Arkansas Department of Education
Schools of Innovation Application

Arkansas Department of Education
Division of Learning Services
Four Capitol Mall, Room 306-B
Little Rock, AR 72201
Email: ade.schoolsofinnovation@arkansas.gov
Phone: 501-683-4800

School LEA: 6703013

School Name: HORATIO HIGH SCHOOL

Submitter Information

Submitter Name:	TAMMY MCALISTER
Submitter E-mail:	tmcalister@horatioschools.org
Submitter Phone:	8708321919
Date of application:	8/10/2017

District Information

District LEA:	6703000
District Name:	HORATIO SCHOOL DISTRICT
Superintendent Name:	Lee Smith
Superintendent Email:	lsmith@horatioschools.org

General Questions

Special Conditions:	Rewards School for Growth
School Rating:	B
Is this a brand new LEA?	False
Is this an ALE School?	False

Vision and Mission

The school's vision statement is Every Learner ~ Every Dream ~ Every Day. Our mission statement is, "At Horatio Schools, our mission is to collaboratively develop the next generation of inspired, forward-thinking innovators who face challenges of the future with confidence".

These ideals were collaboratively developed by students, teachers, parents, administrators, and community members to represent all of the schools in the district. The impetus for this language came from feedback indicating some students and parents were being "left out" of the full experience Horatio Schools had to offer. Over the last two years since the vision and mission were developed, the district has made it a priority to give every student and family in the district an experience that fits them.

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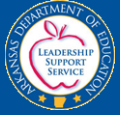Phone: 501-683-4800

Rational and Innovation Goals

Rationale for Innovation

Horatio High School currently ranks an Achieving School and has a 97% graduation rate (95% TAG) with 79% of seniors receiving college credit and/or SCC certification, yet HHS has not fully maximized the learning potential for students. Even though Horatio High School has an attendance rate of 93.1% (93.8% TAG), the motivation rate drops tremendously. Trying to address this, we have expanded opportunities for learning by adding more courses and after school programs that fit the interests of students and the community, but we have discovered that being a small district that delivers educational services in a traditional way often causes difficulty. The number of staff we have and the number of offerings have not converged in a manner that allows every student to experience numerous avenues of interest. Instead of student goals and dreams dictating the school day, traditional schedule and standards many times squelch student experiences.Our community has no major processing facilities or production factories. The average travel time for most employees to work is fifteen to twenty minutes. The median household income for 2015 was $29,086 as compared to the state average of $41,995. Sadly, thirty-eight percent (38%) of citizens possess less than a high school diploma. The disability rate among poor males and females, as well as the renting rate, are double the state average. Fifty percent (50%) of children in Horatio live below the poverty level. The foreign-born population (17.3% Latin American) percentage is significantly above the state average. We have a 71.4% (73% District-wide)free and reduced lunch rate. The percentage of population with a bachelor's degree or higher is significantly below state average. The students that school is working for are leaving and never coming back. Those that remain in the community, typically those from our TAG group that are graduating but aren't fully college or career ready (69.5% remediation college remediation rate), perpetuate the statistics we have provided. We feel that it is time to fundamentally change school and schooling by giving students a vision for themselves they cannot develop through parental and home experiences. We hope to inspire a community minded set of graduates with the ideas and skills to revive a dead economy. Our new mantra is that 'an idea is more valuable than a degree, and skills are more valuable than credits.'
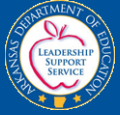
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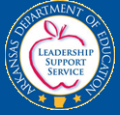| Goal	Goal Description	
1	Reduce the achievement gap of one or more groups of students by accelerating learning experiences for academically low-achieving students.	
2	Increase learning opportunities and student experiences by providing rigorous and challenging curriculum options, including experiential learning, service learning, and STEM.	
3	To increase student attendance by more actively engaging students in the learning process through innovative teaching and learning choices.	
4	Improve the culture of the school by reducing the rigidity and stress of the traditional day by increasing collaboration among students and teachers.	

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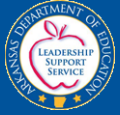Email: ade.schoolsofinnovation@arkansas.gov
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Innovation Plan

Plan Date	Action	Expected Outcome
05/09/2017	HHS Leadership Team will develop a plan for Student Orientation to be held in August before school starts.	School will have a plan for introducing students to the Flex-mod schedule and reissue their Ipad Pros.
04/10/2017	HHS Leadership Team will participate in a book study about blended learning to facilitate teacher training sessions.	The members of the HHS Leadership Team will become 'experts' on different ways to incorporate blended learning into the classroom and will serve as facilitators for teacher training sessions.
04/14/2017	HHS teachers will continue to visit Murfreesboro Schools to observe how they incorporate technology using Ipad Pros into their classrooms and to Pangburn to observe their schedule.	Teachers will feel more comfortable and be more knowledgeable about using different apps and programs on in their lessons and the flex-schedule. They will also get questions answered they may have about the Mozyle management system for our Ipad Pros.
05/24/2017	Various books on blended learning will be available for teachers to read and share with their peers.	Teachers will become familiar with different ways to blend learning and will share/assist each other in incorporating it into their classrooms.
02/13/2017	Have sessions to prepare POD Leaders for their roles.	POD Leaders will understand their roles in the flex-mod schedule.
06/26/2017	HSD will offer teacher training on Mentoring Students.	Teachers will understand what is involved in being a Mentor. They will know the expectations of our mentoring program.
06/06/2017	HSD will sponsor "Tech Tuesdays" where HHS Tech Instructionalists will be available to offer training on Google classroom, Apps for education, etc. They will also be available for Q & A for teachers to come ask and receive help with different technology areas.	Teachers will use the resources we have on staff to develop a network of working together to learn about technology. They will feel more comfortable using technology and asking their co-workers for assistance.
06/20/2017	HHS staff will receive training from Renaissance on using data from STAR Reading and Math assessments to plan interventions for students. In the afternoons, they will learn about using ADE Data Center GPS and ACT Aspire Interim test data. 2nd date is July 22	Teachers will be able to use data from interim assessments to plan personalized instruction for students.

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Plan Date	Action	Expected Outcome
07/27/2017	HSD will host an Technology Day working with DeQueen Mena Educational Coop and Mark McDougal from APPLE. The focus of the day will be blended learning. Teachers will be able to attend workshops on various topics.	Teachers will be able to attend workshops that will help them grow in the technology areas that they feel weak.
08/01/2017	Innovation Council meets to review Plan to date, discuss questions/concerns, make adjustments as needed.	All stakeholders will be involved in the educational process.
08/17/2017	Flex Orientation for Students. Mentor teachers will spend two days with their students doing team building activities, orientating them to their options during flex time, and running "mock" flex time to teach them expectations. 2nd day is Aug. 18.	Students will understand their responsibilities and expectations during flex time.
09/08/2017	Grade-level PLCs will meet to discuss the schedule, student performance, blended learning, celebrations & obstacles, and curriculum. This will be a monthly meeting throughout the year.	Grade levels can constantly be monitoring their students and making changes to meet their needs.
09/22/2017	Content-area PLCs will meet to align curriculum, analyze data, discuss instructional strategies and technology. This will be a monthly meeting throughout the year.	Content area teachers can constantly be communicating and improving their curriculum.
10/19/2017	Student-led parent teacher conferences.	Students will feel confident in expressing their educational accomplishments in a knowledgeable manner.
12/04/2017	Conduct 'How's it Going?' survey and climate survey with students & teachers to evaluate goal and to see where need to adjust.	Students and teachers will have a positive attitude toward school.
08/14/2017	Teachers will conduct climate surveys to get baseline data for evaluation of goals.	Students will have a positive attitude about school and will feel like they belong at HHS.
12/04/2017	Conduct PD survey with staff to see what areas they feel they need more training/assistance in order to be successful.	Teachers will have the support they need to be successful in implementing the SOI plan.
01/04/2018	Meet with teachers to go over the results of the surveys conducted in December and discuss the second semester.	Teachers will be informed of all data about the SOI Plan and will have input into monitoring and adjusting it as needed.

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Plan Date	Action	Expected Outcome
01/04/2018	Meet with Innovation Council to discuss the survey results, changes that might need to be made for the second semester, etc.	The Innovation Council will take an active role in guiding the SOI plan and implementation.
02/02/2018	Grade-level PLCs will meet to discuss the schedule, student performance, blended learning, celebrations & obstacles, and curriculum. This will be a monthly meeting throughout the year.	Grade levels can constantly be monitoring their students and making changes to meet their needs.
02/09/2018	Content-area PLCs will meet to align curriculum, analyze data, discuss instructional strategies and technology. This will be a monthly meeting throughout the year.	Content area teachers can constantly be communicating and improving their curriculum.
02/12/2018	Survey teachers to see what areas they feel they need more professional development/assistance in order to be successfully implement the SOI Plan. Data will be used to plan summer PD.	Teachers will have the support they need to be successful in implementing the SOI plan.
03/07/2018	Innovation Council meets to discuss how the second semester is going, what monitoring & adjusting might need to be done, and what might could be added next year.	The Innovation Council will take an active role in guiding the SOI plan and implementation.
04/20/2018	Conduct 'How's it Going? How Can we Improve for Next Year?' survey and climate survey with students & teachers to evaluate goals and to see where need to adjust.	Students and teachers will have a voice in monitoring & adjusting the SOI plan. They will have a positive attitude about school and will feel like they belong at HHS.
04/25/2018	Innovation Council will meet to go over the survey results and to look at plan for next year.	The Innovation Council will take an active role in guiding the SOI plan and implementation.
04/27/2018	PLC meetings to discuss the survey results with teachers and to look at plan for next year.	Teachers will be informed of all data about the SOI Plan and will have input into monitoring and adjusting it as needed.
05/18/2018	Students, teachers,Council members, parents and staff will meet for a SOI Success Celebration. Video will be shown of highlights from the year with clips of students comments from beginning of the year to the end documenting the change, feelings, etc. Discussion will be had on "The Good, the Bad, and the Ugly" on how the Plan went in year one. Suggestions for next year will be compiled.	All stakeholders in the school will know that they have a voice in the SOI plan and their effort in making it work is appreciated.

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Plan Date	Action	Expected Outcome
06/04/2018	Professional development based on needs from surveys will be ongoing during the summer so that all teachers can come back next school year feeling confident in their part implementing the SOI Plan.	Teachers will have the support they need to be successful in implementing the SOI plan.

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Requested Waivers

Code section, Rule, or Local Policy	Goal	Rationale
15.03.2, 15.03.3 Licensure and Renewal; Code Ann 6-15-1004, 6-17-309, 6-17-902, 6-17-401, 6-17-919; Section 15.03 of the Standards Accreditation, and ADE Rules Governing Educator Licensure	2	Content experts such as licensed health care professionals, mechanics, plumbers, etc may be allowed to teach non-core classes. This would help in building our relationship with the business community. Exemption from definition of a teacher as licensed and Teacher Licensure Requirements portion of the Education Code to the extent that it requires teachers in non-core classes to be certified will give HHS the flexibility to identify those individuals best suited to facilitate the unique educational programs in non-core areas. An example of this would be using a CTE teacher with previous business experience to oversee a JAG program.
Section 10.02.5 ADE Rules Governing Standards for Accreditation of AR Public Schools and School Districts-Class Size & Teaching Load	2	The use of blended learning in a flex-mod schedule will best serve the differentiated needs of our students and use our teachers in the most efficient manner. Teachers use of blended learning allows them to serve a broader group of students. It will allow many of our students to accelerate through the curriculum of the classes. This would apply to non-Core classes only and would not exceed 200 teacher load. We are aware that special education class sizes cannot be waived.
ADE Rules-Mandatory Attendance Requirements for Students in Grades 9-12 Standards for Accreditation 14.03 10.01.4 Required Time for Instruction (Seat Time)	1	To implement Blended Learning in a flex-mod schedule, HHS requests flexibility in the required 'seat time.' The use of blended learning in a flex-mod schedule allows students to have personalized learning geared to their strengths and needs. The model will allow those students needing to receive face-to-face instruction and assistance from the teacher more than others. It allows us to best serve the differentiated needs of our students. This schedule also will help students to have time in their schedule to pursue their interests and help them to develop responsibility and leadership skills. This would apply for Goals 1, 2, 3, & 4.
16.02.3 Library Media Specialist Requirements, 6-25-103 Library Media Services Program definition, 6-25-104 Library Media Qualification	1	In order to use the skills of the library/media specialist to the maximum potential to serve the needs of our students, this position would be redefined to include its use as a flex-pod and the library/media specialist a flex-pod supervisor. This would apply to Goals 1, 2, & 4.

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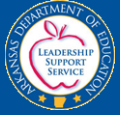| Code section, Rule, or Local Policy	Goal	Rationale
6-16-102-School Day	3	This waiver will allow time (4 days, 1 per 9 weeks) for staff and students to go out into the community, plan with representatives from professions, collect resources needed for projects, receive additional professional development, and meet in PLCs to analyze student data and plan targeted instructional goals for students. With the new flex-mod schedule, students will receive more intense intervention during their daily schedule. Plus, they will receive mandatory intervention during regular school days if they are failing a subject. We are a 1-1 school with each student have an Ipad Pro to access digital curriculum. If students do not have access to internet at home, they may check out a hot spot from the media center. This time will not take away from the instruction time. These would be digital learning days for students, and attendance would be taken via electronic sign-in. Students would have a plan developed for their work on these days. It would be a time where they are working off campus on their projects, coursework, or community or experiential learning. This would apply to Goals 1, 2, & 3.

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Council of Innovation

Minority at School   23.00%

Council Member Name	Representative Group	Minority	Position	Date Elected
Becky Fawcett	Teacher Elected Rep	N	Teacher Rep./Chairperson	2/6/2017
Lindy Bowens	PSC Rep./Teacher	N	Member	1/3/2017
Ginger Young	HHS Counselor	N	Member	1/3/2017
Eva Gonzalez Martinez	Minority Parent	Y	Minority Parent Rep	1/26/2017
Tammy McAlister	District Adin	N	Facilitator	12/15/2016
Doug Casteel	Parent	N	Parent Rep.	1/26/2017
Christine Melendez	Elected Classified Rep	N	Member	2/3/2017
Carlos San Juan	Minority Student Rep.	Y	Member	2/9/2017
Sydney Casteel	Student Rep	N	Member	2/9/2017
Parker Rowe	Student Rep	N	Member	1/26/2017
Lee Smith	District Admin-Supt	N	Member	12/15/2016
Lexy Richardson	Student Rep	N	Member	2/9/2017
Ryan Vaught	Student Rep	N	Member	2/9/2017
Manuel Hernandez	Minority Student Rep	Y	Member	2/9/2017
Susan Nelson	HES Principal	N	Member	12/15/2016
Stephanie Rowe	HHS Principal	N	Member	12/15/2016

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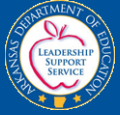Phone: 501-683-4800
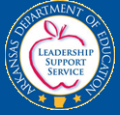
Shared Leadership

Meeting Date	Meeting Purpose	No. of Teachers Present	No. of School Staff Present	No. of Parents Present	No. of Community Members Present	No. of Students Present	Meeting Outcome/ Planned Next Steps
10/9/2015	District Leadership Team began book study of Leading in a Culture of Change by Michael Fullan so that we would have a better understanding of the complex change process and be empowered to deal with it.	7	7	0	0	0	Will continue reading and discussing the book at our upcoming meetings and apply it as we use our data from our parent/community/teacher/student surveys to explore how we can reach all stakeholders and fulfill our vision of 'Every Learner~Every Dream~Every Day.'
9/9/2015	Group of teachers, parents, students, & community members visited Arkadelphia High School for a New Tech presentation and to see how it worked there.	3	4	21	1	0	The group liked what they saw and recommended that the school continue with investigating becoming a New Tech school. A visit to another school will be planned so more can see it.

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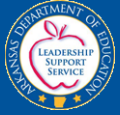Phone: 501-683-4800

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10/6/2015	Group of teachers, students, parents, & board members visited Cross County Schools to observe and discuss their use of New Tech.	3	2	1	2	2	The group liked what they saw and thought we should continue looking into New Tech.
11/16/2015	New Tech Rep. Kristin Cuilla gave a presentation to Board members, faculty, and parents.	6	6	3	5	0	The School Board approved continuing talks with New Tech.
9/20/2016	District Leadership Team decided to send Stephanie Rowe & Tammy McAlister to SOI Conference and Curtis Black & Susan Nelson to Leader in Me Conference.	0	7	0	0	0	Will sign up for the conferences so that can get more info on each.
10/21/2016	Regional SOI meeting to learn about the SOI process/timeline/etc.	0	3	0	0	0	Information will be presented to District Leadership Team to see if we want to proceed in the process.

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10/25/2016	District Leadership Team heard report from Regional SOI meeting and decided to proceed with looking at what other schools were doing and what we might want to do.	0	7	0	0	0	Will meet with HHS Leadership Team to share infor with them and get their input.
11/1/2016	Sent out student survey to see what students liked/disliked about their school.	0	0	0	0	238	Will use this data to help determine the school's strengths and weaknesses.
12/15/2016	District Leadership Team met to plan the SOI District Inservice	0	6	0	0	0	Marsha Hash from the Office of Innovation will come do a district inservice on the SOI process/timeline/etc for all district employees on 1/3/17.
1/3/2017	SOI District Inservice with Marsh	33	6	0	0	0	Schools will elect teacher, student, & classified reps in order to form the Innovation Council.

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1/23/2017	District Leadership Team met to plan parent SOI meeting & meetings for teachers/students, classified to elect representatives.	0	7	0	0	0	Parent meeting planned & publized, teacher/classified groups will be contacted by principals & Mr. Smith, and Principals will manage student reps selections.
2/9/2017	Schools shared about their visits & meetings and had Q & A at District Leadership Team meeting.	0	6	0	0	0	Questions/concerns were addressed. Plans were made for the Council meeting.
2/13/2017	HHS Leadership Team met to share info on visit to Pangburn and address questions/concerns.	0	8	0	0	0	Planned visit to Kirby with members of this group that didn't go to Pangburn.
3/13/2017	Schools updated School Board members on SOI process and school visits.	4	5	0	7	0	Schools will continue visits and work on Innovation Plan.

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3/14/2017	Schools shared about their visits and work on Innovation Plan with the HSD Parent Advisory Board and answered questions/concerns. This was streamed live on FB to reach more people.	0	5	0	0	0	Group's question/concerns were discussed and feedback was given to help with the plan.
10/23/2016	District Leadership Team heard & discussed PSC's idea about a 4-day week to try to help motivate students to have better attendance.	0	6	0	0	0	Mr. Smith handed out two articles for the group to read about 4-day school weeks & assigned researching to see what info we could come up with on the topic.
2/22/2017	Student Reps met to hear about the SOI process and to give input on things to consider in making the Innovation Plan.	0	3	0	0	4	Students will talk with peers to get input and questions/concerns they have.

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2/28/2017	SOI Meeting at Arch Ford Coop was attended by Stephanie Rowe and Tammy McAlister to get info on application process/waivers/deadlines.	0	2	0	0	0	Will work on finishing Innovation Plan and completing the application.
2/23/2017	SOI Council heard reports from members that had visited Pangburn, Kirby, and Wynn. Questions/concerns were discussed. All like the flex-mod schedule with the use of blended learning.	5	5	3	0	7	We will go ahead with Flex-mod schedule using data from HHS Teacher survey to help plan times.

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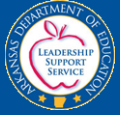Email: ade.schoolsofinnovation@arkansas.gov
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Meeting Date	Meeting Purpose	No. of Teachers Present	No. of School Staff Present	No. of Parents Present	No. of Community Members Present	No. of Students Present	Meeting Outcome/ Planned Next Steps
2/27/2017	Stephanie Rowe sent out survey to HHS teachers asking for input on flex-mod schedule time, blended learning platforms, other items that needed input in making the Innovation Plan. Teachers were also asked to send in any questions/concerns/comments that they still had.	29	0	0	0	0	Data will be used to help make the Innovation Plan.

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3/10/2017	SOI Council met to hear report from the teachers, students, & parents that went to the last Pangburn visit. Process on the application was reviewed.	3	3	2	1	5	The group discussed progress on the application. They also decided that they would get Amanda McAlister to work with those that had made visits to schools to help the students make a video about what our School of Innovation Plan is all about and post it on our FB page and website. Students suggested that we have an assembly to inform all students about it.

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3/12/2017	Schools gave update on their Innovation Plans, Doug Casteel gave parents view of the visit to Pangburn, Parker Rowe gave student report on Pangburn visit and students' comments about the Plan. Council members present (6) fielded questions/concerns the School Board had. The School Board gave it their blessing and voted unanimously to submit the application.	0	7	5	4	1	The application will be reviewed one last time and submitted.

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Email: ade.schoolsofinnovation@arkansas.gov
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Meeting Date	Meeting Purpose	No. of Teachers Present	No. of School Staff Present	No. of Parents Present	No. of Community Members Present	No. of Students Present	Meeting Outcome/ Planned Next Steps
3/13/2017	HSD Parent Advisory Council met at Coffee & Conversation. Lee Smith reported that the School Board voted to submit the SOI Plan. He reviewed the steps we had been going thru for the process, discussed the Plan, and stated that with the world changing so fast we've got to take responsibility for our own direction and do what fits the students and community needs in Horatio. The meeting was streamed on FB Live to reach more people (21 viewers).	0	3	2	1	0	Application will be submitted today. We will continue to update the Plan.

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Election Results

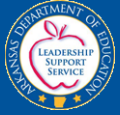|	
Number of certified and classified on staff:	58
Number of staff who voted:	58
Number of staff who voted for proposed Plan:	56
Number of staff who voted against the proposed plan:	2
Percentage of staff voting in favor of the proposed Plan of Innovation:	97

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Professional Development Scope

Professional Development Plan Part 1

Date	Audience	Purpose of the Session
8/9/2016	Teachers, Admin	APPLE workshop on using the Ipad Pro.
10/4/2016	Parents, Students	Had Parent Meetings for each grade level to roll-out the Ipad Pros. Parents & students learned about expectations for their Ipads, heard presentations about the Technology Handbook, and signed paperwork for Ipads.
9/12/2017	Teachers	To provide follow-up training for teachers on using the Ipad, Chad Brinkley conducted PD for teachers to share ways to use the Ipad Pro in classrooms and conducted Q & A for teachers that had arisen.
9/20/2016	Teachers, Students, Admin	Book study of The 7 Habits of Highly Effective Teens to familiarize all staff with the contents so that it could be incorporated into the school.
11/14/2016	Teachers, Admin. Additional visits were made on 11/17/16, 1/30/17, & 2/3/17	Site visits to Murfreesboro Schools to receive Ipad Pro training, observe their use in classrooms, network with teachers in content area outside our school, and have Q & A time.
10/11/2016	Teachers	Chad Brinkley came to meet with teachers about using their Ipad Pros in the classroom.

Professional Development Plan Part 2

Date	Audience	Purpose of the Session
4/11/2017	HHS Leadership Team will participate in a book study about blended learning to facilitate teacher training sessions.	The members of the HHS Leadership Team will become 'experts' on different ways to incorporate blended learning into the classroom and will serve as facilitators for teacher training sessions. Teachers incorporating blended learning will enable students to learn at their own pace and free them to receive more intervention time from teachers. Teachers feeling comfortable with and using blended learning will enable the flex-mod schedule to be accepted and implemented more easily.

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Date	Audience	Purpose of the Session
4/20/2017	HHS teachers will continue to visit Murfreesboro Schools to observe how they incorporate technology using Ipad Pros into their classrooms and to Pangburn to observe their schedule.	This will help to make teachers more comfortable and knowledgeable with their Ipad Pros, in turn increasing their deeper implementation of them. The more teachers provide digital access to curriculum, the easier it will be for students to learn at their own pace and master material covered. This will help to move our Innovation Plan to being more readily accepted.
4/24/2017	Various books on blended learning will be available for teacher to read and share with their peers. Books will include: The Hyper doc Handbook: digital Lesson Design Using Google Apps (Highfill & Hilton), blended Learning in Action (Tucker & Wycoff), blended Lerning in Grades 4-12: Leveraging the Power of Technologgy to create Student-centered classrooms.	This will help teachers become familiar with different ways to blend learning and will help them share/assist each other in incorporating blended learning into their classrooms.
6/22/2017	HHS staff will receive training from Renaissance on using data from STAR Reading and Math assessments to plan interventions for students. In the afternoon, they will learn about using ADE Data Center GPS and ACT Aspire Interim test data.	Teachers will be able to use data from interim assessments to plan personalized instruction for students.
7/20/2017	HHS staff will receive training from Renaissance on using data from STAR Reading and Math assessments to plan interventions for students. In the afternoon, they will learn about using ADE Data Center GPS and ACT Aspire Interim test data.	Teachers will be able to use data from interim assessments to plan personalized instruction for students
6/1/2017	Teachers will attend PD throughout the summer based on their PGP goals.	Teachers will be able to improve in areas they feel they need more training and support.
6/19/2017	POD Leaders will recieve training in their roles.	POD Leaders will feel confident in their roles and will be able to help effectively implement the SOI Plan.
8/8/2017	HHS will host training for all teachers on Mentoring Students. They will learn their roles and the expectations of being a mentor.	Teachers will be able to effectivel mentor students and assist them in planning their time.

