Forsyth County Schools

A safe, connected, and thriving community for all

West Forsyth High School

2024-2025

School Improvement Plan

Principal:

Dr. Aaron Archambeau

School Mission/Vision Statement(s):

Vision
Inspiring Innovative Leaders

Mission
Build a strong foundation of relationships in order to engage all students in rigorous and relevant learning

School Belief Statements:

Relationships
Create and maintain an environment where the West Family feels emotionally and physically safe, involved, and connected.

Rigor
Engage students in ways that promote higher order thinking skills, problem solving, and ownership.

Relevance
Offer a comprehensive experience that provides for career connections and prepares students to succeed.

West Forsyth High School
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FCS Goal Area: Social & Emotional Health

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

Major Focus:
Increase student and staff connectedness at West through our ICON (Involved, Connected, Ownership, Noble) framework.

Performance Measures:
- ODR/SWIS Data from 22-23, 23-24, and 24-25 school years
- Wellness Survey Data from 22-23, 23-24, and 24-25 school years
- Staff Self-Assessment responses (pre-training in comparison to post-training and implementation)

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps

• Use ICON in-the-classroom training to begin implementation
  ○ Prior to training, staff will complete a self-assessment to provide baseline data for their comfortability and knowledge of expectations and specific praise.
  ○ Train staff on developing classroom expectations and specific praise
• Analyze and share Spotlight data monthly within departments
• Develop lessons/activities for teachers to redeliver based on areas of need identified through Spotlight data
• Focus wellness lessons/initiatives on the improvement of student/staff connectedness and acceptance of others
• Students, staff and community will take a Wellness Survey.
	• Analyze and share Spotlight data monthly within departments
	• Develop lessons/activities for teachers to redeliver based on areas of need identified through Spotlight data
	• Staff continue to implement lessons/activities aligned to the classroom expectations and specific praise ideals.
	• Staff will complete self-assessment to determine areas of strength and areas of growth pertaining to PBIS in the classroom (expectations and specific praise)
	• Students, staff and community will take a Wellness Survey.
	• Facilitate the school-wide ICON Celebration in April

Performance Measures: Year-End Results

2023-2024 (Baseline):
Percentage of students who report being treated fairly by staff/peers:
21/22 school year 28% - 22/23 school year 32.5% - 23/24 school year 52.7%

Percentage of staff who felt connected to others in the building:
21/22 school year 32% - 22/23 school year 37% - 23/24 school year 68%

Number of Discipline Referrals:
21/22 school year 522 - 22/23 school year 479 - 23/24 school year 554

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:
Create an authentic sense of community among all stakeholders at West Forsyth HS and in the West Community of Schools.

Increase the collaboration of schools within vertical communities.

Performance Measures:
- Number of attendees at 24/25 in-person events as compared to 23/24 in-person event
- Attendance at 24/25 Joint West LSC meetings as compared to 23/24 Joint West LSC meetings
- Number of attendees at joint HS/MS transition event
- Increased number of in-person events, both locally at WFHS and community-wide.
- Feedback from staff members after attending professional learning

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Gather feedback from stakeholders at Joint West LSC meeting - September 2024 • Collaborative in-person event to solidify the belonging of all community members in the West Community of schools - West Fest in October 2024 • Continue working with Culture Team, Leadership Development Team, Instructional Design Team, and ICON Team to allow all staff members to participate in decision making • Revise and implement a communication plan for each vertical team • Implement professional learning for staff at WFHS to increase engagement with the West Forsyth community	• Continue working with Culture Team, Leadership Development Team, Instructional Design Team, and ICON Team to allow all staff members to participate in decision making • Gather feedback from stakeholders at Joint West LSC meeting - May 2025

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2023-2024 (Baseline):
Attendance at in-person events:
- WFHS Community Events
  - Technology and Safety Night: 12 attendees
  - Guest Speaker John Trautwein: 7 attendees
  - Read to a Child Night (World Read Aloud Day): 31 attendees
  - Trunk or Treat: approximately 300 attendees
- WFHS Events
  - Pathways Night: approximately 500 attendees
  - Unity Night: 73 attendees
  - HS 101: 45 attendees

Joint West LSC meeting attendance remained around 70%

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:
Increase student achievement and growth through the use of effective Tier 1 instructional strategies in the classrooms.

Performance Measures:
- 2024-2025 3% increase as measured by Progress in CCRPI as compared to 2023-2024
- Responses on the ELEOT tool (classroom observation tool) - Semester 1 compared to Semester 2
- Responses from content teams on the PLC Form - tracked throughout Semester 1 and Semester 2
- Responses from staff on Tier 1 Instructional Strategies survey
- Feedback from staff members after attending professional learning

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Conduct classroom observations utilizing the ELEOT tool • Content teams utilize PLC form to reflect on and discuss effective teaching strategies. • Tier 1 instructional strategies PL sessions • Review data from ELEOT tool observations • Focusing content team work on the driving questions for collaborative teams • Reflection survey about use of tier 1 instructional strategies	• Continue to conduct observations utilizing the ELEOT tool • Review data from ELEOT tool observations • School based professional learning on Tier 1 instructional strategies • Content teams utilize PLC form to reflect on and discuss effective teaching strategies • Reflection survey about use of tier 1 instructional strategies

Performance Measures: Year-End Results

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

2023-2024 (Baseline):
- 2023-2024 3% increase in the gap as measured by Progress in CCRPI
  - Awaiting CCRPI Report for the 23/24 school year - 22/23 school year was 60.3
- Responses entered on the ELEOT tool (classroom observation tool) - Semester 1 compared to Semester 2
  - Less than 10% of observations were entered through the ELEOT Tool during Semester 1
  - Less than 5% of observations were entered through the ELEOT Tool during Semester 2
- Responses from content teams on the PLC Form - tracked throughout Semester 1 and Semester 2
  - At the outset of the school year, PLC Form was used consistently by approximately 90% of content teams. As the year progressed, less than 30% of our content teams were utilizing the PLC Form.
- Feedback from staff members after attending professional learning
  - Feedback indicated a desire for more hands-on and department/content team specific professional learning

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:
Develop and sustain consistent assessment practices.

Performance Measures:
- 2024-2025 3% increase as measured by Content Mastery in CCRPI as compared to 2023-2024
- Formative assessment data input on each PLC's form - tracked throughout Semester 1 and Semester 2
- Responses from content teams on the PLC Form - tracked throughout Semester 1 and Semester 2
- Feedback from staff members after attending professional learning

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Content team form designed to assist in analysis of formative data • Continuous review of content team forms • Midyear conferences with content team leads • Create Instructional Design Team • Professional learning about assessment practices	• Content team form designed to assist in analysis of formative data • Continuous review of content team forms • Continued work with Instructional Design Team • End of year conferences with content team leads

Performance Measures: Year-End Results

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

2023-2024 (Baseline):
- 2023-2024 3% increase as measured by Content Mastery in CCRPI
  - Awaiting CCRPI report for the 23/24 school year - 22/23 school year was 85.1
- PLC Form
  - Staff did not like the standardized form - they requested the ability to tailor the form
  - More oversight from administration if the form is going to continue to be used
- Staff feedback on Professional Learning:
  - More personalized options facilitated by other teachers
  - Department or Content Team focused and not always "whole school"
  - More hands-on PL rather than "whole group" or "lecture"

2024-2025:

Reflection on Results: