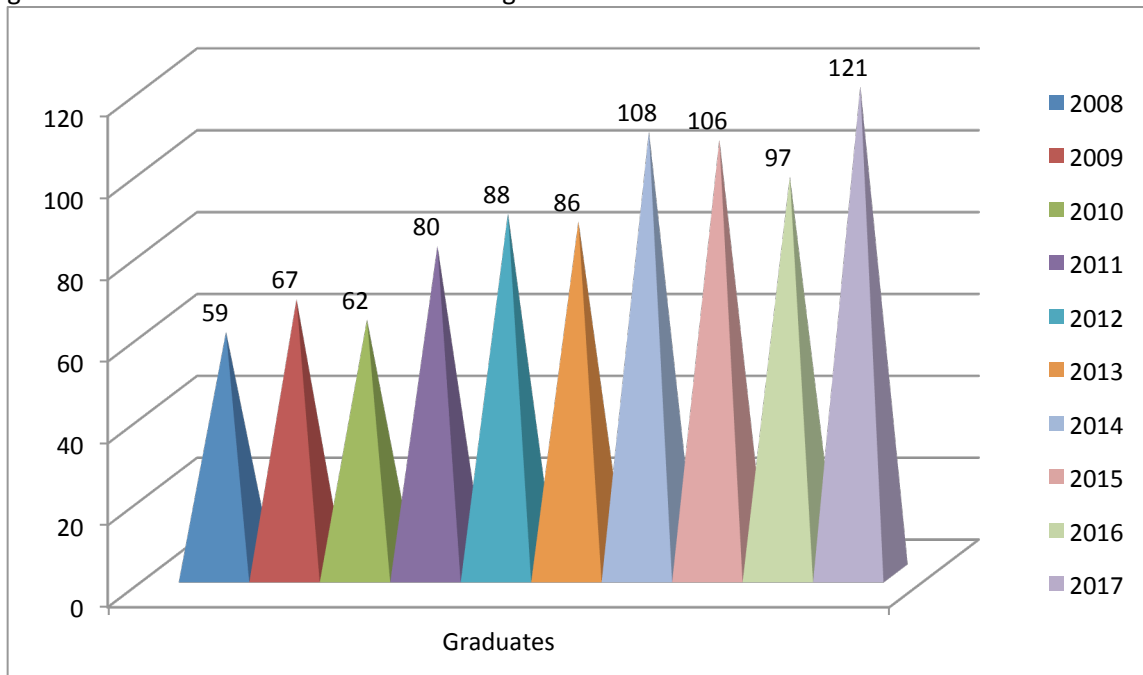


# Francis Howell School District 17-18 School Improvement Plan

## ACHIEVEMENT

**1 YEAR GOAL: Francis Howell Union High School will maintain graduation rate at 93%, the 2016-17 level, while with the transitioning to a new online learning system (Edmentum).**

**Data:** FHU and the Mo Opt program graduated a total of 119 students out of 124 as of 5/23/ 17 for the 2016/2017 school year at a 95% graduation rate. These are students that graduated with their cohort.



**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

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**SMART STRATEGY 1 AND MEASUREMENT:** 90% of FHU students will complete a PBL project in each direct instruction class and will increase from 75% proficiency in 16-17 to 80% proficiency in 17-18.

**Person Responsible for Reporting Progress:** Principal  
**Progress Metric:** % of students proficient with PBL project

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

ACTION STEPS:	TIME LINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) All FHU students will create one project during each 9 week semester worth 20% of the course grade. This is embedded in direct instruction classes and centered on specific curriculums	Quarterly	Principal
Progress update:		
2) All Direct instruction PBL projects will be scored on its use of the 5 C's (Creativity, Collaboration, Critical Thinking, Communication, and Content) and Technology.	Quarterly	Principal
Progress update:		
3) Progress monitoring team to meet bi-weekly focusing on student participation, and work completion including Project Based Learning and mastery criteria.	Quarterly	Principal
Progress update:		
4) Each project will be graded using a common building rubric with skills tracked by individual teacher and Teacher leader.	Quarterly	Principal/Teacher Leader
Progress update:		
5) All students will present their project to their direct instruction class or by individual accommodation at the end of each semester.	Quarterly	Principal/Teacher Leader
Progress Update:		

