Forsyth County Schools

A safe, connected, and thriving community for all

South Forsyth High School

2024-2025

School Improvement Plan

Principal: Pamela Bibik

School Mission/Vision Statement(s):

To foster relationships, empower growth, build leadership, and pursue passions while embracing intercultural understanding.

School Motto:
Connect, Achieve, Lead, Inspire

South Forsyth High School
2024-2025 School Improvement Plan

FCS Goal Area: Social & Emotional Health

FCS Performance Objective C: Promote respect, wellness, and balance for staff and students

Major Focus: Foster a balanced and supportive learning environment where students thrive both academically and emotionally.

Performance Measures:

- Increase the number of students and teachers in leadership roles.
- Increase participation by students in schoolwide activities and events.
- Increase the percentage of students reporting reduced stress levels and improved emotional well-being.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Conduct empathy interviews with students to determine what events they are interested in. • Grow the InterClub Council and implement a student leader academy • Partner events with students interested in leadership opportunities to promote student voice and leadership experience within the school • Plan and implement pep rallies (2) that acknowledge and celebrate both competitive and academic groups. • Empower Leadership Team through Coaching for Performance training. • Pillars of Excellence (Student of the Month)- increase the number of students honored.	• Plan and implement pep rallies (2) that acknowledge and celebrate both competitive and academic groups. • Deliver leadership lessons to the InterClub • Plan and implement the Longest Table event with PTSO, InterClub council and LEAD Committee. • Celebrate Pillars of Excellence recipients at Honors Night. • Recruit and train members for the Student Ambassador Group. • Conduct exit interviews with students and staff to determine areas for growth and identify successes.

Performance Measures: Year-End Results

2023-2024 (Baseline):

- 76% of the school's clubs and organizations had a student leadership component.
- 33% of the staff participate in leadership in various capacities either in their content, school, or community.
- Interclub Council (ICC) was started consisting of 58 student representatives chosen by their respective campus organizations to begin leadership training and provide voice on school-wide initiatives.
- 55 Partners in Education, with whom we have had a relationship over the past year, were invited to attend our Partners in Education Celebration

School Climate Survey 2023-2024

- What causes you stress: Demands of School Work- 79.41%
- What causes you stress: School Grades and Performance- 73.53%

2024-2025:

Reflection on Results:

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FCS Goal Area: Climate, Culture, & Community

FCS Performance Objective B: Work collaboratively with all people to promote inclusivity, school pride, and belonging

Major Focus: Foster positive relationships and involvement in campus life and promote intercultural understanding.

Performance Measures:

- Increase student connectedness at school.
- Increase staff retention rates.
- Increase opportunities for students who are economically disadvantaged to participate in campus life.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Promote student involvement to 9th graders and parents. • Market student involvement activities to encourage participation. • Publish a staff and community newsletter weekly. • Build supportive connections between PTSO, the community, and staff. • Relaunch the War Eagle Way (PBIS) initiative to recognize students for good behavior • Develop staff and student leadership by harnessing their interests and empowering them to lead initiatives through War Eagle Way. • Train teachers to use the PBIS app to recognize students for good behavior. • Identify and support students who are economically disadvantage but connecting students to resources	• Administer the Georgia Student Health Survey and GA School Climate to all students to learn school climate information to appropriate stakeholders • Recognize students for good behavior through the War Eagle Way initiatives for quarters 2, 3, and 4 • Work with students who are economically disadvantaged to select courses in CTAE pathways for the 25/26 school year during the registration window • Evaluate the effectiveness of the PBIS app for future use • Implement the strategies learned by the War Eagle Way team from district PBIS professional learning • Get feedback from the War Eagle Way Student Team on the effectiveness of PBIS rewards • Recruit students for the War Eagle Way Student Team for the 25/26 school year to continue the PBIS initiatives

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2023-2024 (Baseline):

School Climate Survey 2023-2024

- Students
  - Students feel connected at school- 85%
  - Students at this school are treated fairly by other students regardless of race, ethnicity or culture- 81%
- Staff
  - Staff feel like they are an important part of the school- 89%
  - Staff feel supported by other staff at the school- 96%
- Parents
  - Parents are actively involved at the school- 69%
  - Parents believe the school has high standards for achievement- 91%

Staff Retention Rates 2023-2024

- 93% certified staff retention rate
- 92% certified and classified staff retention rate

War Eagle Way

- Increase recognition for good student behavior
    - School Climate Survey 2023-2024
        - Students are frequently recognized for good behavior.
            - 65% of students agreed
            - 91% of staff agreed
            - 82% of parents agreed
- Increase PBIS Tiered Fidelity Inventory (TFI) score from 23-24 Tier 1
- Increase PBIS Self-Assessment Survey (SAS) from 23-24 with 15% high priority

Economically Disadvantaged

- Identify participation in extracurriculars and CTAE pathways
- Increase participation in these areas

2024-2025:

Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objectives A & B: Increase student achievement and growth

Major Focus: Implement evidence-based strategies and approaches to consistently improve student achievement and growth across all grade levels and subject areas.

Performance Measures:

- Increase graduation rate.
- Increase student academic achievement and growth among targeted student sub-groups across key subject areas and grade levels.
- Identify and increase pathway participation and accelerated enrollment by cohort.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Identify pathway participation by cohort • Using the Success Team protocol, implement interventions in response to grades, attendance, discipline, and academic progress. • Collect data on student interactions and tiered support, and use of student success plans. • Conduct focused data analysis within collaborative teams focusing on subgroup performance. • Provide staff learning opportunities and measure professional learning and training in AP/IB, externships, and leadership.	• Continue semester one action steps as appropriate. • Meet bi-weekly with at-risk seniors following protocols of student success team and MTSS strategies. • Increase pathway participation by cohort through registration and Success Team guidance. • Measure Success Team interactions

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

2023-2024 (Baseline):

Increase graduation rate.

- SY 23-24 Graduation Rate Predicted- 99%

Increase student passing rate (students failing 0 classes).

- SY 23-24 Passing rate – 95%

Improve overall progress score as measured by CCRPI.

- Awaiting CCRPI Growth Data
- Instructional Extension
    - Math Instruction Extension- 4 students served
    - Saturday Academy- 147 students served
    - Science Instruction Extension- 8 students served
    - ELA Instructional Extensions- 2 students served
    - Social Studies Instruction Extension- 1 student served
- Talon Time Participation- 293 students served
- Current Number of Students in MTSS

    - Tier 2= 35 students
    - Tier 3= 11 students
    - SST= 2 in Process, 1 moved to SE
- Intervention Plans
    - 2 Tier 3 Social Skills
    - 2 Tier 2 Behavior Contract
    - 14 Tier 3 Graduation Plans
    - 30 Tier 2 Strategic Cohort
    - 36 Tier 2 Check-In/Check-Outs
- Success Teams- 6% of student population served

Improve overall progress score as measured by CCRPI.

- Awaiting SY 23-24 CCRPI Progress and Content Mastery Score
- SY 22-23 CCRPI Content Mastery Score – 100%
- SY 22-23 CCRPI Progress Score – 94.7%

Collaborative Team Foundational Work (PLC)

- 43 of 62 (69%) of collaborative teams established and implemented norms.
- 42 of 62 (68%) of collaborative teams formed collective commitments.
- 27 of 62 (44%) of collaborative teams developed common success criteria

Establish baseline of percentage of staff participating in learning or leadership opportunities

- Q1= Staff attended 65 professional learning opportunities outside of school PL for a total of 65 for the year, implemented 1 professional learning sessions with leadership team
- Q2= Staff attended 18 professional learning opportunities outside of school PL for a total of 83 for the year, implemented 1 professional learning sessions with leadership team
- Q3= Staff attended 56 professional learning opportunities outside of school PL for a total of 139 for the year, implemented 2 professional learning sessions with leadership team
- Q4= Staff attended 34 professional learning opportunities outside of school PL for a total of 173 for the year, implemented 1 professional learning sessions with leadership team
- 68.1% of certified staff participated in a learning or leadership opportunity
- 62.5% completion of school-based leadership professional learning goal

2024-2025:

Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objective D: Develop and sustain consistent assessment practices

Major Focus: Utilize formative assessment practices to foster student investment in learning

Performance Measures:

- Establish baseline for percentage of certified staff who use the formative assessment cycle practice with fidelity.
- Establish baseline for percentage of staff who show evidence of utilization of success criteria to allow students to monitor their own progress.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Develop an observation rubric based on best practices from the county's Instructional Framework and the PLC Continuum for formative assessments, conduct observations, and analyze data from observations to establish baseline • Conduct and monitor a professional learning plan on the importance and use of success criteria.	• Reflect on observation data gathered from semester 1. • Continue monitoring data from observation rubric on best practices from the county's Instructional Framework and the PLC Continuum for formative assessment cycles. • Reflect on professional learning from first semester on success criteria and tailor semester 2 professional learning to this data.

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

2024-2025:

Reflection on Results: