

Irmo High School International School for the Arts

Goal Area: Select One

- School Climate
- Teacher Admin Quality
- Student Achievement
- District Priority
- Other: specify _____

Performance Goal: By 2020-2021, Irmo High School will improve student on-task behavior in class as measured by teacher, parent, and student survey results by 10%, and referrals for classroom disruptions in Educators’ Handbook reduced by 10%.

Interim Performance Goal: To improve student on task behavior as measured by teacher, parent, and student survey results by 2% per year, and decrease referrals for classroom disruption by 2% per year

Data Sources: Educator’s Handbook and South Carolina Parent and Teacher Surveys.

Overall Measure #1:

Referrals in Educators Handbook for Class Disruption will decrease by 20%

Average Baseline	2016/17	2017/18	2018/19	2019/20	2020/21
350 (2015-16 projected)	335	320	305	290	280

Overall Measure #2:

School Climate measures in student, parent and teacher surveys to question “I am satisfied with the learning environment in my school” (%age mostly agree or agree).

Average Baseline (2014-15)	2016/17	2017/18	2018/19	2019/20	2020/21
Teacher 71.9%	73.9	75.9	77.9	79.9	81.9
Parent 80%	82.0	84.0	86.0	88.0	90.0
Student 66.7%	68.7	70.7	72.7	74.7	76.7

Strategy #1

Support teachers in improving classroom management and student engagement through focused professional development, expectations, and feedback.

Action Plan

Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Provide ongoing professional development in the areas of classroom management, cultural competence, and student engagement	2016-2020	Principal and API	0	n/a	Staff meeting agendas and PD plan
Creation of building wide classroom management expectations	2016-2017	PBIS Committee	0	n/a	Walk through observations recorded in Mosaic
Provide clear, consistent feedback to staff regarding classroom management	2016-2020	Instructional Cabinet (Department Chairs)	0	n/a	Walk through observations recorded in Mosaic

Strategy #2

Provide interventions for students to improve classroom behavior

Action Plan

Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Create schedule of class meetings to address behavior issues and goal setting in large groups	2016-17	Administrative team and diversity team (SQUAD)	0	n/a	Weekly meetings
Provide multiple student interventions to focus on classroom behavior and respect	2016-17	PBIS Committee	0	n/a	Number of student interventions implemented

Strategy # 3

Create a new focus on attendance by creating an attendance incentive program and provide interventions for excessive absences.

Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Determine number and type of incentive rewards to be given at end of year	2016-17	Attendance Committee	\$2000	private donations	End of year attendance awards
Identify recognition program and attendance levels to be recognized	2016-17	Attendance Committee	0	n/a	End of year attendance awards
Create schedule of attendance intervention	2016-17	Assistant principals	0	n/a	Weekly or monthly meeting schedule