

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

ACHIEVEMENT		
1 YEAR GOAL: FHSD will earn 98.6% of APR points.		
1 YEAR GOAL - UPDATE/ADJUSTMENTS:		
<b>SMART STRATEGY #1 AND MEASUREMENT:</b> 85% of schools will show growth on priority standards tracked at Site Visit 2. <ul style="list-style-type: none"> <li>Elem - ELA and Math</li> <li>MS - ELA, Math, and Science</li> <li>HS - Eng II, Algebra I, Biology I, and Government</li> </ul> <b>Person Responsible for Reporting Progress:</b> Director of School Improvement <b>Progress Metric:</b> Priority standard data from each building		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Develop Mastery Connect Training Module	By: September 2017	Director of Assessment Director of School Improvement
<b>Progress Update:</b> <i>Developed by April Burton</i>		
2) Provide Mastery Connect training to all building administrators	October 2017	Director of Assessment Director of School Improvement
<b>Progress Update:</b> <i>April Burton provided training for principals</i>		
3) Utilize MAP IBD reports (heat maps) to help buildings determine areas of focus.	December 2017	Director of Assessment/Content Leaders
<b>Progress Update:</b> <i>CLs have provided support upon request</i>		
4) Provide content leader support to PLC teams for standards unpacking, analysis of student data, goal setting and monitoring student progress on curriculum.	Ongoing throughout 17-18	Director of Student Learning and Content Leaders
<b>Progress Update:</b> <i>CLs have provided support upon request</i>		

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5) Provide content leader support to MS teams by reviewing PLC smart goals each quarter and providing feedback on selected priority standards.	Quarterly	Director of Student Learning Director of School Improvement Secondary Content Leaders
<b>Progress Update:</b> <i>CLs have provided support to PLCs upon request</i>		
6) Provide “PLC Reboot” for administrators during June Admin Retreat.	June 2017	Director of Adult Learning
<b>Progress Update:</b> <i>Completed at Summer ‘17 Admin Retreat</i>		
7) Modify the MS Mastery Connect data reporting form to track priority standards for elementary schools (optional use) and share with elementary principals during July CIA.	By July 28, 2017	Director of School Improvement
<b>Progress Update:</b> <i>Completed and shared at July CIA</i>		
<p><b>SMART STRATEGY #2 AND MEASUREMENT</b> - 55% of walkthroughs will include QFIC objectives based on quarterly walkthroughs with Director of Adult Learning, administrator and trainer, if possible.            Targets: Q1: 40% Q2: 45% Q3: 50% Q4: 55%  <b>Person Responsible for Reporting Progress:</b> Director of Adult Learning  <b>Progress Metric:</b> District walkthroughs</p>		
<p><b>SMART STRATEGY #3 AND MEASUREMENT:</b> 75% of walkthroughs will demonstrate QFIC implementation of an instructional category, beyond objective.            Targets: Q1: 60% Q2: 65% Q3: 70% Q4: 75%  <b>Person Responsible for Reporting Progress:</b> Director of Adult Learning  <b>Progress Metric:</b> District walkthroughs</p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b></p> <p><b>OBJECTIVE:</b></p> <ul style="list-style-type: none"> <li>● Q1: 48% (exceeded quarterly benchmark)</li> <li>● Q2: 51% (exceeded quarterly benchmark)</li> </ul> <p><b>SOMETHING OTHER THAN OBJECTIVE:</b></p> <ul style="list-style-type: none"> <li>● Q1: 76% (exceeded EOY goal)</li> <li>● Q2: 70% (exceeded quarterly benchmark)</li> </ul>		

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ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Review all SIPs to ensure there is a strategy for QFIC Objective & QFIC plus 1.	9/1/17	Director of School Improvement
<b>Progress Update:</b> <i>Completed Aug 2017</i>		
2) Hold semesterly CITW Trainer meetings to review data and provide ongoing support.	November 2017 & February 2018	Director of Adult Learning
<b>Progress Update:</b> <i>Q1: Dates shared with CITW Trainers &amp; principals Q2: no trainer meeting scheduled</i>		
3) Share district data, by level, at quarterly CIA meetings.	Oct., Jan., April, May	Director of Adult Learning
<b>Progress Update:</b> <i>Q1: Data ready to share at November CIA meetings. Will also run in SAW after Fall Break Q2: Data shared with admin via CIA meetings in January 2018</i>		
4) Host “Admin Refresh” PD opportunities for building/district leadership- focused on second/third component categories and calibration of observations/feedback.	2 August dates & 1 September date	Director of Adult Learning
<b>Progress Update:</b> <i>Completed Summer/Fall 2017</i>		
5) Provide ongoing professional development to CITW trainers to support district PD initiative.	Ongoing	Director of Adult Learning
<b>Progress Update:</b> <i>Q1: Met prior to October PD day for professional learning &amp; PD day prep Q2: Met prior to November PD day for professional learning &amp; PD day prep Q3: Met prior to February PD day for professional learning &amp; PD day prep</i>		
6) Update and share district-wide “look for” document and sample CITW walkthrough form.	By August 15	Director of Adult Learning
<b>Progress Update:</b> <i>Both updated and shared during Admin Retreat &amp; posted to HowellNET</i>		
7) Increase frequency of ESOL classroom walkthroughs, focused on CITW.	Throughout 17-18	Director of Adult Learning
<b>Progress Update:</b> <i>Q1: visited 2 ESOL classrooms Q2: visited 2 ESOL classrooms</i>		
8) Dedicate 4 district professional development days to focus on component 2 of CITW research.	10/23, 11/7, 2/16, 4/3	Director of Adult Learning
<b>Progress Update:</b> <i>PD calendar shared with staff</i>		
8) Offer opportunities for collaborative classroom visits, to calibrate look fors. Building principals to participate once/semester outside their building.	Ongoing	Director of Adult Learning

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**Progress Update:** *Ongoing schedule of collaborative level walkthroughs with all four levels. All lead building principals are signed up for at least one opportunity each semester. Some APs are also joining from time to time.*

**SMART STRATEGY #4 AND MEASUREMENT:** 79% of students will be at/above grade level on reading in grades 3-5 in Gates.  
**Formative Measurement:** Quarterly walkthroughs based on balanced literacy look-fors for target components will make progress based on building goals. Decline in % of students hitting 2 or more triggers on District K-5 At-Risk Literacy Report.  
**Person Responsible for Reporting Progress:** District Literacy Coordinator and Director of Student Learning  
**Progress Metric:** Gates, Balanced Literacy Look-Fors Report and District K-5 At-Risk Literacy Report

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

	<u>3rd Grade</u>	<u>4th Grade</u>	<u>5th Grade</u>	<u>Elementary</u>
2017-2018	73.7%	77.5%	75.5%	75.6%
2016-2017	74.0%	80.0%	79.6%	77.8%
2015-2016	72.5%	78.6%	80.0%	77.0%
2014-2015	73.7%	80.9%	80.3%	78.3%

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Review all elementary SIPs to ensure there is a measurable strategy related to a component of Balanced Literacy.	9/1/17	Director of School Improvement
<b>Progress Update:</b> <i>Completed August 2017</i>		
2) Provide professional development to all elementary buildings on best practice in literacy interventions, including data teams and the implementation and monitoring of research-based Tier 2A and 2B interventions.	Throughout 17-18	District Literacy Coordinator and Reading Recovery Lead Teacher
<b>Progress Update:</b> <i>Completed in May and July 2017</i>		

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3) Monitoring of literacy triggers (AIMS, assessment wall and curriculum assessments) and support for buildings to provide timely, systematic and research-based interventions (research-based interventions based on district list).	Throughout 17-18	District Literacy Coordinator and Reading Recovery Lead Teacher
<b>Progress Update: Ongoing. 1st round of data trigger review on 10/31 with Academic Team. 2nd round of data trigger review on 1/30.</b>		
4) Continued implementation, monitoring and support for district literacy intervention pilot in selected schools. This includes opportunities for summer training for data teams and intervention resources for all elementary schools.	Throughout 17-18	District Literacy Coordinator, Reading Recovery Lead Teacher, Director of Student Learning and Director of School Improvement
<b>Progress Update: Ongoing. Summer PD was conducted in May and July 2017</b>		
5) Develop and monitor annual literacy coaching plans in collaboration with elementary administrative teams. Common themes from the building plans will guide some of the initiatives of the district literacy coaches PLC.	Throughout 17-18	District Literacy Coordinator and Building Literacy Coaches
<b>Progress Update: Ongoing. Latest revisions to plans were made on October 6.</b>		
6) Monitor the Quarterly District K-5 At-Risk Literacy Report to ensure an equitable distribution of reading teacher staffing for the 18-19 school year after 3rd quarter.	February 2018	Chief Academic Officer, Chief Human Resources Officer, Reading Recovery Lead Teacher, District Information Specialist
<b>Progress Update: Scheduled for 2/13 Team Meeting</b>		
7) Develop and publish a model Multi-Tier System of Supports (MTSS) resource and convene a district RTI committee. This committee would offer support and consult to buildings with their RTI plans. In addition, the resource provides protocols and structure in an effort to provide school-wide systematic, researched-based interventions including triggers/identifiers for moving between tiers.	Throughout 17-18	District Literacy Coordinator and MTSS district work group
<b>Progress Update: MTSS/RTI Oversight committee met on 12/14 to review resource draft. Next meeting on March 14.</b>		
<p><b>SMART STRATEGY #5 AND MEASUREMENT:</b> 78% of students will be at/above grade level on reading in grades 6-8 in Gates.</p> <p><u>Formative measurement:</u> Increase the progress of students in READ 180, System 44 and LLI by 25% (37 Lexile points), per quarterly RI and MAZE (LLI) scores.</p> <p><b>Person Responsible for Reporting Progress:</b> District Literacy Coordinator and Director of Student Learning</p> <p><b>Progress Metric:</b> Gates, RI and MAZE (LLI)</p>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		

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	<u>6th grade</u>	<u>7th grade</u>	<u>8th grade</u>	<u>Middle School</u>
2017-2018	67.7%	78.6%	70.4%	74.5%
2016-2017	72.5%	77.6%	81.5%	77.3%
2015-2016	71.0%	80.5%	80.8%	77.4%
2014-2015	71.8%	78.0%	78.7%	76.2%
<b>ACTION STEPS:</b>			<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Conduct quarterly READ 180/System 44 /Leveled Literacy Intervention fidelity checks at MS level. In addition, on-demand professional development will be provided to MS reading teachers from LC and/or HMMH.			Throughout 17-18	District Literacy Coordinator
<b>Progress Update: 2nd quarter rounds completed. Update provided to Academic Team on 1/30.</b>				
2) Develop and publish a model Multi-Tier System of Supports (MTSS) resource and convene a district RTI committee. This committee would offer support and consult to buildings with their RTI plans. In addition, the resource provides protocols and structure in an effort to provide school-wide systematic, researched-based interventions including triggers/identifiers for moving between tiers.			Throughout 17-18	District Literacy Coordinator and MTSS district work group
<b>Progress Update: MTSS/Rti Oversight committee met on 12/14 to review resource draft. Next meeting on March 14.</b>				
3) Monitor and expand ELA workshop model at 7th and 8th grade throughout 17-18 school year to improve volume reading and access to complex texts. Professional development, through coaching cycles and collaboration opportunities, will be provided by Secondary ELA/SS Content Leader and District Literacy Coordinator.			Throughout 17-18	Secondary ELA/SS Content Leader, Director of Student Learning, District Literacy Coordinator
<b>Progress Update: 2nd round of coaching visits completed during 2nd quarter by Secondary ELA/SS CL.</b>				
4) MS to develop strategy for SIP and monitor progress of students in intervention classes on a quarterly basis and report in SIP.			Quarterly	Director of School Improvement
<b>Progress Update: Completed August 2017</b>				

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<b>SMART STRATEGY #6 AND MEASUREMENT:</b> ELA MPI score will increase from 394.9 in 2017 to 398.8 in 2018. ELA MPI subgroup score will increase from 340.2 in 2017 to 343.6 in 2018. <b>Person Responsible for Reporting Progress:</b> Director of Assessment <b>Progress Metric:</b> MAP/EOC Data  <b>SMART STRATEGY #7 AND MEASUREMENT:</b> Math MPI score will increase from 384.2 in 2017 to 388.0 in 2018. Math MPI subgroup score will increase from 318.0 in 2017 to 321.2 in 2018. <b>Person Responsible for Reporting Progress:</b> Director of Assessment <b>Progress Metric:</b> MAP/EOC Data, Math Inventory (Math 180)		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Utilize MAP IBD reports (heat maps) to determine areas of focus.	December 2017	Director of Assessment/Content Leaders
<b>Progress Update:</b> <i>Used to inform ongoing PLC discussion by CLs</i>		
2) Develop and review MAP growth reports disaggregated by building, subject, grade level and specific subgroups.	August 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed and sent to buildings.</i>		
3) Develop and review MAP status reports using MPI disaggregated by building, subject, grade level and specific subgroups.	August 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed</i>		
4) Review 2017 APR reports and develop 2018 APR predictions in all academic areas.	August 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed</i>		
5) Review with building principals MAP and APR reports to assist in targeting building ELA, Math goals. As buildings have identified goals, the Academic Team can provide additional support at CIA and/or Principal Level Meetings to assist buildings with systematic and timely action steps in targeted areas (i.e. FRL, EL, IEP, etc.)	By September 2017	District Academic Team
<b>Progress Update:</b> <i>Emails sent to all Elementary and Middle School principals with suggested goals based on data</i>		
6) Monitor curriculum implementation (NEE Indicator 3.1) for all schools using a quarterly NEE report provided by HR.	Quarterly	Director of Human Resources Director of School Improvement

