

# **School Improvement Plan - 2013-2014**

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## **Lawrenceburg High School (1177)**

**Lawrenceburg Com School Corp**

**Lawrenceburg, IN**

This plan will be revised annually. Updates may be found each June at <http://www.asainstitute.org/publicsip>. The plan was developed with assistance from the:



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# School Improvement Plan Introduction

Lawrenceburg High School

This school improvement plan was developed using a vision-based and data-driven process called *Vision-to-Action* that was developed by the Indiana Student Achievement Institute. In addition to containing the strategies our school and community identified as key to raising student achievement and closing achievement gaps in our school, this plan contains strategies that meet the expectations of:

- Indiana Student Achievement Institute
- Indiana Rules and Regulations

## **Participation**

The following people were involved in developing this School Improvement Plan

- Teachers
- Students
- Parent representatives
- Community representatives

## **Process**

Those involved in developing this School Improvement Plan participated in a series of discussions related to the *Vision-to-Action* steps:

1. Establish a local culture of high expectations
2. Create a common vision for student success
3. Analyze achievement data and set realistic data targets for each of the next three years
4. Analyze force field data and identify concerns within the following areas.
  - Academic expectations
  - Curriculum content
  - Instructional practices
  - Classroom assessment
  - Extra help
  - Student guidance
  - Learning environment
5. Research strategies to address our concerns and select high-leverage strategies to implement
6. Develop a to-do list for each strategy

## **Using Data for Decision-Making**

The Vision-to-Action process relies heavily on data as a foundation for decision-making.

1. Achievement Data – To what degree are students prepared for success at the next educational level, and ultimately for success in postsecondary education and a global economy?
2. Force Field Data – What conditions in the school and community interfere with high student achievement?
3. Strategy Data – Is the strategy having the desired impact on adults and students?

## **Implementation Next Year**

Our work next year will be guided by the to-do list that we have developed for each strategy.

Questions about the School Improvement Plan should be directed to the building principal.

# Who Wrote this School Improvement Plan?

Many individuals were involved in the creation of this school improvement plan.

## Groups and Roles

The **Steering Team** is comprised of educators, a parent, and a business representative. The Steering Team's role is to help the Full Faculty and Community Council 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus in decisions related to school improvement.

The **Full Faculty** is made up of all educators. The role of the Full Faculty is to 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus with each other and the Community Council for decisions related to school improvement.

The **Community Council** is comprised of parents and representatives of community stakeholder groups. All parents were invited to be part of the Community Council and any interested parent was welcome to join the Council. The role of the Community Council is to 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus with each other and the Full Faculty in decisions related to school improvement.

The **Student Body** includes every student enrolled in the school. The role of the Student Body is to 1) review data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) provide input for the Full Faculty and Community Council.

## Discussion Topics

The Full Faculty, Community Council and Student Body participated in guided discussions about the following topics. Written summaries of all discussions were developed and are on file at the school.

- Discussion 1: Global Economics
- Discussion 2: Vision for Student Success
- Discussion 3: Achievement Data Analysis and Achievement Goals
- Discussion 4: Force Field Data Analysis (student needs) and Areas of Concern
- Discussion 5: Strategy Selection

## Steering Team

- LeAnn Ambs - School Counselor
- Tammy Brunner - Parent/Guardian
- Mark Fette - Teacher
- Mike McLaughlin - Community Representative (Business)
- Bill Snyder - Administrator
- Melissa Tedesco - Teacher

## Strategy Chairs

- Pete Arnold
- Mark Fette
- Rita Kirchgassner
- Jared Leiker
- Shawn Lightner
- Brandon Lorton
- Bill Snyder
- Heather Weston

## Community Council

- Maynard Barrett - Business
- Jim Bockstiegel - Business
- Ron Fischer - business
- Joe Hasson - Business

- Mike heffelmire - Business
- Jim Helms - Community
- Roger Howard - Business
- Jim Kittle - parent
- S. Paul Kunkel - Parent
- Randy Maxwell - parent
- Mike McLaughlin - Business
- John Rahe - Business
- Steven Renihan - Business
- Bill Ritzmann - Business
- Mark Rosenberger - Business
- Mike Rozow - Business
- Kirk Williams - Business

# Vision Statement

The Vision Statement was developed by all educators, all students, and members of the community and is reviewed and updated annually. The foundation of the statement identifies the core convictions upon which this school improvement plan is built and answers the question, "What do our students deserve in order to be successful learners, responsible citizens, and productive members of a global economy?" The second part of the vision statement describes ideal adults who are striving to provide students with the things they deserve in order to achieve at a rigorous level. The third part of the vision statement describes ideal students in a school and community where adults live by their convictions. The last part of the vision statement includes ideal data that represent the community's dreams. This lofty data serves as the focal point for the remainder of the school improvement plan and requires the school and community to work toward every student succeeding at a high level.

## **We believe all students deserve:**

Lawrenceburg High School understands the importance of changing the current culture of education. Through core convictions of parents, community members, students, teachers, and administration certain behaviors and attitudes can be changed to foster a superior learning environment. We believe all students deserve to master core skills and knowledge necessary for post-secondary education. This concept promotes high expectations that students will be challenged, encouraged, respected, and engaged. Students deserve a curriculum that stresses problem-solving skills, coping strategies, and diversity to meet their needs in order to be productive citizens in the future.

Proper instruction by motivated, professional, and knowledgeable teachers who emphasize differentiated instruction is a must in the area of school improvement. The students deserve a culture of accountability. Further, technology and its advancements must be an integral tool of curriculum students need to be exposed to on a daily basis. They also deserve to have a voice in the decision-making process promoting independence, self-expression, and empowerment.

