Forsyth County Schools

A safe, connected, and thriving community for all

South Forsyth High School

2023-2024

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

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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: Provide a school culture that recognizes the importance of respect, wellness, and balance for all. (Lead)
Performance Measures:

- Establish baseline participation rate of students in leadership opportunities across all aspects of campus life.
- Identify the number of staff actively participating in leadership initiatives and/ or roles in the school and community.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Survey staff for ways students are involved in leadership opportunities within school organizations, how staff are involved in leadership opportunities at the school, district, state, and national levels, and secure a current list of business and community partnerships. • Create an Inter Club Council. • Engaging Alumni, through December to Remember event, to build connections and foster possible outreach opportunities. • Partner events with students interested in leadership opportunities to promote student voice and leadership experience within the school.	• Teacher delivered Professional Learning opportunities to foster growth and involvement of staff in overall educational climate • Create communication expectations through Inter Club Council. • Creation of student interview committee to serve in an advisory capacity in selection of staff candidates. • Foster growth and involvement in the alumni association by encouraging involvement from our graduating class.

Performance Measures: Year-End Results

2022-2023 (Baseline):

- Gauged participation in school and community events and initiatives. Family connect nights and events were aligned within the vertical team. Large-scale vertical event was well attended with all schools represented through clubs, organizations, athletics, and fine arts. Community service initiatives produced large amounts of donations for the various organizations, with the food fight raising 9,962.4 pounds of food, and over 300 cake kits being donated. Homecoming and Prom attendance were above projections.

2023-2024:
Establish a baseline for performance measures.

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: Nurture positive relationships and involvement in campus life and promote intercultural understanding. (Connect)

Performance Measures:

- Establish baselines for: student participation in campus life and parent attendance at school-sponsored events.
- Increase staff retention rate (excluding promotion).

Semester #1 Action Steps	Semester #2 Action Steps
• Promote student involvement to 9th graders and parents. • Market student involvement activities to encourage participation. • Develop a checklist for promoting events. • Develop a system for collecting evidence of attendance at school sponsored events. • Lead community service initiatives: Food Fight and Recess. • Publish a staff and community newsletter weekly. • Develop PBIS system to measure student participation at events • Develop a budget for supporting local school initiatives for staff and student hospitality • Establish a baseline for performance measures • Expand NEO program to include stronger connections with mentors, meetings, and instructional coach support • Build supportive connections between PTSO, the community, and staff. • Develop staff leadership by harnessing their interests and empowering them to lead initiatives through Team Connect.	• Establish a baseline for student involvement in clubs, organizations, and sports. • Market student involvement activities to encourage participation. • Develop a checklist for promoting events. • Develop a system for collecting evidence of attendance at school sponsored events. • Lead community service initiatives: Paws for a Cause • Publish a staff and community newsletter weekly. • Implement PBIS system to reward students for participation at events • Establish a baseline for performance measures • Expand NEO program to include stronger connections with mentors, meetings, and instructional coach support • Build supportive connections between PTSO, the community, and staff. • Develop staff leadership by harnessing their interests and empowering them to lead initiatives through Team Connect.

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2022-2023 (Baseline):

- Certified Staff Retention Rate 88.75% (excluding promotion)
- Certified and Classified Staff Retention Rate 89.85% (excluding promotion)

2023-2024:

Establish a baseline for performance measures.

Action Steps
Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student achievement

Major Focus: Apply the Forsyth County Schools Instructional Framework to positively impact student achievement. (Achieve)

Performance Measures:

- Collaborative teams will establish norms, form collective commitments, and develop common success criteria.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Collaborative teams will assess their current reality via surveys, questionnaires, and other tools • Collaborative teams will create and use norms in all meetings • Collaborative teams will calibrate a common understanding of standards-based learning targets and success criteria • Collaborative teams will create common formative assessments administered to students multiple times throughout the year to gather ongoing evidence of learning	• Professional Learning Leaders will conduct teacher perception surveys- progress of PLC process • Professional Learning Leaders will attend collaborative team meetings regularly to coach teams in data analysis of assessments • AP Potential report will be used to identify students within 3 subgroups (SWD, EL, ED) who could be successful in AP classes but who are not already enrolled in any • Collaborative teams will determine professional growth opportunities based on their progress with the Instructional Framework this year

Performance Measures: Year-End Results

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

2022-2023 (Baseline): The 22-23 student achievement objective has been rewritten to better reflect the revised FCS Instructional Framework, FCS Assessment & Grading Foundations, and district strategic plan priorities.

2023-2024: Baseline

Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student growth

Major Focus: Enhance support and enrichment to encourage all students and staff to pursue interests and improve skills. (Inspire)

Performance Measures:

- Increase graduation rate.
- Improve overall progress score as measured by CCRPI.
- Increase quarterly course passing rates.
- Establish baseline of percentage of staff participating in learning or leadership opportunities

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Revamp Talon Time offered weekly on Wednesdays and Fridays for remediation and MTSS • Revamp Share Team protocol with Success Teams meeting twice a month • Student support team will identify at-risk students (grades, attendance, discipline, academic progress) and will receive referrals for Tier 2 and 3 to employ interventions collaboratively with the graduation coach, school social worker, student advocacy specialist, counselors, and administrators. • PLC data dig with CCRPI data • Establish leadership team professional learning	• Continue Talon Time offered weekly on Wednesdays and Fridays for remediation and MTSS • Fully implement Share Team protocol with Success Teams meeting twice a month • Student support team will identify at-risk students (grades, attendance, discipline, academic progress) and will receive referrals for Tier 2 and 3 to employ interventions collaboratively with the graduation coach, school social worker, student advocacy specialist, counselors, and administrators. • Increase staff participation in applying for educational grants • Continuing leadership team professional learning, and identify aspiring leaders

Performance Measures: Year-End Results

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

2022-2023 (Baseline):

Awaiting CCRPI Progress Data
SY 22-23- Graduation Rate- 98.67%
Served 289 students through Instructional Extension for all subgroups targeting at-risk students
SY 22-23 Failure rates (1 or more classes)- Q1= 72%, Q2= 9.6%, Q3= 65.3%, Q4= 3%
18 students failed 1 or more core courses and attended summer school in 2023 with 94.4% of students completing summer school course recovery
110 APEX courses completed in SY 22-23
278 Discipline referrals with 57% related to attendance issues
Average unexcused absences 5.92 days, with average excused absences at 3.17 days
Cohort 2022 graduation prediction level is 3.44 out of 5
Cohort 2021 graduation prediction level is 3.58 out of 5
Cohort 2020 graduation prediction level is 3.7 out of 5
581 students served in Talon Time in all grade levels
52 students served through MTSS

2023-2024:

Reflection on Results: