

**Hodgdon High School
Improvement Plan
2010 —2011**

Data Analysis: Student assessment scores (Grades/NWEA/MEA/SAT) were examined. Students were surveyed using the “Million Voice” survey. Parental/Community opinions were gathered at an evening meeting. Staff members met on a number of workshop days and worked on data analysis and plan development. Using the data and/or information gathered from these sources the following goals were developed with the intention of not only making adequate yearly progress (AYP) on state assessment tests but to increase our student’s opportunities for future success and achievement across the academic plane.

Goals:

- Refine School Mission and Vision
- Improve School Climate
- Increase Parent and Community Involvement
- Improve Assessment Practices
- Create More Opportunities for Shared Leadership
- Increase Rigor of Teaching
- Increase Opportunities for Interdisciplinary Learning
- Improve the Use of Technology in the Classroom

Refine School Mission and Vision

Action Steps	Timeline	Resources	Person Responsible
Complete revision of mission and vision statements(begun Spring draft 2010)	12/20/10 Evaluate staff input / Create rough	Staff time and input	Principal
Develop rubrics that measure mission statement elements(begun Spring 2010)	12/2010 - Evaluate staff input / Create rough draft	Staff time and input	Principal
Present new mission and vision statements to the school board	1/2011	None	Principal

Improve School Climate

Action Steps	Timeline	Resources	Person Responsible
Continue the Student Focus Group monthly meetings to discuss student/school issues Find mechanism for better incorporating their input in school life	Begin 9/20/10 Discuss with students how their input will be used / Develop a plan	Meeting room and food for meetings	Guidance Director & Superintendent
Seek input through the student council on student/school issues	10/20 10 Develop a medium for input collection / Discuss with students how they would like their input used	Meeting room	Student council advisor
Continue to provide a suggestion box for anonymous student input	9/2010	Suggestion box	Guidance Director
Expand recognition program beyond the Students and Employee of the Month (began Spring 2010)	9/2010 — Present new ideas for recognition to staff/ Develop new programs 10/2010-Implement program	Rewards/Certificates	Principal
Utilize a school wide rubric for civic and social expectations	12/2010	Rubric	Teaching staff
Improve disciplinary policies and procedures (began Spring 2010)	9/2010	Student/Staff feedback & Disciplinary reports	Principal/Guidance Director/Staff/Board
Improve attendance and tardiness policies and procedures (began Spring 2010)	11/2010	Attendance Officer & Data collected from attendance reports over the past year	Principal/Guidance Director/Staff/Board
Improve consistency in advisory program	9/20 10	Student/Staff feedback	Principal

Increase Parent and Community Involvement

Action Steps	Timeline	Resources	Person Responsible
Provide each parent with the opportunity to follow their student's academic progress through the use of Edline	10/2010	Server	Technology Administrator
Continue the use of Student-led conferences	4/2011	Classrooms	Advisors
Increase the number of students who participate in the Science Fair which will invoke more parent participation and involvement	4/2011	Gym space	Librarian
Use the district website to keep parents and community members aware of what is happening at the school	9/20/10	Server	Webmaster
Increase use of community members as classroom resources	10/2010 — Develop a database of community members and their expertise	Community database	Content area teachers
Increase opportunities for parents to volunteer	10/2010		Staff/Guidance

Improve Assessment Practices

Action Steps	Timeline	Resources	Person Responsible
SAT Prep class becomes a graduation requirement	8/2010	Classroom	Principal
Introduce the purpose NWEA testing to all students prior to taking the test	9/20 10	Laptops	Content area teachers
Insure content area assessments are aligned with the Maine content standards	9/2010 - Finish syllabi work with Maine Course Pathways and include evaluation of assessments in teacher evaluations	Curriculum guide and content syllabi	Curriculum Coordinator/Principal
Utilize assessment data to help inform instruction	10/2010 - Staff develops action plans which incorporate previous data analysis	NWEA, SAT and content area assessment results & PIT time	Content area teachers and the principal
Use networking to establish best practices in the content areas	10/2010	School visitations, online networking and professional development opportunities	Content area teachers
Provide professional development opportunities for the content area teachers	Throughout the year	District funds, grant funds and online offerings	Principal
Improve classroom rubrics and rubric use	10/20/10	PIT time	Content area teachers/Guidance
Develop standards based grading procedures and consistency	11/2010	Meeting & PIT time	Content area Director/Principal teachers/Guidance Director/Principal

Create More Opportunities for Shared Leadership

Action Steps	Timeline	Resources	Person Responsible
Reinstate the leadership team	1/2011	Grant funding	Principal/Guidance Director
Create a schedule for content area leaders to meet	8/2010	None	Principal/Guidance Director

Increase Rigor of Teaching

Action Steps	Timeline	Resources	Person Responsible
Provide professional development opportunities for the content area teachers	10/2010 Determine how best to provide training (in-house, online, school visitations or off site) Investigate funding possibilities and create a plan	District funds, grant funds and online offerings	Principal
Evaluate staff development needs based on established best practices	9/2010	Staff/Internet/Consultants/DOE	Content are teachers and Principal
Review DOL practices and training	9/2010	DOL handbook & staff trainers	Principal and DOL trainer

Our action plan has been formulated by gathering data/information from staff, community members, and students. Our bottom line is to show improvement enough in our SAT scores so that we will make Adequate Yearly Progress (AYP). However, we are not just focusing on AYP. We are also looking at student improvement in every content area with special emphasis on critical reading, writing and math.

As a starting place we have collectively decided to narrow the scope of our action plan for this first year. We will focus on three major areas with the first being the use of data, the second area being professional development during our teacher professional inquiry time (PIT), and lastly the utilization of instruction time in an 80 minute block (this will include revisiting DOL, differentiation and best practices).

We conducted NWEA testing just prior to the harvest break and teachers will use that data as well as the data from previous testing periods to determine academic growth and where additional instruction may be needed. Teachers will also make sure that their assessments are in alignment with the State Core Standards requirements. Where deficiencies are noted, students will be retaught and reassessed.

PIT time will be taken to provide professional development opportunities which will include; DOL, differentiated instruction, data analysis training, peer observations, SMART board training.

Utilization of instruction time during an 80 minute block will be looked at by both administration and the teaching staff. Classroom visits by both parties will be shared during PIT time to discuss and analyze best practices right here in the building.

Observations/evaluations will be conducted daily as per the contract and as needed to insure compliance with our initiatives. As of today I have already made 109 classroom visits. We will also be implementing SSR reflection time where students will take a moment and write about what they have just read. This will help immensely in the area of critical reading. We will attempt to get a book to read for the second semester that the entire school will read together.

Another initiative that we are going to put into practice is getting student input on our monthly Golden Rule nominees. Students will now have a chance to nominate one of their peers to receive this recognition.