Students deserve additional assistance by adult mentors who demonstrate positive traits to help students develop plans and gain opportunities to learn work, social and moral skills and ethics for successful lifelong productive living.

Students deserve guidance that will lead them through the educational process of a four-year plan directed toward quality preparation for advanced education. The process will be developed and reviewed on an annual basis. Through guidance, we can provide experiences in community involvement and resources to aid students in valuing their community, stressing service and volunteering as ways to work in groups, help others, and learn about adult life.

The environment of a school is essential to overall achievement. Students deserve a safe, disciplined, drug free, positive environment. Teachers must provide encouragement and recognition for positive behavior and academic success. Students deserve to be cared about and treated as individuals by teachers who value students as well as the educational process. Administrators need to have vision and goals. As a result, students gain equal opportunities for proper education, a sense of being valued, and an environment of high expectations. Students and parents contribute to this environment by having students prepared to learn each and every day.

## **All adults in our community are living by these core convictions daily and as a result, show the following attitudes and actions:**

Each teacher, counselor, administrator, parent, and community member has high expectations of all students. These stakeholders work together to help students reach high expectations by communicating with each other, behaving as positive role models, and setting proper examples. All adults demonstrate respect, responsibility, honesty, trust, integrity, and foster attitudes conducive to a true learning environment.

All stakeholders must promote a lifelong learning culture by communicating more in home regarding family decisions, issues, and supporting school activities and programs. While at school, teachers will extend the adult conversation to topics of accountability, potential, self-control, and openness to change and diversity. The community and the school should be unified to model these behaviors. Adults must have a passion about education and seek to be optimistic and professional in their daily involvement with young impressionable minds. Adult consistency, patience, profession-pride, and compassion create support conducive for successful students.

## **In this environment where all adults are living by their core convictions, all students:**

have high expectations of themselves. Attend school on time every day and are motivated, ready to learn, organized, and accountable. Students will be respectful of others and demonstrate integrity by being honest, trustworthy, polite, and mature. Students need to have substance free minds for enthusiasm toward education. Successful students work to develop self-control, perceptiveness, and self-awareness.

## **As a result of these efforts, our school's student achievement data is as follows:**

- % of students who graduate from high school: 100%
- % of students who pass ECA Algebra 1: 100%
- % of students who pass ECA English 10: 100%

- % of students who earn a Core 40 diploma: 50%
- % of students who earn an Academic Honor Diploma: 50%
- % of students who take the SAT will score 500 or higher in each subject: 100%
- % of students who take the ACT will score 21 or higher in each subject: 100%
- % of students who who take an AP test and score a 3 or higher: 100%
- % of students who pass the Biology 1 ECA test: 100%
- % of students who earn 12 college credit hours while in high school: 100%

# Academic Goals

The academic goals were established after a thorough analysis of multiple achievement data assessments including the state math assessment, state English / language arts assessment, student mastery of each Indiana Academic Standard, and report card grades. A full list of academic assessments is found in the "Force Field Excerpts" section of this plan. Other types of data are discussed in the Needs Assessment section of this plan.

The Full Faculty, Community Council (including parent representatives), and Student Body were involved in the analysis of the achievement data. The following questions were addressed during the data analysis.

- How does this data compare to our vision (ideal) data?
- What specific data fields disturb us?
- What specific data fields please us?
- Where do we observe achievement gaps?

Using a consensus based decision-making model, the Full Faculty and Community Council (including parents) first identified a small number of broad academic areas on which the school and community agreed to focus their energy next year. Then, the teachers and Community Council members "drilled down" the data within those areas and identified specific courses or academic standards that, if improved, would impact the broader academic areas. Both the broad academic areas and the specific academic areas are included as goals below. Data targets that the educators and community members felt most strongly about were then provided to the students for their input. Finally, the educators and community members agreed to numerical goals that the school would strive to reach by the end of next school year. These goals fall between the current student data and the vision (ideal) data.

When reading the data tables below, please note that the title of each table includes:

- The group of students targeted to meet the goal
- The benchmark that those students will reach

The numbers in the tables reflect baseline data for past years and the target data for future years. The "vision data" represents our ideal data. It is the mission of our school to work toward this ideal.

## All free/reduced males - pass Algebra ECA

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	79%	84%	87%	89%		94%		99%		99%		100%

## All graduates - taking a dual credit course

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
34%	39%	39%	64%	69%		74%		78%		83%		100%

## All graduates taking a dual credit course - earn a "C" or better

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
100%	96%	100%	91%	100%		100%		100%		100%		100%



**All graduates who take the ACT - Score at or above 21 composite**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
61%	58%	66%	53%	71%		76%		81%		86%		100%

**All graduates who take the SAT - Score at or above 1500 composite**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
42%	50%	47%	37%	52%		58%		64%		70%		100%

**All males - Earn a Core 40 diploma or higher**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
69%	51%	74%	74%	79%		84%		89%		94%		100%

**All special ed and/or free/reduced males - pass Algebra 1 ECA**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
49%	72%	75%	85%	90%		95%		100%		100%		100%

**All special ed males - pass Algebra ECA**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	73%	78%	77%	83%		88%		93%		98%		100%

**All special ed males tested on English 10 ECA - master writing applications**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	29%	34%	36%	40%		45%		50%		55%		100%

**All students tested on Algebra 1 ECA - Master linear and quadratic equations**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
53%	44%	58%	68%	73%		78%		83%		88%		100%

**All students tested on English 10 ECA - Master writing applications**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	62%	67%	62%	70%		75%		80%		85%		100%

**Class of 2013 males - On target for Academic Honor Diploma**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
32%	23%	32%	22%	33%		34%		35%		36%		40%

## Needs Assessment / Areas of Concern

The Areas of Concern were established after a comprehensive needs assessment that included a survey of all educators, all students, parents and community members. Survey data for students and parents were disaggregated by ethnicity and economic level. The needs assessment also included a collection of data that reflected specific student needs (e.g. attendance rate), and a summary of discussion responses to inquiry questions about areas that might be interfering with learning in the school and community. The collection of data provided information about the school's expectations for student achievement, curriculum, instruction, classroom assessment, extra help, student guidance and the learning environment.

