CONTINUOUS IMPROVEMENT PLAN/TURNAROUND PLAN
Office of School Transformation

Designation Status:	**Underperforming School**	**Person completing the form:**	**Ekemam A. Montgomery**
District Name:	Richland School District One	**Title:**	Principal
School Name:	**Eau Claire High School**		

PHASE 1: DIAGNOSE

USE THE CONTINUOUS IMPROVEMENT RUBRIC TO ASSESS READINESS

MOST RECENT REPORT CARD ACCOUNTABILITY MANUAL RATING POINTS						
Elementary/Middle Schools				**High Schools**		
	Numerator	**Denominator**			**Numerator**	**Denominator**
Academic Achievement				**Academic Achievement**	5.93	25
Preparing for Success				**Preparing for Success**	1.11	10
English Learners' Student Progress				**English Learners' Student Progress**	1.63	10

				School Climate Progress	2.26	5
Student Progress						
School Climate				Graduation Rate	14.86	25
				College and Career Readiness	12.68	25
				Student Engagement		
Overall Score and Rating	0	0		Overall Score and Rating	38.47	100
Conclusions based on Rating Points				**Conclusions based on Rating Points**		
Strengths				Strengths	Graduation Rate and College and Career Readiness are our strengths	
Opportunities for Growth				Opportunities for Growth		

PHASE 2: SELECT AND PHASE 3: PLAN

Performance Goal #1 (SMART goal): Resource Inequity Goal	By the end of the 2023-24 school year, 100% of the teachers at Eau Claire High School will facilitate engagement activities utilizing Visible Learning and AVID strategies to increase student's writing and reading scores on formative and summative assessments.			
Strategy Description	**Action Items from Strategy**	**Instructional Materials Needed/Used**	**Fund Location**	**Total for Strategy**

	Contract services of outside and district facilitators to inform and model effective Visible Learning and AV	Teacher Clarity/Visible learning/AVID weekly	Federal	$45,000.00
	Create a calendar of PLC's focused on engagement strategies in the classroom	Teacher Clarity/Visible learning/AVID weekly	None	
	Practice WICOR Strategies monthly during Faculty Meetings.	AVID weekly	None	
	Engage in WICOR Wednesday activities	AVID weekly	None	
	Embedding WICOR Strategies in classrooms once a week.	AVID weekly	None	
What Professional Development Activities will support this strategy?	AVID Summer Conferences/ District AVID PD's	AVID	Federal	$15,000.00
	District Visible Learning PD	Visible Learning	Local	
Total Cost				**$60,000.00**

Performance Goal #2 (SMART goal)	By the end of the 2023-24 school year, no less than 75% of Senior students will graduate with a College or Career point.

Strategy Description	Action Items from Strategy	Instructional Materials Needed/Used	Fund Location	Total for Strategy
	Meet regularly as a Graduation/MTSS Team to discuss and track student progress	Powerschool/Student Trackers/Handouts/notes	None	
	Hire a Graduation Coach and Certified Interventionist to track the data and meet with students	Powerschool/Student Tracker/Time and Effort reports/Agendas/Meeting notes	Federal	$160,000.00
	Conduct regular meetings with identified students (and parents) to inform them of CCR opportunities	Powerschool/Student Trackers/Handouts/notes/MS Teams	None	

	Attend District scheduled CCR meetings to exchange ideas with other schools and to utilize district support	Agendas and Meeting notes	None	
	Post and track students who need their CCR point in the data room as a point of focus	Powerschool/Student Trackers/Handouts/notes	None	
What Professional Development Activities will support this strategy?	District Graduation Rate/ CCR professional developments	Agendas and Meeting notes	Local	
	Total Cost			**$160,000.00**

Performance Goal #3 (SMART goal)	By the end of the 2023-24 school year, 2% point increase in the number of Multilingual Learners meeting their goals			
Strategy Description	**Action Items from Strategy**	**Instructional Materials Needed/Used**	**Fund Location**	**Total for Strategy**
	Develop and maintain a school plan that targets struggling SPED, 504 and ESOL students, which focus on content attainment, recovery, and redo/retake practices	Powerschool/Student Trackers/Handouts/notes	None	
	Provide opportunities for students to receive academic tutoring afterschool and monitor student participation.	Progress Learning/Imagine Edgenuity/Delta Math/Newsela/Mastery	Federal	$15,000.00
	Establish monthly meetings with Special Education and ESOL teachers to discuss individual student growth progress (identify struggling students by name and design supports	Agendas and Meeting notes	None	
	Provide field studys and school activities that enhance the students school experience to encourage attendance and achievement	Lesson plans/ Iteniraries	Federal	$10,000.00
What Professional Development Activities will support this strategy?	Attend district meetings on best practices in preparing for WIDA	Lesson plans/ Iteniraries/Agendas	Local	

	Total Cost			$25,000.00

* Include additional goals and strategies on the 3rd tab.

High Quality Instructional Materials		
	ELA	**Math**
What high quality instructional materials are being used to focus on growth and continuous improvement for ELA and math instruction?	Visible learning teaching stategies, State supported documents, RCSD1 teaching and learning resources, Progress Learning (USA Testprep), IXL, Common Lit, NEWSELA, Imagine Learning	Visible learning teaching stratgies, State support documents, RCSD1 teaching and learning resources, Demos, Delta math, Saavas, Progress Learning (USA Testprep), Imagine learning

PHASE 4: IMPLEMENT AND PHASE 5: MONITOR

	GOAL 1	Goal 2	Goal 3
WHAT DATA SOURCE(S) IS THE TEAM USING TO MONITOR THIS GOAL?	Classroom Mosaic observation data/ Mastery Connect/ Powerschool Grade Distributions	Bi-weekly graduation meeting failure data, PowerSchool, Special School weekly reports, Imagine learning	WIDA benchmarks, Mastery Connect, Attendance/Grades/Afterschool Rosters

Does the data indicate that the team is **AT-RISK**, **LAGGING**, OR **ON TRACK** as it relates to progress towards each prioritized goal.	GOAL 1	Goal 2	Goal 3
30 Day Review (by 2/1/2024)	ON TRACK - 49 Teachers have participated in PD, PLC's and observertions focused on the usage of Visible Learning and AVID strategies	AT - RISK - 141 Students in the cohort, 7 on non-diploma track and currently 46 have earned their CCR point.	LAGGING - 43 students out of 47 have participated in at least 2 activities centered on enhancing the student experience. Benchmark has not been administered yet.
60 Day Review (by 4/1/2024)			
90 Day Review (by 6/15/2024)			

PHASE 6: REVISE

Please describe in detail any adjustments that have been made to the plans for each of the goals listed above. Be sure to include what has been learned in this improvement cycle, as well.

BENCHMARK PROGRESS	30 Days after Implementation	60 Days after Implementation	90 Days after implementation
MONITORING DATE	5-Nov-23		
KEY POINTS OF DISCUSSION/PLANNING	Instuctional strategies to enhance student engagement. Monitoring teacher and student data to measure progress towards attaining school		

	goals.		
Additional documentation:			

*Upon completion of the 90-day plan, teams should begin a new continuous improvement cycle. The Office of School Transformation recommends using the **Continuous Improvement Rubric** to re-assess where the team is and to make adjustments before Diagnosing and Selecting new or updated goals.