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<b>6) Completion data for PBL projects in each direct instruction class will be collected and monitored</b>	<b>Quarterly</b>	<b>Principal/Teacher Leader</b>
<b>Progress Update:</b>		

<b>SMART STRATEGY 2 AND MEASUREMENT: FHU students meeting individual smart goals based on teacher feedback will increase from 56% in 16-17 to 80% in 17-18.</b>		
<b>Person Responsible for Reporting Progress: Principal</b>		
<b>Progress Metric: % of students meeting quarterly goals QT 1- 54%; QT 2 – 60%; QT3 – 70%; QT4: 80%</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
<b>1) Educate students about goal setting and Set goal setting expectations.</b>	<b>Quarterly</b>	<b>Classroom Teacher/ Teacher leader/Principal</b>
<b>Progress update:</b>		
<b>2) All FHU students will set and monitor individual SMART learning goals.</b>	<b>Quarterly</b>	<b>Classroom Teacher/ Teacher leader/Principal</b>
<b>Progress update:</b>		
<b>3) Teachers will provide feedback on goals.</b>	<b>Quarterly</b>	<b>Classroom Teacher/Teacher leader/ Principal</b>
<b>Progress update:</b>		
<b>4) Monitor and celebrate goal process with students and parents. Parents will be contacted as part of the celebration of students meeting goals and certificate sent home. PI-2</b>	<b>Quarterly</b>	<b>Classroom Teacher/ Teacher leader</b>

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<b>Progress update:</b>		
<b>SMART STRATEGY 3 AND MEASUREMENT: 90% of all students will meet the benchmarks in their individual learning plans</b>		
<b>Person Responsible for Reporting Progress: Principal</b>		
<b>Progress Metric: % of students on track based on Edmentum Online Learning system and direct instruction classes. In 2016-17 averaged 89% success for year using the A Plus On-line learning system.</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Students will be provided weekly feedback on pacing within the Edmentum Online Learning system.	Weekly	Classroom Teacher
<b>Progress update:</b>		
2) Students who complete at least 2 courses early with the grade of a "C" or better will be assigned an additional credit recovery course.	Daily	Guidance Counselor
<b>Progress update:</b>		
3) Students who are not meeting the goals of their individual learning plans will have parents notified of the lack of progress. <span style="float: right;">PI-2</span>	Daily	Classroom Teacher/ Teacher leader /Principal
<b>Progress update:</b>		
4) Students who are meeting the goals of their individual learning plans will have parents notified to celebrate progress. <span style="float: right;">PI-2</span>	Quarterly	Classroom Teacher/ Teacher leader /Principal
<b>Progress update:</b>		
<b>SMART STRATEGY 4 AND MEASUREMENT: 100% of classrooms will have students engaged in FHSD curriculum as evidenced through quarterly/semester district walkthroughs and building monitoring methods.</b>		

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<b>Person Responsible for Reporting Progress: Principal</b>		
<b>Progress Metric: quarterly walkthrough data</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Set engagement expectations with staff beginning with 1 <sup>st</sup> quarter of each school year and continuing throughout the year.	Daily	Principal
Progress update:		
2) Principal will be in classrooms frequently to monitor curriculum, student progress and student difficulties with lesson pacing.	Daily	Principal
Progress update:		
3) Teachers will post objectives, provide feedback, reinforce feedback and effort and provide recognition. PI-2	Daily	Principal
Progress update:		
4) Juniors taking the WorkKeys will be enrolled in WorkKeys prep class. Students opting into Act will be enrolled in an ACT prep class. These classes will utilize the Edmentum Online Learning system.	Quarterly	Principal
Progress update:		
<b>SMART STRATEGY 5 AND MEASUREMENT: FHU (Missouri Options) students will demonstrate growth to proficiency in vocabulary, and writing from TABE admission score to Proficiency on the HiSet.</b>		
<b>Person Responsible for Reporting Progress: Principal</b>		
<b>Progress Metric: % of proficient students on common assessments</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>

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1) All students will complete the TABE admission locator to determine individual baseline level	Weekly	Principal
Progress update:		
2) All Missouri Options qualified students will be formatively assessed using the Official HiSet practice tests.	Quarterly	Principal
Progress update:		
3) All Missouri Options qualified students will show overall growth to proficiency as measured by the Official HiSet test.	Quarterly	Principal
Progress update:		
<p><b>SMART STRATEGY 6 AND MEASUREMENT: By the end of the 17-18 school year, walkthrough data collection will report a minimum of 55% of classrooms using QFIC objectives and 75% of walkthroughs will demonstrate QFIC implementation of an instructional category beyond objectives. (district Set)</b></p> <p><b>Person Responsible for Reporting Progress: Principal</b></p> <p><b>Progress Metric: Walkthrough Data Objectives : 1<sup>st</sup> Qtr. – 40%, 2<sup>nd</sup> Qtr. – 45%, 3<sup>rd</sup> Qtr. – 50%, 4<sup>th</sup> Qtr. – 55%</b>  <b>Walkthrough Data Categories : 1<sup>st</sup> Qtr. – 60%, 2<sup>nd</sup> Qtr. – 65%, 3<sup>rd</sup> Qtr. – 70%, 4<sup>th</sup> Qtr. – 75%</b></p>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Ensure all staff understands QFIC learning objectives through review or training at PLC meetings.(component 1)	Quarterly	Principal
Progress update:		
2) Provide teachers with support/resources in setting objectives and utilizing CITW strategies	Quarterly	Principal
Progress update:		

## Francis Howell School District 17-18 School Improvement Plan

3) Walkthrough data collection will monitor QFIC objectives and QFIC implementation of an instructional category beyond objectives	Quarterly	Principal/Teacher Leader
Progress Update:		
4) Provide teachers with timely specific feedback after walkthrough data is compiled.	Quarterly	Principal
Progress update:		
<p><b>SMART STRATEGY 7 AND MEASUREMENT: Maintain the number of “F” grades issued each quarter at 10% or lower as compared the previous year’s quarterly grade report while transitioning to the new on-line learning system (Edmentum).</b></p> <p><b>2016-17 percentages (1<sup>st</sup> QT: 10%) (2<sup>nd</sup> QT: 10%) (3<sup>rd</sup> QT: 8%) (4<sup>th</sup> QT: 8%)</b></p> <p><b>Person Responsible for Reporting Progress: Principal</b></p> <p><b>Progress Metric: Walkthrough Data: % of ‘F’ grades issued each quarter</b></p>		
<b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Students’ D’s and F’s will be monitored and reviewed at midterm and end of semester.	Quarterly	Classroom Teacher/ Guidance Counselor/ Teacher leader /Principal
Progress update:		
2) Students’ earning a F grade in any class at midterm will be meet with Principal or teacher leader PI-2	Quarterly	ESC/ Guidance Counselor/Teacher

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		<b>leader/Principal</b>
<b>Progress update:</b>		
<b>3) Team of teachers, Principal, and counselors will meet bi-monthly to problem solve for struggling students identified during PLC Time and develop interventions</b>	<b>Bi-monthly</b>	<b>Classroom Teacher/ Guidance Counselor/ESC/ Teacher leader/ Principal</b>
<b>Progress update</b>		
<b>4) Contact and/or meet with student and/or parents/guardians of students that have multiple F grades PI-2</b>	<b>Quarterly</b>	<b>Classroom Teacher/ Teacher leader /Principal</b>
<b>Progress update</b>		
<b>5) Utilize rubric for student self-assessment of effort in class</b>	<b>1<sup>st</sup> Quarter</b>	<b>Classroom Teachers/ Guidance Counselor/ESC/ Teacher leader /Principal</b>
<b>Progress update</b>		
<b>6) Students will use rubric to self-assess their individual effort in class twice quarterly</b>	<b>Weekly</b>	<b>Classroom Teachers/ Principal/Teacher Leader</b>
<b>Progress update</b>		
<b>SMART STRATEGY 8 AND MEASUREMENT: Reduce the number of dropouts by 10% from 20 in 2016-17 to 18 in 2018-19</b>		
<b>Person Responsible for Reporting Progress: Principal</b>		
<b>Progress Metric: 2016-17 dropouts totaled 20</b>		



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<b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Monitor dropout list and forward names to dropout coordinator	Quarterly	Teacher leader/Principal
Progress update:		
2) Monitor at risk for drop out and work with student and parent to reprogram in Mo Options as appropriate. PI-5	Quarterly	Teacher leader/Principal
Progress update:		

### ATTENDANCE

<p><b>1 YEAR GOAL:</b> Increase the percentage of students attending 90% of the time from 62% in 2016-17 to 70% in 17-18.</p> <p>Data: The percentage of students attending 90% of the time in 2016-17 was 62%</p>
<p><b>1 YEAR GOAL - UDPATE/ADJUSTMENTS:</b></p>

<p><b>SMART STRATEGY 1 AND MEASUREMENT:</b> Students average daily attendance rate will increase to 90% for the 17/18 school year.</p> <p><b>Person Responsible for Reporting Progress:</b> Principal</p> <p><b>Progress Metric:</b> Attendance Reports</p> <p><b>Data:</b> FHU had an attendance average of 89.5% for the 16/17 school year.</p>
<p><b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS:</b></p>

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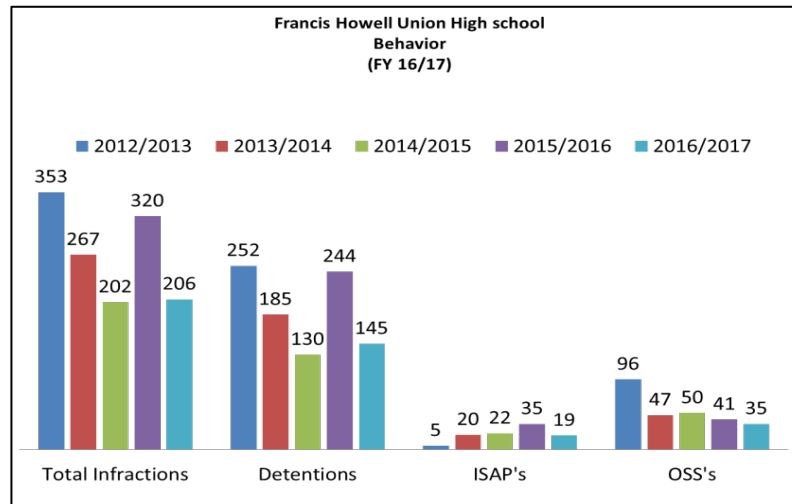
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Track daily, monthly and yearly attendance.	Monthly	Principal/Teacher Leader/ESC
Progress update:		
2) Call the home of students who are not at school during 1 <sup>st</sup> block starting at 8:30 a.m. PI - 2	Daily	ESC
Progress update:		
3) Communicate attendance policy and importance of attendance to students and parents. PI-2	Quarterly	Principal/Teacher Leader
Progress update:		
4) Set school and or SMART goals for attendance to include Attendance tracker to promote school attendance	Quarterly	Classroom Teacher/Principal
Progress update:		
5) Provide student incentives for meeting attendance goals. (Role into goal celebration)	Weekly	Classroom Teacher/Principal
Progress update:		
6) Parent meeting or home visit for students who are on track to miss more than 10% of attendance days. PI-2	Weekly	Principal/Guidance Counselor
Progress update:		
8) Provide an outside agency referral as appropriate. PI-6	Weekly	ESC/Principal
Progress update:		
9) Hold individual expectations and goal setting meetings with parents, students, ESC, and Principal using absence triggers early in semester for meetings to be held.	Monthly	Principal/Teacher Leader / ESC/Guidance Counselor
Progress update:		

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<b>10) Teachers will make home visit contact with all student families at the beginning of each new semester. PI-2</b>	<b>Semester</b>	<b>Principal /Classroom teachers</b>
<b>Progress update:</b>		
<b>11) Track weekly, monthly attendance of students who are on track to miss more than 10% of attendance days.</b>	<b>Weekly</b>	<b>Principal/Teacher Leader / ESC/Guidance Counselor</b>
<b>Progress update:</b>		

### BEHAVIOR

**1 YEAR GOAL:** Decrease number of ISS incidents to from 19 in 2016/17 to 16 in 2017/18.  
Decrease number of OSS incidents from 35 in 2016/17 to 30 in 2017/18.