All educators and the Community Council (including parent representatives) were involved in the analysis of the student needs data. Specific attention was given to areas within the classroom that are interfering with learning. The following questions were addressed during the data analysis.

- What data indicate an area that is interfering with achievement in our targeted academic areas for improvement?
- What data indicate an area that is interfering with achievement for the student group we have targeted for improvement?

The student body was asked to respond to an open ended question, "What is interfering with learning at our school?"

Using a consensus based decision-making model, the Full Faculty and Community Council identified key areas that concerned them because they were interfering with students' ability to reach the established academic goals and more specifically, were interfering with the achievement of the targeted student group. The Full Faculty and Community Council agreed to address these "Areas of Concern" through targeted strategies next year.

The student needs assessment will be conducted again in the future to analyze the impact of the strategies included in this plan.

The Areas of Concern identified by our Full Faculty and Community Council (including parents) are listed below.

## Local Areas of Concern

**We are concerned that... student's personal problems and behaviors of other students interfere with learning.**

53% of the students have a personal problem that they feel interferes with their school work. 70% of the faculty feel behaviors of students in the classrooms interferes with other students ability to learn.

**We are concerned that... students are not actively engaged in their own learning.**

24% of the community do not think students pay attention in class. 15% of the students do not think teachers push them to do their best and stay engaged.

**We are concerned that... there is not effective communication between, students, parents, and teachers.**

52% of the faculty do not think community members are available to tutor or mentor students. 31% of students, 29% of parents, and 39% of community members do not think teachers communicate with students about weekly progress.

## Required Areas of Concern

**F. Encourage Rigorous Curriculum**

**G. Attendance**

**I. Focused Academic Area**

**U. Focused Student Group**

**X. Graduation Plan**

# Strategies

Strategies were established after identifying 1) Achievement Goals (see the Achievement Goals section), and 2) Areas of Concern (see the Needs Assessment - Areas of Concern section). Educators researched possible strategies for addressing each Area of Concern and then presented possible strategies to Full Faculty and Community Council for their consideration. The student body was provided with a list of Areas of Concern and asked to provide their input regarding strategies the school and community could employ to address the concerns. Using a consensus based decision-making model, the Full Faculty and Community Council (including parent representatives) agreed to several strategies to implement next year.

**Strategy Data:** Strategy data will help the Full Faculty and Community Council determine the degree to which the strategy has changed adult practices. Baseline data was collected this year. Follow-up data will be analyzed at the end of each semester next year. Combined with the needs assessment data (including student surveys) and the achievement data, our school will have a good understanding of the success of the strategies in meeting student needs. The strategy data tables can be found in the Strategy Data section of this plan.

**Strategy To-Do Lists:** Each strategy has been assigned a Strategy Chair. In some cases, the Strategy Chair asked others to form a Strategy Task Force. For almost all strategies, the Strategy Chair developed a detailed "To-Do" list that includes activities related to 1) implementation, 2) professional development, 3) anti-resistance (helping those impacted by the strategy to embrace the strategy), and 4) strategy evaluation. The strategy to-do lists can be found in the Strategy To-Do List section of this plan.

The strategy titles and descriptions are listed below:

## Local Strategies

### Communication Outreach

Information developed at community forums will be disseminated by the school monthly to all parents, community members, faculty and students through various media

**Impact Level:** Low Impact

**Focus:** General

## Required Strategies

### F. Encourage Rigorous Curriculum: Differentiated Instruction

Differentiated instruction will involve project-based learning, one-to-one technology efforts, teacher-student collaboration, co-teaching methodologies, and group activities during our student resource time and classroom periods. Our professional development will involve multiple teaching styles to enhance multiple learning styles. All teachers will use differentiated instruction at least once per week.

**Impact Level:** High Impact - Inside

**Focus:** General

### F. Encourage Rigorous Curriculum: Early College Program

Early College Program has been in place for 2 years. An Assistant Dean of Instruction is employed by Vincennes University to work with LHS administration, teachers, students, and parents. College courses will be available for all grade levels.

**Impact Level:** High Impact - Inside

**Focus:** General

### F. Encourage Rigorous Curriculum: In-depth content in key areas

Teachers in core subjects will focus more on in-depth content, "depth vs breadth" in the classroom on a daily basis. This will be based on best practices that will be researched in each discipline. Teachers will build curriculum based on classroom assessments to determine gaps in mastery.

**Impact Level:** High Impact - Inside

**Focus:** Specific

### F. Encourage Rigorous Curriculum: Project-Based Learning

We define project-based learning as collaborative efforts by teachers to bring hands-on activities that are based around projects involving our state-approved curriculum. We have a state-approved and trained project-based coach as one of our teachers in the building. This coach has a well-organized plan for professional development throughout the school year. All teachers will use project-based learning in the classroom at least 1 time each 9 weeks.

**Impact Level:** High Impact - Inside

**Focus:** Specific

## **G. Attendance**

ATTENDANCE POLICY Next to student effort in the classroom, regular attendance is the most important thing students can do to assure optimum academic achievement. Parents must assume primary responsibility for student attendance. Parents must communicate a high level of expectation regarding attendance and notify the school whenever the student is absent. Business and industry both require regular attendance and punctuality from employees; so it shall be the policy of Lawrenceburg Community School to hold students to those same high standards. In those situations where parents choose to ignore their responsibilities in demanding good student attendance and punctuality, school officials will intervene. Excused absences are recognized for personal injury or illness or death in the immediate family. Any other absences must be cleared by the building Principal (or designee) in advance or be considered unexcused. Make-up work will not be allowed for unexcused absences and may adversely affect student grades. A record of poor attendance or a single instance of unexplained absence (truancy) will be reported to the L.C.S. Attendance Officer. Contacts with parents, in these cases, may be by letter, phone call, or home visit. Severe cases of poor attendance will be prosecuted under Indiana's compulsory school attendance laws. ATTENDANCE PROCEDURE 1. Excused Absences a) Absence while under medical care; medical or dental appointments (maximum of five per nine-week grading period); death in the immediate family; college visitation days for juniors and seniors (maximum of two days per school year) with prior approval from Assistant Principal; etc. b) Medical/dental excuses may not cover an entire day of absence, and they will not be accepted after five days from the time that is to be excused. c) A student absence can be excused with a call or note from a parent. A student may have up to two (2) absences per nine-week grading period that are excused by parent communication only. Each parent note or call will excuse one day of absence. d) To report an absence, parents need to call the school between 7:15am and 8:15am or send a note upon the student's return to school. The absence will be considered unexcused if there is no parent phone call or a note is not received by the day after the student returns. See Student and Parent Responsibilities listed later in this handbook. e) Excused absences do allow students to make up their class work. 2. Unexcused Absences a) Absence without a call or note from a parent; truancy; leaving campus without permission from the school; etc. b) Unexcused absences do not allow students to make up their class work. 3. Consequences a) Students will be assigned a Friday School upon the 1st unexcused absence. b) If a student has exceeded the allowable number of absences in one class period, the student may be withdrawn failing (WF) from that course and placed in an alternative placement for the remainder of the semester. c) If a student has exceeded the maximum number of absences allowed per grading period in multiple classes, the student will be referred to Dearborn County Probation Department, and may be suspended out of school until a meeting is held with the student, parent, and building administrator to discuss further administrative action. PARENT RESPONSIBILITIES WHEN STUDENT IS ABSENT 1. The parent or guardian must call the school office between 7:15am and 8:15am at 537-7209 and report the reason for the student's absence. If the parent does not have access to a phone, he/she may send a note on the day that the student returns. If the school has not received a call, or if it is suspected that the caller is not a parent/guardian, the Attendance Officer may call or visit the home to validate the student's absence. 2. In the event that a student has two unexcused absences, parents must be prepared for a meeting with school officials to discuss administrative action to be taken. STUDENT RESPONSIBILITIES WHEN ABSENT 1. Students must report to the Attendance Office before 7:40am on the day they return to school. A determination will be made by school personnel as to whether the absence is excused or unexcused. Students will receive an Admit Slip to communicate (excused or unexcused) with the teachers of all classes affected by the absence. 2. The student is responsible for asking the teacher for missed make-up work in each class for each excused absence. Failure to ask for make-up work, or failure to satisfactorily complete and turn in make-up work within the time allotted, will result in a loss of credit for missed work. 3. Students will have two school days to make up work missed for a one or two day absence. Students who are absent more than two days in a row will have five school days to make up their missed work upon their return to school.

**Impact Level:** Low Impact

**Focus:** General

## **I. Focused Academic Area: English Lab**

All students who did not pass the English 10 ECA will be in a mandatory English lab class in addition to their regular English course during the first semester. The English teachers will focus on mastery of English 10 skills.

**Impact Level:** High Impact - Inside

**Focus:** Specific

## **I. Focused Academic Area: Math Lab**

All students who did not pass the Algebra I ECA will be in a mandatory math lab class in addition to their regular math course during the first semester. The math teachers will focus on mastery of Algebra I skills.

**Impact Level:** High Impact - Inside

**Focus:** Specific

#### **U. Focused Student Group: After-School Tutoring and Study SKills**

Teachers are available after-school in central area to help students individually or in small groups with homework and study skills every Monday through Thursday until 4:30 pm. Snacks are provided for students. This is available to all students but is particularly focused on helping all males earn at least a Core 40 diploma.

**Impact Level:** High Impact - Outside

**Focus:** Specific

#### **U. Focused Student Group: Student Resource Time**

A 40 minute period each day will be facilitated by each faculty member with a specific group of students. During this time we are implementing peer tutoring, one-on-one teacher assistance, character education, advisory/grade monitoring, credit recovery, remediation, and time for convocation and guest speakers on appropriate teenage issues.

**Impact Level:** High Impact - Inside

**Focus:** Specific

#### **X. Graduation Plan**

Counselors will work with students to complete and update the graduation plan each fall. The Graduation Plan will include the subject and skill areas of interest to the student, a Core 40 program of study that meets the student's aptitudes and interests, and an indication of assessments (other than ISTEP and ECA) that the student plans to take voluntarily during grades 10 through 12. Upon satisfactory fulfillment of the plan, students will be able to 1) graduate, 2) will have taken at least the minimum variety and number of courses necessary to gain admittance to a state educational institution.

