



## Strategic Action Plan

Innovation Lab High School Mission:

*At Innovation Lab High School, we develop students to be articulate, empathetic, thoughtful, reflective learners who are ready to go forth into the world as leaders and innovators.*

This Strategic Action Plan is the summary of the process we used to identify our goals; the identified goals; and the intended outcomes of student success.

### OUR INQUIRY PROCESS

Identifying Strategic Plan goals and actions to meet the chosen goals compels us to engage in a cycle of continuous improvement. The inquiry process that drives our cycle of continuous improvement is outlined below.

## Innovation Lab High School

### Community Engagement

At ILHS, community is a core value of our school and central to the work with students and families. We strive to build connections with our families so that we can partner together for the success of each student and our entire community. We have high active family engagement groups such as our PTSA and the Guardians of the Flock. Both parent groups collaborate with staff and student leaders to co-construct our school culture. Within the first month of school, the following parent engagement activities occurred:

- PTSA Council - 8/7/2023 at 6:00 pm
- Parent Meet and Greet - 9/8/2023 at 8:00 am
- Curriculum Night - 9/28/2023 at 5:45 pm

### Examination of Student Data

Quantitative Data	Qualitative Data	Experiential Data
D/F reports Mastery skills data SBAC Data Discipline records Attendance records	Student surveys Student forums	Student interviews Student observations

### Equity Inventory

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Staff engaged in individual self-reflection related to Domain 4 and selected areas for growth. The areas with the greatest need were selected for our domain 4 area of focus. [Northshore School District Equity Handbook](#)

### **Data Review & Analysis**

Based on our comprehensive data review, we have identified the gaps in student outcomes for students in grades 10 - 12 with less than 90% attendance rate as the area that requires our attention. These gaps are described below.

<b>Access or Outcome Gap</b>	<b>Root Cause</b>
Connection to school clubs/activities	Absences prevent from getting involved
Sense of belonging	Absences decrease, lack of connection
Mastery of transferable skills	Absences prevent from practicing and getting regular feedback on skills.

### **OUR GOALS & MEASURES**

Based on our comprehensive data analysis, we have identified a specific measure for each of the Strategic Plan goals related to our school's level to focus on during the current school year. The goals and measures are described below.

<b>School Goals</b>	<b>Measure</b>
<b>Goal 2</b> Responsible, Resilient, Empathetic Learners  <i>Equity Means: Each student embraces own voice, accepts ownership of own actions and experiences, and honors the diversity, unique needs and contributions of others.</i>	2.1 - Increased percentage of students reporting a perception of safety, fairness, inclusiveness and supports for emotional, behavioral, mental, and physical health.
	2.4 - Increased percentage of students who report engaging in clubs, sports, employment, or activities
<b>Goal 3</b> Growth for Every Student, Elimination of Outcome and Opportunity Gaps  <i>Equity Means: Each student actively engages in rigorous standards-based curriculum, effective instruction,</i>	3.3 Increased percentage of students who demonstrate mastery.

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<i>timely, targeted enrichment and intervention, and proactive social-emotional supports.</i>	
<p><b>Goal 4</b> Innovative, Creative, Critical Thinkers</p> <p><i>Equity Means: Each student engages in culturally relevant and cognitively challenging, real-world learning, while applying knowledge and skills in a variety of ways.</i></p>	<p>4.2 - Increased percentage of students who can justify a position with supporting evidence and can solve real-world challenges in imaginative ways.</p>
<p><b>Goal 5</b> Ready for Lifelong Success after Graduation</p> <p><i>Equity Means: Each student receives equitable access to experiences crucial for success in college and beyond, and meets or exceeds Washington state's college-&amp;-career readiness graduation requirements.</i></p>	<p>5.3 - Increased percentage of students will demonstrate acquisition of practical skills and dispositions for life after high schools</p>

**Theory of Action, Instructional Practices & Equity Strategies**

To address the Strategic Plan goals, measures and metrics, we have identified a theory of action and specific objectives to help us create the change we wish to see. Additionally, we have selected a specific set of instructional practices and equity practices we believe will make a positive difference for our students.

**GOAL 2.1 & 2.4:**

Theory of Action

Based on the data and root cause analysis, we believe that if we build community in Crew using restorative circles and increase engagement in clubs, then students will have an increased sense of belonging and engagement in clubs which will improve their attendance and because they feel connected to school.

Objective

2.1 - *Between September 2023 to May 2024, students at Innovation Lab High school will participate in restorative circles in Crew (and possibly other classes), which will result in an increased perception of safety, fairness, inclusiveness at school as measured by student feedback surveys in fall, winter, and spring.*



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2.4 - Between September 2023 to May 2024, students at Innovation Lab High School will report high engagement with clubs as measured by student feedback surveys in fall, winter, and Spring.

#### Instructional Practices & Equity Strategies

The instructional practice(s) and equity strategy(ies) described below will help us achieve our objectives: Restorative circles, student voice, building positive relationships, co-creating the school culture.

### **GOAL 3.3**

#### Theory of Action

Based on the data and root cause analysis, we believe that if students receive clear, timely, and effective feedback on mastery skills, then students will demonstrate mastery of their transferable 21st century skills.

#### Objective

Between September 2023 - May 2024, an increased percentage of juniors will earn more mastery transcript credits than juniors in the previous school year.

#### Instructional Practices & Equity Strategies

The instructional practice(s) and equity strategy(ies) described below will help us achieve our objectives: clear, timely, effective feedback, equitable grading practices.

### **GOAL 4.2**

#### Theory of Action

Based on the data and root cause analysis, we believe that if students learn about and practice design thinking in multiple contexts, then students' ability to solve real world problems in imaginative ways will improve.

#### Objective

Between September 2023 to May 2024, an Increased percentage of students will demonstrate the ability to solve real-world challenges in imaginative ways.

#### Instructional Practices & Equity Strategies

The instructional practice(s) and equity strategy(ies) described below will help us achieve our objectives: learn about design thinking, practice design thinking in Crew through group challenges, receive feedback on design thinking in group projects and schoolwide projects.

### **GOAL 5.3**

#### Theory of Action

Based on the data and root cause analysis, we believe that if students receive clear, timely, and effective feedback on mastery skills, then students will demonstrate mastery of their transferable 21st century skills.



Objective

Between September 2023 - May 2024, juniors at ILHS will demonstrate 21 skills for life after high school as demonstrated by an increased percentage of submissions of mastery transcript skills and advanced competencies.

Instructional Practices & Equity Strategies

The instructional practice(s) and equity strategy(ies) described below will help us achieve our objectives: clear, timely, effective feedback, equitable grading practices.

**OUR MEASUREMENTS OF PROGRESS**

We will follow an equity transformation cycle of continuous improvement to measure our progress at least six times during the school year for each of our goals according to the identified assessments/standards outlined in our specific, measurable, attainable, relevant, and time-bound aims. As we collect data, we will determine the efficacy of our work. If our strategies appear to be working, we will continue to execute our plan as designed. On the other hand, if the data indicates that there is no impact, we will re-examine our work and make critical adjustments.

Measures	Metrics	Dates of Data Review
<b>GOAL 2: Responsible, Resilient, Empathetic Learners</b>		
2.1 - Increased percentage of students reporting a perception of safety, fairness, inclusiveness and supports for emotional, behavioral, mental, and physical health.	<ul style="list-style-type: none"> <li>Active participation in Crew</li> <li>Participation in restorative circles</li> <li>Involvement in clubs</li> <li>Involvement in student voice activities</li> </ul>	<ul style="list-style-type: none"> <li>Attendance data quarterly</li> <li>Panorama data</li> <li>Fall/Winter/Spring student survey</li> <li>Student interviews</li> </ul>
2.4 - Increased percentage of students who report engaging in clubs, sports, employment, or activities	<ul style="list-style-type: none"> <li>Involvement in clubs</li> <li>Involvement in student voice activities</li> </ul>	<ul style="list-style-type: none"> <li>Attendance data quarterly</li> <li>Club attendance</li> <li>Panorama data</li> <li>Fall/Winter/Spring survey data</li> <li>Student interviews</li> </ul>
<b>GOAL 3: Growth for Every Student, Elimination of Outcome and Opportunity Gaps</b>		



3.3 - Increased percentage of students who demonstrate mastery.	<ul style="list-style-type: none"> <li>• Submission of mastery skills evidence</li> <li>• Students demonstrating proficient or exceeding on mastery skills</li> </ul>	<ul style="list-style-type: none"> <li>• Semester check on quantity of mastery transcript submissions.</li> <li>• Semester check on quality (proficient or exceeds) of mastery transcript submissions</li> </ul>
<b>GOAL 4: Innovative, Creative, Critical Thinkers</b>		
Increased percentage of students who can justify a position with supporting evidence and can solve real-world challenges in imaginative ways.	<ul style="list-style-type: none"> <li>• Participation in design challenges.</li> <li>• Successful completion of projects that require design thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Student survey self-perception of problem solving skills</li> <li>• Submission of proficient or exceeding Mastery transcript evidence related to creativity and critical thinking</li> </ul>
<b>GOAL 5: Ready for Lifelong Success after Graduation</b>		
Increased percentage of students will demonstrate acquisition of practical skills and dispositions for life after high schools	<ul style="list-style-type: none"> <li>• Submission of mastery skills evidence</li> <li>• Students demonstrating proficient or exceeding on mastery skills</li> </ul>	<ul style="list-style-type: none"> <li>• Semester check on quantity of mastery transcript submissions.</li> <li>• Semester check on quality (proficient or exceeds) of mastery transcript submissions</li> </ul>

## PROFESSIONAL DEVELOPMENT

To support the efficacy of the educators at Innovation Lab High School, we will learn together, review data, and make adjustments as needed. During the current school year, we will participate in the following professional development activities as part of our work:

- Restorative Practices
- Design thinking
- Effective feedback
- Equitable grading practices
- Competency based grading
- Trauma informed practices

## COMMUNITY PARTNERSHIP

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Student, family and community input was essential in our Strategic Action Plan design, and is essential to support our commitment of improving student outcomes. We are dedicated to involving you and the rest of our Northshore community this year as follows:

- PTSA
- Community events
- Student led conferences
- Earth Day
- Better World Day
- Flex Wednesday guest speakers
- Volunteer opportunities

**Thank you for being part of your student's education and for partnering with us!**