

Dermott High School

REFLECTIONS ON SUCCESS

ACADEMIC STATUS

- ✘ Fourth Year Priority
- ✘ Second Year Academic Distress

CHALLENGES

- ✘ Demographics
- ✘ Declining Enrollment
- ✘ Teacher Recruitment and Retention
- ✘ Principal Recruitment and Retention
- ✘ Lack of Quality Instruction
- ✘ Lack of MEANINGFUL Data Review
- ✘ Lack of external/ internal cohesiveness

ACT ASPIRE INTERIM ASSESSMENT RESULTS

English				Reading			
	Interim 1	Interim 2	% Gain		Interim 1	Interim 2	% Gain
7th Grade	61%	70%	+9%	7th Grade	14%	65%	+51%
8th Grade	47%	72%	+25%	8th Grade	26%	56%	+30%
9th Grade	29%	30%	+1%	9th Grade	4%	15%	+11%
10th Grade	33%	50%	+17%	10th Grade	0%	19%	+19%

ACT ASPIRE INTERIM ASSESSMENT RESULTS

Math				Science			
	Interim 1	Interim 2	% Gain		Interim 1	Interim 2	% Gain
7th Grade	19%	20%	+1%	7th Grade	14%	32%	+18%
8th Grade	0%	33%	+33%	8th Grade	21%	39%	+18%
9th Grade	4%	14%	+10%	9th Grade	4%	5%	+1%
10th Grade	5%	7%	+2%	10th Grade	11%	20%	+9%

TEAM STRUCTURE IN A SMALL DISTRICT

- ✘ Building Leadership Team

- + Principal, SIS, Math IF, Literacy IF, Math Teacher, Literacy Teacher, Social Studies Teacher, Science Teacher

- ✘ Core Leadership Team

- + Principal, SIS, Math IF, Literacy IF, CC

- ✘ Instructional Teams

- + IF and Content Teachers

INSTRUCTIONAL TEAMS

- ✘ PLC Feedback Form
 - + See email attachment

UNIT PLANS

- ✘ Build the curriculum so that it's not recreated each year
- ✘ Housed in BYOC
- ✘ Required Components
 - + Enduring Understandings
 - + Essential Questions
 - + Knowledge/ Skills
 - + Performance Task
 - + Summative Assessment

UNIT EVALUATION

See email attachment

WHAT IF THEY DON'T DO IT? WHAT IF IT'S BAD?

See email attachment
Unit Development Intervention Plan

See email attachment
Unit Proficiency Intervention Plan

LESSON PLANS

- ✘ Planned for no longer than 5 days
- ✘ Teacher flexibility in format and structure
- ✘ Required Components
 - + Objectives
 - + Planned High-Level Questions
 - + Technology Integration
 - + Differentiation Opportunities
 - + Remediation Opportunities
 - + Enrichment Opportunities
 - + Formative Assessment