**Impact Level:** Low Impact

**Focus:** General

# Strategy Data

Strategy data will help the teachers and Community Council determine the degree to which the strategy has changed adult practices. Baseline data was collected this year. Follow-up data will be analyzed at the end of each semester next year. Combined with the needs assessment data (including student surveys) and the achievement data, our school will have a good understanding of the strategy's success in meeting student needs. The strategy data tables below indicate 1) the group of adults or students that are expected to change as a result of this strategy, 2) the desired practice(s), and 3) what the school will count to determine the degree to which the practice(s) changed.

## Required Strategies

### F. Encourage Rigorous Curriculum: Early College Program

% of teachers who make early adjustments to the Early College curriculum transition

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
100	100		100	

Number of first generation college students who received college credit while in high school

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
82	100		100	

number of students receiving discounted tuition

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
96	100		100	

### F. Encourage Rigorous Curriculum: In-depth content in key areas

The % of teacher who focus on in-depth content on a daily basis



Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
100	100		100	

**F. Encourage Rigorous Curriculum: Project-Based Learning**

Percentage of project-based instruction in classroom

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
95%	100%		100%	

**I. Focused Academic Area: English Lab**

Percentage of students who passed that were enrolled in English Lab

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
69%	100		100	

**I. Focused Academic Area: Math Lab**

Percent of teachers who work directly with Algebra I students in math lab.

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
100%	100%		100%	

% of students that spend extra time with Algebra on a regular basis with a certified math teacher

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
100%	100%		100%	

**U. Focused Student Group: After-School Tutoring and Study SKills**

The number of referrals per teacher.

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
38	50		50	

The number of requests of student progress made by teachers who referred students.

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
86	100		100	

## To-Do List

After the strategies were selected for next year, each strategy was assigned to a Strategy Chair. In some cases, the Strategy Chair asked others to form a Strategy Task Force. For almost all strategies, the Strategy Chair developed a detailed "To-Do" list that includes activities related to 1) implementation, 2) professional development, 3) anti-resistance (helping those impacted by the strategy to embrace the strategy), and 4) strategy evaluation. At the beginning of next year, each strategy chair will go over their strategy's "To-Do" list with the entire faculty. Throughout the year, each strategy chair will check off each strategy activity as it is completed. At the end of the first semester, each strategy chair will present the percentage of completed activities to the Full Faculty and Community Council. If the strategy activities were not fully implemented, the chair will facilitate a discussion about changes that will occur during the second semester to ensure that all activities are completed.

Report by strategy. Showing completed and yet-to-be-completed action steps.

## Communication Outreach

**Aug 7, 2013:** Community Outreach **Person:** Brandon Lorton  
**Aug 7, 2013:** Update community council information on school website **Person:** Brandon Lorton  
**Sep 4, 2013:** Community Outreach **Person:** Brandon Lorton  
**Sep 4, 2013:** Community Outreach **Person:** Brandon Lorton  
**Oct 2, 2013:** Community Outreach **Person:** Brandon Lorton  
**Oct 2, 2013:** Community Outreach **Person:** Brandon Lorton  
**Nov 6, 2013:** Community Outreach **Person:** Brandon Lorton  
**Nov 6, 2013:** Community Outreach **Person:** Brandon Lorton  
**Nov 13, 2013:** Conduct survey for feedback of stakeholders **Person:** Brandon Lorton  
**Dec 4, 2013:** Community Outreach **Person:** Brandon Lorton  
**Dec 4, 2013:** Community Outreach **Person:** Brandon Lorton  
**Jan 1, 2014:** Community Outreach **Person:** Brandon Lorton  
**Jan 1, 2014:** Community Outreach **Person:** Brandon Lorton  
**Feb 5, 2014:** Community Outreach **Person:** Brandon Lorton  
**Feb 5, 2014:** Community Outreach **Person:** Brandon Lorton  
**Mar 5, 2014:** Community Outreach **Person:** Brandon Lorton  
**Mar 5, 2014:** Community Outreach **Person:** Brandon Lorton  
**Apr 2, 2014:** Community Outreach **Person:** Brandon Lorton  
**Apr 2, 2014:** Community Outreach **Person:** Brandon Lorton

## Encourage Rigorous Curriculum

**Aug 7, 2013:** Faculty meeting to discuss RISE, answer questions, and discuss issues **Person:** Bill Snyder  
**Aug 21, 2013:** Check lesson plans and do classroom observations **Person:** Steve Johnson  
**Aug 21, 2013:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Aug 22, 2013:** Meeting to discuss and analyze start of school **Person:** Tonya Mathis  
**Aug 29, 2013:** Coordinate RISE evaluation to differentiated instruction **Person:** Bill Snyder  
**Sep 11, 2013:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Sep 18, 2013:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Sep 19, 2013:** Check lesson plans and do "walk throughs" to evaluate differentiated instruction in the classroom **Person:** Bill Snyder  
**Oct 9, 2013:** Faculty meeting to discuss first semester and fall data and give administrative support **Person:** Bill Snyder  
**Oct 9, 2013:** Faculty meeting to discuss RISE, answer questions, and discuss issues **Person:** Bill Snyder  
**Oct 16, 2013:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Oct 17, 2013:** Do classroom observations for frequency of differentiated instruction in the classroom **Person:** Bill Snyder  
**Oct 23, 2013:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Oct 23, 2013:** Check lesson plans and do classroom observations **Person:** Steve Johnson  
**Oct 23, 2013:** Meetings to discuss planning for the next school year **Person:** Tonya Mathis  
**Oct 29, 2013:** Collect data from 1st 9 weeks **Person:** LeAnn Ambbs  
**Nov 20, 2013:** Collect fall data for % of teachers using differentiated instruction **Person:** Bill Snyder  
**Nov 20, 2013:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Nov 27, 2013:** Meetings to discuss planning for the next school year **Person:** Tonya Mathis  
**Nov 30, 2013:** Collect fall data: % of teachers who make early adjustments to the Early College curriculum transition **Person:**  
**Nov 30, 2013:** Collect fall data: Number of first generation college students who received college credit while in high school **Person:**  
**Nov 30, 2013:** Collect fall data: number of students receiving discounted tuition **Person:**

