on the EOCEP Algebra 1 exam. By 2026, 90% of students will score a C or higher on the EOCEP Biology 1 exam. By 2026, 83% of students will score a C or higher on the EOCEP US History exam.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	EOCEP English 2, Algebra 1, Biology 1, and US History Data (students in the four-year on-time graduation cohort will score a C or higher)						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: English 2	90.4%	Projected	91.0%	93% 90%	95% 91%	97% 93%	99% 95%
		Actual	86.8%				
Source: Algebra 1	86.0%	Projected	88.0%	90% 80%	92% 82%	94% 84%	96% 86%
		Actual	78.6%				
Source: Biology 1	86.5%	Projected	88.0%	90% 84%	92% 86%	94% 88%	96% 90%
		Actual	80%				
Source: US History	73.0%	Projected	75.0%	77.0%	79.0%	81.0%	83.0%
		Actual	76.4%				
*Data from 2021 State Report Card							

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Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.						
Performance Goal 2.1f: (Statement of desired progress or result over 5 years)	By 2026, 95% of students in the graduating cohort will be college or career ready.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	State Report Card college or career ready data based on metrics found in the State Accountability Manual.						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: College or Career Ready	90.0%	Projected	91.0%	92.0%	93.0%	94.0%	95.0%
		Actual	90.3%				
*Data from 2021 State Report Card							

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Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Identify, establish, and maintain the FMHS PLC leadership team	2022	2027	Principal or designee	\$0	N/A	Continued	Meeting agendas
Participate in PLC best practices conferences annually and incorporate identified practices into the FMHS PLC model	2022	2027	Principal or designee	\$1,500 per year	FMHS General Fund	Continued	Conference registrations; meeting agendas
Implement the FMSD Comprehensive Grading Policy and Critical Grade Guidelines	2022	2027	Principal or designee	\$0	N/A	Continued	Meeting agendas and professional development schedule

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Strategy 2.2:	Engaging and Rigorous Curriculum and Instruction: Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.						
Performance Goal 2.2: (Statement of desired progress or result over 5 years)	By 2026, the percent of student responses indicating satisfaction with their learning environment will be 85.5% (#18).						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Student Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#18)	77.9%	Projected	79.5%	81.0%	82.5%	84.0%	85.5%
		Actual	78.1%				
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Strategy 2.2:	Engaging and Rigorous Curriculum and Instruction: Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Collaborate with the district's high school curriculum teams in creating curriculum units and pacing guides.	2022	2027	Principal or designee	\$0	N/A	Continued	Curriculum Artifacts
Utilize the district developed engagement observation tool and monitor set performance goals to measure engagement.	2022	2023	Assistant Principal of Instruction	\$0	N/A	Continued	Observation Tool and data
Participate in ongoing PD on quality, effective instruction: STEAM principles, PBL, differentiated instruction, culturally responsive teaching, SEL, and vetted and approved tech-based resources.	2022	2027	Michael Waiksnis, Peter Olinger, Executive Director of MS/HS, Yashica Latimer, Amanda Griffin	TBD	TBD	Continued	Professional Learning reports indicating types of training provided and attended.

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Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.						
Performance Goal 2.3: (Statement of desired progress or result over 5 years)	By 2026-27 school year, fully implement a multi-tiered system of prevention using a consistent framework across all schools to support the academic, behavioral and social competencies of all students by maintaining 80% or higher treatment integrity.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	Ci3T Treatment Integrity Measures to include Teacher Self-Report, Direct Observations, and Tiered Fidelity Inventory.						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source:	To be collected in 23-24	Projected	N/A	N/A	Baseline TBD	70.0%	75.0%
Ci3T Treatment Integrity (Middle & High)		Actual	N/A	N/A			

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Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Develop a comprehensive framework to include all stakeholders that establishes a process for utilizing existing data systems to target students needs 9-12.	2022	2023	AP of Instruction/AP of Testing	\$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Engage in an annual cycle of data review, analysis, and interpretation with developmental, reciprocal, and accountable steps at grade/content, school, grade band, and district levels.	2023	2027	Principal or designee	\$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Develop a 3-tiered structured framework of prevention to address all students academic, behavioral, and social needs to include staffing to implement 9-12. (Secondary building and implementation)	2022	2025	Principal or designee	\$0	N/A	Continued	Ci3T Implementation Data
Use data to a) determine specific areas in need of academic growth for targeted supplemental programs such as after school and summer programs and b) measure academic growth of participants.	2022	2027	AP of Instruction/AP of Testing	TBD (varies by year)	General Fund, Grants, ESSER Funds, Title Funds	Continued	Student achievement data (see Perf. Goal 2.1a-f)