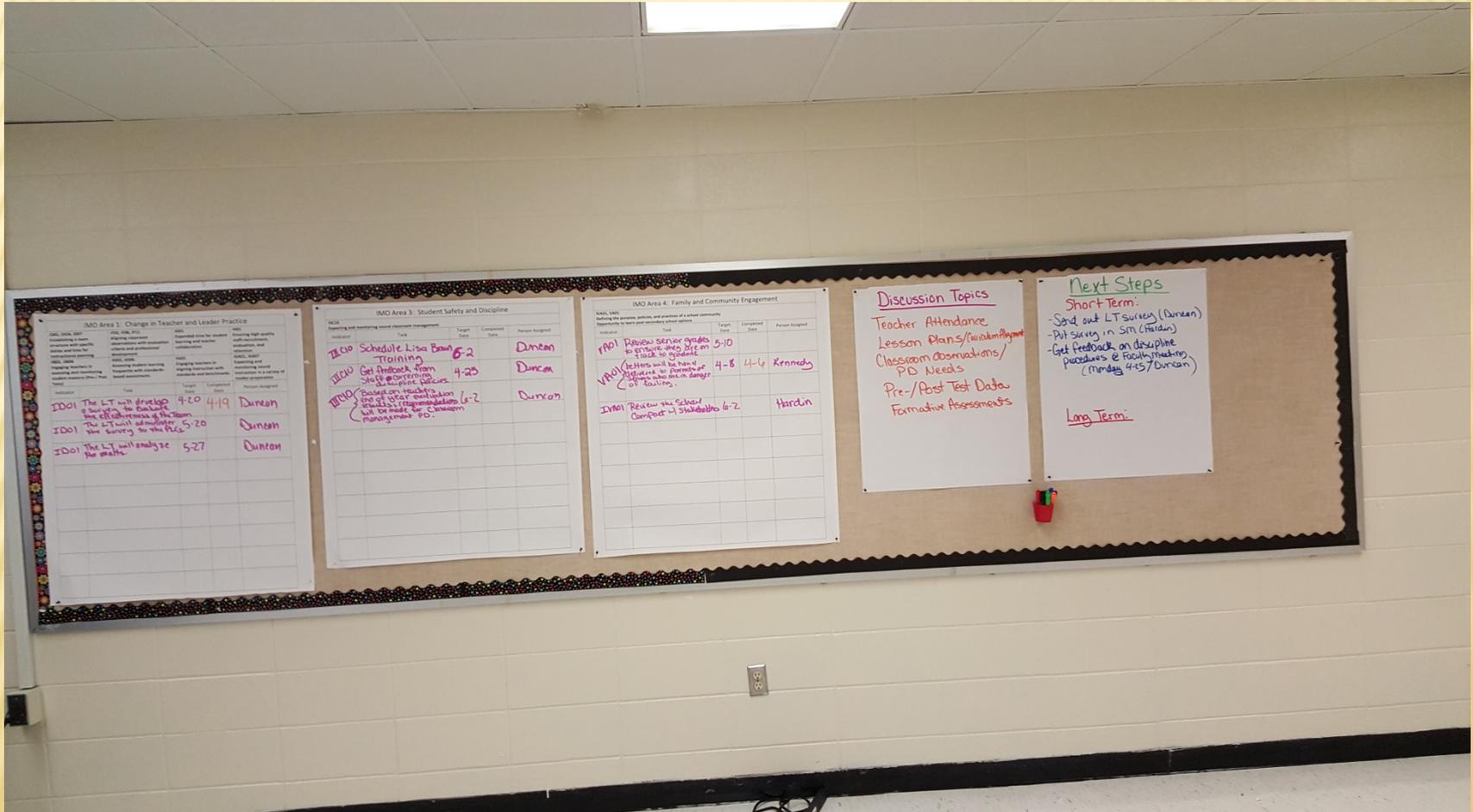
LESSON PLAN ACCOUNTABILITY

- ✘ Instructional Facilitators use a Google Form to check for lesson plans and give feedback
 - + https://docs.google.com/a/dermott.k12.ar.us/forms/d/1Do2LdAG_0Wfk-G7vvVGly-nazLI5uz3T6mLtSip80ZU/copy

INSTRUCTIONAL FACILITATOR ACCOUNTABILITY

- ✘ <https://docs.google.com/spreadsheets/d/1qbB9tiSNpmfAe1ScAj91kwIYKCZIp-z05ugnM1UUaKI/copy#gid=0>

LEADERSHIP TEAM



Indicator	Task	Target Date	Completed Date	Person Assigned
ID01	The LT will develop 8 surveys, the checklist, and all documents of the team.	4-20	4-19	Duncan
ID01	The LT will administer the survey to the PLCs.	5-20		Duncan
ID01	The LT will analyze the results.	5-27		Duncan

Indicator	Task	Target Date	Completed Date	Person Assigned
ITC0	Schedule Lisa Brown Training	6-2		Duncan
ITC0	Get feedback from PLCs on discipline	4-25		Duncan
ITC0	Based on results of year evaluation and PLC recommendations (6-2) will be made for summer planning meeting.			Duncan

Indicator	Task	Target Date	Completed Date	Person Assigned
IP01	Review survey results to PLCs and bring them back to students	5-10		
IP01	Actions will be taken to address safety who are in danger of failing.	4-8	4-6	Kennedy
IP01	Review the School Conduct w/ stakeholders	6-2		Harold

Discussion Topics

- Teacher Attendance
- Lesson Plans/curriculum
- Classroom observations/ PD Needs
- Pre-/Post Test Data
- Formative Assessments

Next Steps

Short Term:

- Send out LT survey (Duncan)
- Put survey in SM (Harold)
- Get feedback on discipline procedures & faculty meeting (Monday 4-15/Duncan)

Long Term:

TASK DEVELOPMENT

IMO Area 1: Change in Teacher and Leader Practice				
Indicator	Task	Target Date	Completed Date	Person Assigned
ID01	The LT will develop a survey to evaluate the effectiveness of the team.	4-20	4-19	Duncan
ID01	The LT will administer the survey to the PLCs.	5-20		Duncan
ID01	The LT will analyze the results.	5-27		Duncan