**Nov 30, 2013:** Collect fall data: Percentage of project-based instruction in classroom **Person:**  
**Nov 30, 2013:** Collect fall data: The % of teacher who focus on in-depth content on a daily basis **Person:**  
**Nov 30, 2013:** Collect fall data: The % of teachers who are using differentiated instruction daily **Person:** Bill Snyder  
**Dec 4, 2013:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Dec 10, 2013:** Analyze data and schedule more professional development on needs **Person:** Heather Weston  
**Dec 11, 2013:** Faculty meeting to discuss first semester and fall data and give administrative support **Person:** Bill Snyder  
**Dec 11, 2013:** Faculty meeting to discuss RISE, answer questions, and discuss issues **Person:** Bill Snyder  
**Dec 18, 2013:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Dec 25, 2013:** Check lesson plans and do classroom observations **Person:** Steve Johnson  
**Dec 25, 2013:** Meetings to discuss planning for the next school year **Person:** Tonya Mathis  
**Jan 15, 2014:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Jan 15, 2014:** Faculty meeting to discuss first semester and plans for the next year **Person:** Bill Snyder  
**Jan 15, 2014:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Jan 22, 2014:** Meetings to discuss planning for the next school year **Person:** Tonya Mathis  
**Feb 5, 2014:** Faculty meeting to discuss data and other issues **Person:** Bill Snyder  
**Feb 6, 2014:** Check Lesson plans and do classroom observation **Person:** Bill Snyder  
**Feb 12, 2014:** Faculty meeting to discuss first semester and fall data and give administrative support **Person:** Bill Snyder  
**Feb 12, 2014:** Faculty meeting to discuss RISE, answer questions, and discuss issues **Person:** Bill Snyder  
**Feb 19, 2014:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Feb 19, 2014:** Professional development on differentiated instruction **Person:** Jared Leiker  
**Feb 26, 2014:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Feb 26, 2014:** Check lesson plans and do classroom observations **Person:** Steve Johnson  
**Mar 6, 2014:** Check Lesson plans and do classroom observation **Person:** Bill Snyder  
**Mar 19, 2014:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Apr 3, 2014:** Check Lesson plans and do classroom observation **Person:** Bill Snyder  
**Apr 9, 2014:** Check Lesson plans and do classroom observation **Person:** Steve Johnson  
**Apr 16, 2014:** Faculty meeting to discuss RISE, answer questions, and discuss issues **Person:** Bill Snyder  
**Apr 16, 2014:** Meetings with Early College faculty **Person:** Tonya Mathis  
**Apr 30, 2014:** Check lesson plans and do classroom observations **Person:** Steve Johnson  
**May 1, 2014:** Check Lesson plans and do classroom observation **Person:** Bill Snyder  
**Jun 26, 2014:** Collect spring data **Person:** Bill Snyder  
**Jun 30, 2014:** Collect spring data: % of teachers who make early adjustments to the Early College curriculum transition **Person:**  
**Jun 30, 2014:** Collect spring data: Number of first generation college students who received college credit while in high school **Person:**  
**Jun 30, 2014:** Collect spring data: number of students receiving discounted tuition **Person:**  
**Jun 30, 2014:** Collect spring data: Percentage of project-based instruction in classroom **Person:**  
**Jun 30, 2014:** Collect spring data: The % of teacher who focus on in-depth content on a daily basis **Person:**  
**Oct 17, 2014:** Professional development on differentiated instruction **Person:** Jared Leiker

## Focused Academic Area

**Nov 30, 2013:** Collect fall data: % of students that spend extra time with Algebra on a regular basis with a certified math teacher **Person:**  
**Nov 30, 2013:** Collect fall data: Percent of teachers who work directly with Algebra I students in math lab. **Person:**  
**Nov 30, 2013:** Collect fall data: Percentage of students who passed that were enrolled in English Lab **Person:** LeAnn Ambts  
**Jan 8, 2014:** Analyze data and test scores and reassign students **Person:** LeAnn Ambts  
**Jan 15, 2014:** Collect fall data **Person:** LeAnn Ambts  
**Jan 15, 2014:** Math department meeting to analyze data **Person:** Bill Snyder  
**Jan 15, 2014:** Math department meeting to analyze data **Person:** Bill Snyder  
**Jan 22, 2014:** Meet with English department to analyze data **Person:** Bill Snyder  
**Jun 30, 2014:** Collect spring data: % of students that spend extra time with Algebra on a regular basis with a certified math teacher **Person:**  
**Jun 30, 2014:** Collect spring data: Percent of teachers who work directly with Algebra I students in math lab. **Person:**  
**Jun 30, 2014:** Collect spring data: Percentage of students who passed that were enrolled in English Lab **Person:** LeAnn Ambts

## Focused Student Group

**Aug 7, 2013:** Start after school program **Person:** Shawn Lightner  
**Aug 8, 2013:** Faculty meeting to discuss goals of SRT **Person:** Shawn Lightner