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Strategy 3.1:	Safe, Clean and Healthy School Environments: Develop and implement a systems' approach to improving a safe, clean, and healthy learning environments.						
Performance Goal 3.1: (Statement of desired progress or result over 5 years)	By 2026, the percent of teacher responses indicating satisfaction with the social and physical environment in their school will be 94% (#47) By 2026, the percent of parent responses indicating satisfaction with the social and physical environment in their school will be 78% (#19) By 2026, the percent of student responses indicating satisfaction with the cleanliness of the bathrooms in their school will be 55% (#21)						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Teacher, Parent, Student Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Teacher Survey (#47)	87.7%	Projected	88.0%	88.5% 91%	90% 92%	90.5% 93%	94% 94%
		Actual	90.3%				
Source: Parent Survey (#19)	72.9%	Projected	73.0%	74% 75%	75% 76%	76% 77%	77% 78%
		Actual	74.7%				
Source: Student Survey (21)	50.3%	Projected	51.0%	52.0%	53.0%	54.0%	55.0%
		Actual	35.7%				
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Strategy 3.1:	Safe, Clean and Healthy School Environments: Develop and implement a systems' approach to improving a safe, clean, and healthy learning environment.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Installation of door numbering signs at all exterior doors that allow access to the interior.	2022	2027	Grey Young, Rich Todd	\$10,000	COPS Grant	Completed	Installation Completed
Revising and implementing a Reunificaiton Plan for evacuation of school property	2022	2027	Grey Young, Rich Todd, FMHS Administration	\$5,000	General Fund	Continued	Reunification Plan
Collect feedback regarding cleaning issues observed during weekly school walk through	2022	2027	FMHS Administration	\$0	N/A	Continued	Feedback data
Develop a consistent discipline code and process with CRHS and NFHS	2022	2027	Principal or designee	\$0	N/A	Continued	Updated discipline handbook

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Strategy 3.2:	Effective Social Emotional Learning and Support Services						
Performance Goal 3.2: (Statement of desired progress or result over 5 years)	By 2026, the percent of student responses indicating satisfaction with their social and physical environment will be 82.5%. By 2026, the chronic absenteeism rate will be 7%.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Student Survey, Chronic Absenteeism						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#36)	81.3%	Projected	81.5%	81.8%	82.00%	82.25%	82.50%
		Actual	79.2%				
Source: Chronic Absenteeism Rates	9.19%	Projected	9.00%	8.50%	8.00%	7.50%	7.00%
		Actual	11.8%				
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Strategy 3.2:		Effective Social Emotional Learning and Support Services					
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Implement the district approved social emotional learning curriculum	2022	2024	FMHS Ci3T Team	\$0	N/A	Continued	Provided curriculum and Professional Development Plan
Implement universal social emotional learning screener provided by FMSD	2022	2024	Principal or designee	\$0	N/A	Continued	Provided curriculum and Professional Development Plan
Implement evidence-based interventions to address social, emotional or behavioral concerns identified through universal data	2022	2027	FMHS Ci3T Team	\$0	N/A	Continued	MTSS data from Enrich

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Strategy 3.3:	Technology Resources: Provide equitable student learning opportunities with current technology resources.						
Performance Goal 3.3: (Statement of desired progress or result over 5 years)	By 2026, increase the average launches per user in ClassLink to 43						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	ClassLink App Usage Report						
Overall Measures	Average Baseline		2021-22	2022-23	2023-24	2024-25	2025-26
Source: ClassLink Usage Data	34	Projected	35	37 40	39 41	44 42	42 43
		Actual	39				

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Strategy 3.3:	Technology Resources: Provide equitable student learning opportunities with current technology resources.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Participate in software vetting through the "Digital Resource Requests" process to be added to ClassLink	2022	2027	Assistant Principal of Technology or designee	\$0	N/A	Continued	Software vetting data
Plan and implement the semi-annual digital citizenship lesson	2022	2027	Principal or designee	\$0	N/A	Continued	Lesson schedule and Principal sign-off sheet
Plan and implement training for ClassLink usage	2022	2027	Assistant Principal of Technology or designee	\$0	N/A	Continued	PD Schedule
Monitor ClassLink launches and recognize monthly participation in using the programs	2022	2027	Assistant Principal of Technology or designee	\$100	FMHS Instructional Fund	Continued	ClassLink usage report

FORT MILL HIGH SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership			
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning			
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources			
	X	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity			
Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.						
Performance Goal 4.1a: (Statement of desired progress or result over 5 years)	By 2026, increase the participation in Honors courses within the minority demographic subgroups to 21.5%.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	Honors and Advanced Placement Participation Data						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Honors Course Enrollment	18.0%	Projected	18.5%	19% 20%	19.5% 20.5%	20% 21%	20.5% 21.5%
		Actual	19.3%				
*2020-21 data used for Baseline							

FORT MILL HIGH SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:	<input type="checkbox"/>	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership			
	<input type="checkbox"/>	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning			
	<input type="checkbox"/>	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources			
	<input checked="" type="checkbox"/>	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity			
Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Analyze and identify prereqs for advanced courses to promote participation in Honor coursework	2022	2026	Assistant Principal of Instruction	\$0	N/A	Continued	FMSD Program of Studies
Use PSAT or other standardized test instruments to identify students' ability to participate in advanced coursework	2022	2026	API/Guidance Department	\$0	N/A	Continued	Standardized Score Report
Utilize IGP process to promote participation in advanced courses among all stakeholders	2022	2026	Guidance Department	\$0	N/A	Continued	IGP completion report
Organize and conduct an AP/Honors night for students and parents	2022	2026	Principal or Designee	\$1,000	School General Fund	Continued	AP/Honors Night Agenda and participation data