**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

## Francis Howell School District 17-18 School Improvement Plan

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**SMART STRATEGY 1 AND MEASUREMENT:** Administration will develop and implement a strategic plan to decrease tardy referrals by 10% or 13 tardies. (There were 129 total student tardy referrals for 2016/2017)  
**Person Responsible for Reporting Progress:** Principal  
**Progress Metric:** Attendance Data

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

ACTION STEPS:	TIME LINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Continue grace period plan to target tardy referrals and continue to develop new plans.	Yearly	Principal/ Classroom Teacher
Progress update		
2) Set clear behavioral expectations outlining consequences for tardiness.	Daily	Principal/ Classroom Teacher
Progress update:		
3) Identify and conference with students most frequently tardy.	Daily	Principal/Teacher Leader
Progress update:		
4) Set and tie individual student SMART goals to tardies.	Quarterly	Classroom Teacher
Progress update:		
5) Communicate goal & progress to students /parents.      PI-2	Quarterly	Principal and Classroom Teacher

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<b>Progress update:</b>		
6) On 7 <sup>th</sup> tardy students are called to Principal. Parking permit may be pulled (3 days) or lunch detention assigned.	Quarterly	Principal/Teacher Leader
<b>Progress update:</b>		
7) Set (whole class) first hour class goals.	Quarterly	Principal, Teacher Leader and Classroom Teacher
<b>Progress update:</b>		
8) Celebrate attainment of goals individually and by class & communicate success with parents. PI-2	Quarterly	Principal/Teacher Leader
<b>Progress update:</b>		
<p><b>SMART STRATEGY 2 AND MEASUREMENT:</b> Decrease behavior referrals for classroom disruption, Demeaning Speech or Conduct or disrespect by 10% as indicated by the SIP goal.</p> <p><b>Person Responsible for Reporting Progress:</b> Principal/ Teacher Leader</p> <p><b>Progress Metric:</b> Discipline Data</p> <p>28 referrals were written during 2016/17</p>		
<b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Administration will discuss with staff and students the Code of Student Conduct and continually remind students of consequences of behavioral infractions.	Start of each 9 week quarter.	Principal/Teacher Leader

## Francis Howell School District 17-18 School Improvement Plan

	(Aug, Oct, Jan & Mar)	
<b>Progress update:</b>		
2) Progress Monitoring team will be utilized to identify at-risk students and to provide early interventions.	Weekly	Principal/Teacher Leader
<b>Progress update:</b>		
3) Re-entry meetings will occur for students returning from out of school suspension. PI-2	Daily	Principal/Teacher Leader
<b>Progress update:</b>		
4) Create safety plans for students that have history of classroom disruptions or mental health concerns PI-2	Daily	Principal/Teacher Leader
<b>Progress update:</b>		
5) Utilize Create a "RESET ROOM" to be included in safety plans for students that have history of classroom disruptions PI-2	Daily	Principal/Teacher Leader
6) Incorporate restorative practices into discipline discussions and look to reduce lost learning opportunities PI-2	Daily	Principal/Teacher Leader
<b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Preferred Family Drug Counseling Services will be utilized to support identified students. PI-2,4,6	Weekly (Mon, Tues & Thurs)	Principal, Teacher Leader, ESC, Counselor & Preferred Family Drug Counseling
<b>Progress update:</b>		

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2) CARE team meetings with Preferred Family Drug Counseling Services & the Juvenile Justice Center (DJO's) will be held routinely to identify at risk students in danger of drug use or other infractions. PI-1,2,6	Monthly	Principal, Teacher Leader, ESC, Counselor, Preferred Family Drug Counseling
Progress update:		
<p><b>SMART STRATEGY 3 AND MEASUREMENT: Increase the number of students that report they have not been bullied to from 77% in 2016/17 to 85% in 2017/18.</b></p> <p>Person Responsible for Reporting Progress: Principal/ Teacher Leader</p> <p>Progress Metric: Survey Data based on survey question #5 Have you ever been bullied while at school?</p>		
<b>SMART STRATEGY AND MEASUREMENT - UDPATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Complete a bullying assessment survey.	December & May	Principal/Teacher Leader
Progress update:		
2) Evaluate survey results and identify areas of weakness and Develop plan based on survey results.	December & May	Principal/Teacher Leader, ESC
Progress update:		
3) Incorporate rules and policies on bullying and Observe and intervene when bullying occurs and Provide a social environment that promotes diversity and acceptance.	December & May	Principal/Teacher Leader
4) Provide an environment that promotes frequent positive interaction.	Ongoing	Principal, Teacher Leader, Teacher Leader & Classroom Teachers
Progress update:		