**Aug 14, 2013:** Faculty meeting to discuss objective of after school program, show data, and brainstorm **Person:** Shawn Lightner  
**Aug 15, 2013:** Meeting with all students to discuss goals **Person:** Shawn Lightner  
**Sep 11, 2013:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Oct 23, 2013:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Nov 30, 2013:** Collect fall data: The number of referrals per teacher. **Person:**  
**Nov 30, 2013:** Collect fall data: The number of requests of student progress made by teachers who referred students. **Person:**  
**Dec 4, 2013:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Jan 8, 2014:** Faculty meeting to discuss data with faculty **Person:** Shawn Lightner  
**Jan 15, 2014:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Jan 15, 2014:** Faculty meeting to discuss objectives and reassign students **Person:** Shawn Lightner  
**Feb 26, 2014:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Apr 9, 2014:** Classroom observations **Person:** Steve johnson and Bill Snyder  
**Jun 30, 2014:** Collect spring data: The number of referrals per teacher. **Person:**  
**Jun 30, 2014:** Collect spring data: The number of requests of student progress made by teachers who referred students. **Person:**

# Professional Development Summary

**Alignment with the School Improvement Plan:** The Professional Development Plan is directly aligned with strategies found in the School Improvement Plan. Professional development activities enhance educator's knowledge within one or more of the following areas: a) expectations, b) curriculum content, c) classroom instruction, d) classroom assessment, e) extra help, f) guidance, and g) the learning environment. The amount of funding allocated for each professional development activity and the funding source is listed for each professional development activity.

**Effective Learning Process:** The Professional Development Plan was written by teacher-leaders and includes activities that will help teachers develop the knowledge and skills needed to successfully implement the strategies listed in the School Improvement Plan. The plan includes a variety of formats for professional development. Activities have been embedded in the school day as appropriate. The plan also includes activities designed to provide teachers with feedback over time. Finally, "strategy data" is collected for comprehensive strategies that identifies the degree to which the strategy has brought about a positive changes in adult practices.

**Professional Growth Environment:** Each strategy is supported by a "strategy chair." Strategy chairs are responsible for 1) writing (with support from colleagues) a strategy plan including on-going professional development activities, anti-resistance, and evaluation activities, 2) providing on-going mentoring to their colleagues in the implementation of the strategy, 3) analyzing the effectiveness of the strategy, and 4) making a recommendation to the faculty with respect to whether or not the strategy should be sustained.

## Communication Outreach

No professional development is needed for this strategy.

## F. Encourage Rigorous Curriculum: Differentiated Instruction

### Professional development on differentiated instruction

**Brief Description:** Enter a brief description of the Professional Development Activity

**Intended Participants:** Teachers

**Date:** Feb 19, 2014

**Activity Purpose:** Information

**Activity Format:** Presentation

**Funding:**

**Does this activity occur during the school day?** No

### Professional development on differentiated instruction

**Brief Description:** Enter a brief description of the Professional Development Activity

**Intended Participants:** Teachers

**Date:** Oct 17, 2014

**Activity Purpose:** Information

**Activity Format:** Presentation

**Funding:**

**Does this activity occur during the school day?** No

## **F. Encourage Rigorous Curriculum: Early College Program**

No professional development is needed for this strategy.

## **F. Encourage Rigorous Curriculum: In-depth content in key areas**

No professional development is needed for this strategy.

## **F. Encourage Rigorous Curriculum: Project-Based Learning**

No professional development is needed for this strategy.

## **I. Focused Academic Area: English Lab**

No professional development is needed for this strategy.

## **I. Focused Academic Area: Math Lab**

No professional development is needed for this strategy.

## **U. Focused Student Group: After-School Tutoring and Study Skills**

No professional development is needed for this strategy.

## **U. Focused Student Group: Student Resource Time**

No professional development is needed for this strategy.

# Relationship Report:

## Areas of Concern / Strategies / Achievement Goals

This report shows the relationship between the Areas of Concern, Strategies, and Achievement Goals. For each Area of Concern, the report shows 1) the strategies that will enable the school to successfully address the concern and 2) the achievement goals that will be positively impacted when the concern is successfully addressed.

### Local Areas of Concern

#### **We are concerned that... student's personal problems and behaviors of other students interfere with learning.**

##### **Data Targets Influenced by This Concern:**

- All free/reduced males -- pass Algebra ECA
- All special ed and/or free/reduced males -- pass Algebra 1 ECA
- All special ed males -- pass Algebra ECA
- All special ed males tested on English 10 ECA -- master writing applications
- All students tested on Algebra 1 ECA -- Master linear and quadratic equations
- All students tested on English 10 ECA -- Master writing applications

##### **Strategies to Impact This Concern:**

- Communication Outreach
- G. Attendance
- U. Focused Student Group: Student Resource Time

#### **We are concerned that... students are not actively engaged in their own learning.**

##### **Data Targets Influenced by This Concern:**

- All free/reduced males -- pass Algebra ECA
- All males -- Earn a Core 40 diploma or higher
- All special ed and/or free/reduced males -- pass Algebra 1 ECA
- All special ed males -- pass Algebra ECA
- All special ed males tested on English 10 ECA -- master writing applications

##### **Strategies to Impact This Concern:**

- G. Attendance
- F. Encourage Rigorous Curriculum: Project-Based Learning
- F. Encourage Rigorous Curriculum: Early College Program
- F. Encourage Rigorous Curriculum: In-depth content in key areas
- F. Encourage Rigorous Curriculum: Differentiated Instruction
- I. Focused Academic Area: English Lab
- I. Focused Academic Area: Math Lab
- U. Focused Student Group: After-School Tutoring and Study SKills
- X. Graduation Plan