IMO Area 3: Student Safety and Discipline				
Indicator	Task	Target Date	Completed Date	Person Assigned
III C10	Schedule Lisa Brown Training	6-2		Duncan
III C10	Get feedback from staff concerning discipline policies.	4-25		Duncan
III C10	Based on teachers end of year evaluation results, recommendations will be made for Classroom Management PD.	6-2		Duncan

IMO Area 4: Family and Community Engagement				
Indicator	Task	Target Date	Completed Date	Person Assigned
IV A01	Review senior grades to ensure they are on track to graduate.	5-10		
IV A01	Letters will be hand delivered to parents of seniors who are in danger of failing.	4-8	4-6	Kennedy
IV A01	Review the School Compact w/ stakeholders	6-2		Hardin

STAY FOCUSED

Discussion Topics

Teacher Attendance
Lesson Plans/Curriculum Alignment
Classroom observations/
PD Needs
Pre-/Post Test Data
Formative Assessments

Next Steps

Short Term:

- Send out LT survey (Duncan)
- Put survey in SM (Hardin)
- Get feedback on discipline procedures @ Faculty meeting (Monday 4-25 / Duncan)

Long Term:

LEADERSHIP TEAM EVALUATION SURVEY

1. How well do you understand the role of the Building Leadership Team?
2. Do you feel that the Building Leadership Team is fulfilling its role?
3. How would you rate the overall effectiveness of the Building Leadership Team?
4. What does the Building Leadership Team need to do in order to fully fulfill its role?
5. Comments/ Clarifications:

NEEDS ASSESSMENT

Student Progress & Achievement

What is the current reality?	What data is driving the decision making?	Do we have a procedure to monitor and evaluate this area for 2015-2016?	What is needed at this time?
<p>No classroom data is consistent with TLI data for 2014-2015.</p> <p>There was a large gap from 1st semester grades to second semester grades for 2014-2015.</p> <p>9-12 grade have lower math scores for 2014-2015.</p> <p>We are stronger in language than reading. 8th grade had the highest overall reading score. 9th grade had the lowest for 2014-2015.</p>		<p>IFs and Curriculum coordinator are working to ensure alignment with TLI</p> <p>Increase reading levels through reading modules</p> <p>IFs are working more closely with Math and English instructors.</p>	<p>Increased support from the Instructional Facilitators</p> <p>Increased unit development monitoring and support from the Curriculum Coordinator</p> <p>Hands on manipulatives for mathematics</p> <p>Calculators for the math classes</p>

Needs Assessment as Google Form:

<https://docs.google.com/a/dermott.k12.ar.us/forms/d/1hd5ja1UXIMrFrXCGjflKaOPhKAYwBS7JJWjzbvgZzZQ/copy?pli=1>

GOVERNANCE DOCUMENT

- ✘ https://docs.google.com/document/d/1-tAy5s0ziJoTsubd9p_Zg3__58azweIYzfg95LLY1aU/copy

REPORTING TO THE SCHOOL BOARD

- ✘ <https://docs.google.com/document/d/126JdDiZEwViop3nuWVI57SuDcdtfz4Re7Uj0dIGdor0/copy#heading=h.nj23sjpj5u97>

EVALUATE, EVALUATE, EVALUATE

Evaluation Criteria for Extended Learning Time Programs

Developed 5/10/16

- ✘ Participation (consistent, regular attendance)
- ✘ Comparison of pre-/post data
- ✘ Organization: Structure, Transition, and Planning
- ✘ Meaningful (improved student achievement)
- ✘ Stakeholder Feedback: Surveys and open discussion

The team agreed that the programs to be evaluated would include:

- ✘ Summer School
- ✘ Credit Recovery
- ✘ 21st Century
- ✘ HS After School Tutoring

While these are broad categories, meetings will be held with program coordinators to clarify specific components of each category prior to the start of the 2016-2017 school year.

CURRICULUM AUDIT

- ✘ Are all weekly lesson plans there?
- ✘ Are all the required components there?
- ✘ Review components to determine if professional development is needed
 - + Objective Writing, Differentiation, Enrichment, Remediation, Formative Assessment, Planned High Level Questions, Technology Integration
- ✘ Individual teacher conferences
 - + Timeline to make noted adjustments

CURRICULUM AUDIT REVIEW NOTES EXAMPLE

- ✘ https://docs.google.com/document/d/1a78NtfFRNfegDClo1vUonwt_MVHAKBPfnyIA-g2YMpQ/copy

ENCOURAGE, SUPPORT, HOLD ACCOUNTABLE

- ✘ Encourage each other
- ✘ Support each other
- ✘ Hold staff accountable to expectations

CONTACT INFORMATION

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