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Date	Audience	Purpose of the Session
6/5/2017	Ongoing throughout the summer, HSD will sponsor "Tech Tuesdays" where HHS Tech Instructionalists will be available to offer training on Google classroom, Apps for eucation, etc. They will also be available for Q&A for teachers to come ask and receive help with different technology areas.	Teacher will get the support needed to feel comfortable implementing blended learning and/or using the technology available to them with their students.
8/21/2017	Onging during the school year, teachers will be surveyed to find areas they need training and/or support, and it will be offered. Currently the main focus areas we see that need addressing are using blended learning and implementing technology into the classroom.	Teacher will get the support needed to feel comfortable implementing blended learning and/or using the technology available to them with their students.

Horatio High School Innovation Plan Narrative
High School on a Harley!

Innovation	Purpose
Flex-Mod Schedule Goals 1, 2, 3, 4	Our plan would have grades 7-12 operating on a flex-mod schedule. Three days a week students would be in regular scheduled classes with two days being Flex Days. On Flex Days students are able to pursue areas of interest, receive extra help in academic areas they are struggling, intern in career areas, participate in a work program, work on advanced classes or credit recovery, participate in programs they were not able to schedule in a 'locked-in' school day, and work on community service projects and project-based learning assignments. A flexible schedule will allow students to focus on their goals and interests; allow them to take courses without scheduling conflicts; allow them to have time for experiential learning experiences; allow time for accelerated learning at the high school and community college; and, allow them to participate in more clubs and organizations. It will teach students to organize their time effectively and meet deadlines. With a flexible schedule, students should be able to exit high school learned responsible time management and having had the opportunity to explore areas of interest to them so that they college and career ready. Our goal is that students be able to exit HHS with life skills necessary to be a successful citizen and with at least two years college credit and/or certificates in skills areas of their interests.
Blended Learning Goals 1, 2, 3, 4	Blended learning will allow teachers to personalize instruction so that individual academic needs, strengths, and interests will be addressed. This approach will also enable students to take ownership of their learning by setting goals and monitoring their own progress. Some classrooms are successfully implementing blended learning via Google Classroom, Canvas, and other platforms. We will provide ongoing training and support for all teachers in this area.
Teacher Mentors Goals 1, 3, 4	Teacher Mentors would be a critical part of our plan. Every student would be assigned a Mentor that they would meet with daily and be the advocate for that student during their career at HHS. The Mentor would guide the student in exploring their interests in order to find careers.They would work with the student and parent in making sure the student is on-track in their courses and helping them prepare their schedule. The mentor would work with the student to check their grades and assignments in order to assist them in planning their flex-time each day.
PLC Time for Teachers Goals 1	A decrease in student interaction days-from 178 to 174-will allow ongoing and extended opportunities for teachers to: analyze student performance data, work to vertically and horizontally align curriculum, and grow professionally through book studies, focused professional development and collaboration with peers. Organizational change does not happen without effective and timely collaboration among actors. Research shows teacher collaboration to have a very significant, positive influence on building climate

	and student outcomes. We feel that the educational dividends of teacher collaboration will far exceed losses of reduced instructional time.
Soft Skills/Real World Curriculum Goals 2 & 3	Teachers, students, parents, and community members would work to identify skills necessary for students to be successful citizens. A curriculum would be developed and taught during Mentor time and by scheduling students in during flex times.
Intern/Work Program for Grades 11-12 Goals 2, 3, 4	HHS would begin an experiential learning program that would allow students to investigate and experience career areas of interest to them through credit courses, as well as non-credit classes-actual job employment, job internships, or community projects. We plan to accomplish this via programs such as JAG, Keystone, Capstone, Teacher Cadet, and Youth Apprenticeship. By participating in this program, we believe students will desire coming to school because it will have more personal relevance. We believe by participating in this program, they will stay in good standing with the school, complete course work, maintain their GPA and stay on track for graduation.
Embedded Curriculum Goal 2	Being able to incorporate some embedded curriculum will help make some classes more engaging and meaningful to students, which in turn should make them more invested in their education and lead to completion of coursework. This will help students stay on track for graduation.