#### **We are concerned that... there is not effective communication between, students, parents, and teachers.**

##### **Data Targets Influenced by This Concern:**



- All males -- Earn a Core 40 diploma or higher
- All students tested on Algebra 1 ECA -- Master linear and quadratic equations
- All students tested on English 10 ECA -- Master writing applications

**Strategies to Impact This Concern:**

- Communication Outreach
- G. Attendance
- U. Focused Student Group: Student Resource Time

## Required Areas of Concern

### F. Encourage Rigorous Curriculum (IN Rules)

**Data Targets Influenced by This Concern:**

- All graduates -- taking a dual credit course
- All graduates taking a dual credit course -- earn a "C" or better
- All graduates who take the ACT -- Score at or above 21 composite
- All graduates who take the SAT -- Score at or above 1500 composite
- All males -- Earn a Core 40 diploma or higher
- Class of 2013 males -- On target for Academic Honor Diploma

**Strategies to Impact This Concern:**

- F. Encourage Rigorous Curriculum: Project-Based Learning
- F. Encourage Rigorous Curriculum: Early College Program
- F. Encourage Rigorous Curriculum: In-depth content in key areas
- F. Encourage Rigorous Curriculum: Differentiated Instruction
- X. Graduation Plan

### G. Attendance (IN Rules)

**Data Targets Influenced by This Concern:**

- All males -- Earn a Core 40 diploma or higher
- All students tested on Algebra 1 ECA -- Master linear and quadratic equations
- All students tested on English 10 ECA -- Master writing applications

**Strategies to Impact This Concern:**

- G. Attendance

### I. Focused Academic Area (IN Rules)

**Data Targets Influenced by This Concern:**

- All special ed and/or free/reduced males -- pass Algebra 1 ECA
- All students tested on Algebra 1 ECA -- Master linear and quadratic equations
- All students tested on English 10 ECA -- Master writing applications

**Strategies to Impact This Concern:**

- F. Encourage Rigorous Curriculum: In-depth content in key areas
- I. Focused Academic Area: English Lab
- I. Focused Academic Area: Math Lab

## **U. Focused Student Group (IN Rules)**

### **Data Targets Influenced by This Concern:**

- All males -- Earn a Core 40 diploma or higher
- Class of 2013 males -- On target for Academic Honor Diploma

### **Strategies to Impact This Concern:**

- U. Focused Student Group: Student Resource Time
- U. Focused Student Group: After-School Tutoring and Study SKills

## **X. Graduation Plan (IN Rules)**

### **Data Targets Influenced by This Concern:**

- All males -- Earn a Core 40 diploma or higher
- Class of 2013 males -- On target for Academic Honor Diploma

### **Strategies to Impact This Concern:**

- X. Graduation Plan

## Force Field Excerpt

The Force Field reports are lengthy data reports that help the Full Faculty and Community Council (including parents) identify Areas of Concern (student needs). The Force Field excerpt found below contains information that must be included in the School Improvement Plan to meet various requirements of Public Law 221 and if applicable, Title I Schoolwide.

A. Where is the public copy of your school's curriculum located?	High School Main Office
<p>B. What rules or statutes would you like to waive in order to promote student learning?</p> <ul style="list-style-type: none"> <li>● Identify the specific statute and and/or rule you wish to waive.</li> <li>● Identify the educational strategies this waiver would allow you to implement that could not be implemented under current statute and rule.</li> <li>● Explain the benefit to student achievement.</li> <li>● Describe the evaluation process that would be used to measure the success of these strategies.</li> </ul>	none
C. Are your school's attendance rates supportive of learning? What activities will you implement next year to increase or maintain your attendance rate?	Yes
D. List the titles of the assessment instruments that are used in addition to ISTEP+ / ECA and give a brief description of each.	<p>Acuity - predictive test for Algebra 1 and English 10 that is aligned with the ECA</p> <p>Accuplacer - college placement test in sentence skills, reading, and algebra</p> <p>PSAT, SAT, ACT - college admission tests</p>

## Continuous Improvement Timeline

DISCUSSION TOPIC	FACILITATOR TRAINING (Steering Teams)			FACULTY AND COMMUNITY COUNCIL DISCUSSIONS
	ORIGINAL PLAN	REVIEW & REVISE		
	1st Year Schools	2nd and 3rd Year Schools	Alumni Schools	
New Principal and Steering Team Member Training	n/a	Aug	Aug	n/a
<b>First Year:</b> Rationale + Organizational Structure <b>After First Year:</b> Kick Off / Year End Data Review (Transcripts / ISTEP / ECA)	Session 1 - Aug	Session 1 - Aug	Session 1 – Aug AM	First 2 weeks of Sept
Vision	Session 2 – Sept	n/a	Session 1 – Aug PM	First 2 weeks of Oct*
Data Targets	Session 3 - Oct	Session 1 - Aug	Session 1 – Aug AM	First 2 weeks in Nov
Areas of Concern	Session 4 - Dec	n/a	Session 2 – Dec PM	First 2 weeks in Jan*
Strategy Selection	Session 5 - Jan	Session 2 - Dec	Session 2 – Dec AM	First 2 weeks in Feb
Conference on Learning	Jan	Jan	Jan	
Strategy Selection: Title & Description	Feb	Feb	n/a	First 2 weeks in Mar
Strategy Implementation Plans	Mar Strategy Chair Training	Mar Strategy Chair Training	Optional Strategy Chair Training	First week of Apr

\* Our school will complete these tasks every three years  
We are next scheduled to complete these tasks during the 2015-2016 school year