Forsyth County Schools

A safe, connected, and thriving community for all

North Forsyth High School

2023-2024

School Improvement Plan

Principal: Bob Carnaroli

School Mission/Vision Statement(s):

Mission: North Forsyth High School is a place where students and staff feel safe to seek support and are connected to their school community.

Vision: North Forsyth High School will be a safe, connected, thriving community for all.

School Belief Statements:

At North Forsyth High School we believe:

- Learning is an ongoing process for everyone
- All students can learn at high levels
- Culture and community is built on strong relationships and high expectations for all

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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: Expand our Community Strategy School Initiatives in order to reach more students and staff at NFHS who have needs.

Performance Measures:

- Needs Assessment data
- Creation of the Community Strategy School Advisory Board
- Number of students benefiting from the Community Strategy School services offered

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Gather baseline data from students, staff, and community needs assessment • Develop a North United Communication plan for gathering feedback from students and families • Develop a plan to gather more frequent feedback in order to support students and staff • Meet with community partners to increase connection and learn their support focus. • Solicit team members to serve on the Community Strategy School Advisory Board • Develop a system for monitoring the students and families utilizing Community Strategy School services offered.	• Last week of Feb. -county assisting with conversation circles and conducting surveys • Expand Community Strategy School Advisory Board • QR-code put out in a community letter to ask families if they need help.

Performance Measures: Year-End Results

2022-2023 (Baseline):

- **School based wellness committee.**

2023-2024:

- **Worked to connect with community members and add members to build a community board, will continue to work on this in 2024-2025.**
- **Increased our outreach to more families by serving families in other schools in our North Community by adding 10-15 families, and opened The Source to teachers and staff.**
- **Created QR code that helped to remove barriers to ask for help around the school community for families who need help.**
- **Served approximately 100 students per day- snacks, food, hygiene items, and school supplies.**
- **Gathered Needs Assessment Data through the dissemination of the Georgia Student Health Survey for the student body (1,675), parents (475), and staff (120).**

Reflection on Results:

We are very excited to be able to have our conversation circles data and our data from the Georgia Student Health Survey including students, parents, and staff. This data will allow us to more effectively plan to meet the needs of our community in this area.

Glows:

- We do a great job of providing opportunities to connect with families and meeting the needs of families.
- North United Schools food drives provided year long food supplies for The Source.
- Publix relationship of bread deliveries for families and staff.
- Growth of students and staff utilizing The Source.

Grows:

- Work on doing a better job of communicating with other schools and families the availability of receiving boxes weekly.
- Connect with ALL families- expand our marketing and social media connections for our families that may speak English as a second language.

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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: Enhance student and family connection and belonging to the NFHS school community

Performance Measures:

- Participation at North United Family Engagement activities
- Student and family satisfaction assessment

Action Steps

Semester #1 Action Steps	Semester #2 (Notes/Action Steps)
• Provide targeted professional development for staff regarding maintaining strong relationships with students and families and understanding cultural differences when working with students/families • Continue to plan family engagement activities through the North United Community • Continue to implement student activities that promote connection to NFHS • Establish a student focus group to provide feedback to Admin regarding inclusivity and student connection to NFHS • Develop a North United Communication plan for gathering feedback from students and families	• Conversation Circles to include questions about "Do you feel connected to your school?" • Georgia Student Health Survey • Targeted Professional Development • Family Engagement Activities- Smart Parenting in the Age of Smartphones, Fall Fest, Coat Drive, Family Fun Fest, Registration for Freshmen Parents, Pathway Showcase • Student Activities- Homecoming Dance, Winter Spirit Week, Sadie Hawkins Dance, Winter Special Needs Ball, and school-wide Prom • Student Focus- Principal's Advisory, Conversation Circles • North United Communication plan- consistent messaging and graphic consistency. • ESOL Family Nights hosted by North United Schools

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2022-2023 (Baseline):

- **Over 1200 people attended the North United Family Festival.**

2023-2024:

- **Interviewed 150-200 students in conversation circles in Feb/April.**
- **Georgia Student Health Survey - collected data on student and family connectedness**
- **Student/Family Engagement Activities- well attended and feel that our sub-groups were well represented. For example we had well over 1,000 people attend our Trunk-or-Treat, 1,060 Homecoming Dance, 900 prom tickets sold, 200 parents attended Smart Parenting, gave out over 500-800 coats and hoodies during our fall fest, Family Fun Fest more than 1,000 attended- Food trucks that represented our increasingly diverse community.**
- **All of the North United Schools participated in our North Forsyth Spirit Weeks.**

- We implemented our North United branding and colors for social media. Consistent social media posts regarding North United events were utilized by all schools in the community.
- Our district's Community Engagement Specialist provided professional development in both September and November for our entire staff.

Reflection on Results:

North Forsyth High School in conjunction with our North United Community of Schools pride ourselves with learning our evolving community demographics and multitude of needs.

Glows:

- Continued strength and support of our community at all our events, but also progressed in building capacity to welcome our growing diverse community.
- The North community continues to serve families in a large school system that makes them feel valued, supported, and connected with a small town feel.

Grows:

- Create a Principal's Student Advisory Committee.
- Continue to manage growth and needs for all students and families.
- Provide more information for families and students on training and opportunities for technical careers.

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student achievement

Major Focus: CCTs will use the Instructional Framework process to guide instruction to increase student achievement.

Performance Measures:

- **Increase analyzing student learning data to provide students feedback and drive instruction by CCTs**
- **Increased use of teacher feedback to guide student learning and self-assessment**
- **Decrease quarterly failure rates**
- **Decreased student enrollment in credit recovery programs (Zero period, APEX, MECS)**
- **Increased percentage of students scoring 4 or 5 on AP exams**

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Departments will develop aligned remediation and reassessment plans implemented during Raider Time • Professional Learning opportunities to target development in the Instructional Framework Process • Admin and teacher leaders conduct targeted instructional walkthroughs measuring learning feedback • Admin and teacher leaders will analyze quarterly failure rates to provide support for CCTs	• CCT Leads, Department Chairs, and Admin will participate in training to calibrate understanding of success criteria and aligning success criteria to instructional design and assessment • Staff will participate in sessions aligned to behaviors on the PLC Continuum and jigsaw their learning to improve effectiveness of PLC processes • Teachers and our counseling staff identified and assisted students needing credit recovery opportunities • Created credit recovery opportunities through zero period, APEX, and Senior Focus

Performance Measures: Year-End Results

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

2022-2023 (Baseline):

- **990 AP exams given**
- **135 exams and 103 students made 5s on their AP exams**
- **71% of students earned a 3 or higher**
- **38% of students scored a 4 or 5**
- **EOCs**
  - **American Lit 531.6 average scale score**
  - **US History 513.5 average scale score**
  - **Algebra I - no baseline for new standards**
  - **Biology 549.7 average scale score**

2023-2024:

- **Increased number of students taking AP exams 990 in 2023 to 1,302 in 2024.**
- **Increased number of students scoring a 3+ - 71% in 2023 to 75% in 2024.**

- Increased number of students scoring 4 or 5 on AP exam- from 38% 2023 to 45% in 2024
    - 199 exams and 135 students made 5s on their AP exams
- More consistent collection of data from CCT to guide student learning and self-assessment.
- EOCs
    - American Lit average scale score increased to 533.2 (+1.6)
    - US History average scale score increased to 528.6 (+15.1)
    - Algebra I Concepts - waiting on data
    - Biology average scale score decreased to 536.3 (-13.4)
- Failure rate comparison first semester to final grades
    - ELA third 9 weeks 11.3% failing to 3.1% final failure rate.
    - Math third 9 weeks 12.8% failing to 4.6% final failure rate.
    - Science third 9 weeks 9.1% failing to 2.9% final failure rate.
    - Social Studies third 9 weeks 19.4% failing to 2.8% final failure rate.
- Credit Recovery Opportunities including:
    - 66 students completed 71 courses in Zero Period
    - 104 students earned 190 credits in APEX

Reflection on Results:

The work over the years through developing cohesive CCT teams and the work has allowed more students to be successful academically in all areas. Also, the creation of remediation plans by departments provided students opportunities to show standards mastery. Our continued focus on students taking advanced courses through individual counseling sessions, information nights, college rep visits, and teachers instilling efficacy has continued to grow our rigor seat numbers and performance.

Glows:

- Growth of AP participation and performance
- Continued growth in HOPE rigor seat enrollments
- Mid-Year check-in with CCT helped to calibrate where teams were and where they needed to go as a team in their work within the Instructional Framework.

Grows:

- Teacher voice, acknowledgement, and action
- Intentional planning for PL to meet the needs of teachers
- Data driven results to show connection to instruction
- Continue to work with the biology team to dissect EOC data for reflection of areas of growth

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student growth

Major Focus: Increase student access and participation in rigorous coursework and pathways.

Performance Measures:

- **Increase rigor seats (AP, Honors, Accelerated, Dual Enrollment)**
- **Increase students qualifying for Hope**
- **Increase pathway completers**
- **Increase EOPA passage rate / increase COV (Credentials of Value)**

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Review historical / baseline data for performance measures from 21-22 and 22-23, disaggregate subgroup data • Communicate baseline and subgroup data with DepartmentChairs for department understanding and analysis • Develop a process for measuring the number of students qualifying for Hope	• Counselors met with each individual student to plan our student schedule. • AP Teachers held prep sessions prior to AP Exams

Performance Measures: Year-End Results

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

2022-2023 (Baseline):

- **HOPE- 295- 59.7% Class of 2023**
- **EOPA - 65% passing rate**
- **46% Pathway completers**
- **30% of (all seats) schoolwide were HOPE rigor courses**
- **Graduation rate 92.49%**

2023-2024:

- **AP- increased students taking AP exams by 312 more exams and 109 more students.**
- **HOPE- 295- 59.2% Class of 2024**
- **EOPA passing rate 69% (increased 4%)**
- **56% Pathway completers**
- **HOPE rigor seats increased to 33.6% (which is plus 460 seats or 3.6%)**

Reflection on Results:

As our teachers and departments continue to work together to provide high quality instruction and remediation opportunities, this collaboration has allowed our students to be successful and grow academically.

Glows:

- **Increased in HOPE rigor courses and Advanced Placement course participation**
- **AP Seminar course participation has increased from 22 students (2023-2024) to projected 35 students (2024-2025)**
- **We increased our number of students completing a pathway from 228 to 292 (+10%).**

Grows:

- **Provide support to those in rigorous classes.**
- **Provide students access and information to students who are interested in a technical pathway.**
- **Increase professional learning opportunities for teachers in the areas of formative assessment feedback and student engagement.**