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<b>Progress Update:</b> <i>Reviewed 1st Qtr NEE report, Reviewed 2nd Qtr NEE Report (and NEE 3.1 update is part of Site Visit 2)</i>		
7) Provide research/information on best practices in Tier 1 instruction and intervention to building principals. (share articles via SAW)	Ongoing	Director of School Improvement Director of Adult Learning
<b>Progress Update:</b> <i>Ongoing</i>		
8) Provide SSG MAP growth data to all building principals.	September 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed</i>		
9) Provide MS access to Math 180 courses for at-risk students. Reports are provided after each round of progress monitoring (Math Inventory). Professional development and ongoing support will be provided by Secondary Math/Science Content Leader and HMH.	Ongoing throughout 17-18	Secondary Math/Science Content Leader
<b>Progress Update:</b> <i>Access, training and reports provided by Secondary Math/Science CL. 2nd quarter information will be reviewed by Academic Team on 1/30.</i>		
10) Collaborate with elementary buildings/teams that have created time for stand-alone Science instruction to develop best practices in Tier 1 instruction.	Ongoing throughout 17-18	Elementary Math/Science Content Leader
<b>Progress Update:</b> <i>Ongoing support from Elementary Math/Science CL. Stand-alone Science curriculum is being developed for 18-19.</i>		
11) Provide support for MS ELA PLCs on strategy groups to promote differentiation within Tier 1 instruction. These groups could target deficits that are trends within subgroup populations in their building.	Ongoing throughout 17-18	Secondary ELA Content Leader and District Literacy Coordinator
<b>Progress Update:</b> <i>District Literacy Coordinator has met with individual buildings to discuss intervention processes and strategic use of time and resources.</i>		
12) Develop and monitor MS Math pacing guide to assist buildings in identifying priorities in Tier 1 instruction and to maximize Pearson resources.	Ongoing throughout 17-18	Secondary Math/Science Content Leader
<b>Progress Update:</b> <i>Ongoing from Secondary Math/Science CL</i>		
13) Monitor DESE for updates regarding the new ELA and Math MAP assessments. Provide principals regular updates as DESE releases information about the new assessments.	Ongoing throughout 17-18	Director of Assessment
<b>Progress Update:</b> <i>Ongoing</i>		
<b>SMART STRATEGY #8 AND MEASUREMENT:</b> Increase graduate ACT composite from 22.0 to 22.2		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>



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<p>1) Embed rigorous content and ACT-like assessment questions into HS curriculum. This will include the use of Study Island, Princeton Review and/or other prep materials. In addition, formative assessments on priority skills such as (in English/Reading) close reading, punctuation, locating significant details, and interpreting significant details; as well as (in Math/Science), a spiraled review including word problems, slope, percentages, mean, median, mode and interpreting data sets will be developed and made available to HS PLCs.</p>	<p>Throughout 17-18</p>	<p>Director of Student Learning/Secondary ELA/SS and Math/Science Content Leaders</p>
<p><b>Progress Update:</b> <i>Formative assessment bank developed and shared with ELA and Math PLCs by CLs</i></p>		
<p>2) Promote the increase the number of students taking rigorous coursework (Challenge, Pre-AP, AP) by limiting pre-requisites and making appeal process more efficient for students/families. Placement data will be provided to buildings in a timely manner to allow them to build a responsive master schedule.</p>	<p>December 2017-February 2018</p>	<p>Director of Student Learning/Content Leaders/District Information Specialist/MS ELA and Math Department Chairs</p>
<p><b>Progress Update:</b> <i>Placement data annotated by CLs and shared with buildings for input prior to online enrollment process in January 2018.</i></p>		
<p>4) Increase enrollment by marketing the summer ACT Prep course.</p>	<p>By May 2018</p>	<p>Director of Assessment</p>
<p><b>Progress Update:</b></p>		
<p>5) Require all sophomore students to take practice ACT.</p>	<p>By October 31, 2017</p>	<p>Director of Assessment</p>
<p><b>Progress Update:</b> <i>Completed in September 2017.</i></p>		
<p>6) High counselors should utilize the sophomore practice ACT scores to help identify potential students for ACT prep course for the following school year.</p>	<p>By November 2017</p>	<p>Director of Student Services/HS Counselors</p>
<p><b>Progress Update:</b> <i>Once data is received from Princeton Review the information will be shared with Guidance Advisory.</i></p>		
<p><b>SMART STRATEGY #9 AND MEASUREMENT:</b> Schools that are less than 90% (without any “grandfathered” points from previous years) on APR will improve by 5%.  <b>Person Responsible for Reporting Progress:</b> Director of School Improvement  <b>Progress Metric:</b> APR</p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b></p>		
<p><b>ACTION STEPS:</b></p>	<p><b>TIMELINE:</b></p>	<p><b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b></p>
<p>1) Hold quarterly check-in with each Admin Team at identified schools.</p>	<p>By: 5/18</p>	<p>Director of School Improvement</p>
<p><b>Progress Update:</b> <i>Waiting on building APR- currently visiting with title and middle schools.</i>  <b>Update based on APR:</b> <i>Identified schools - Fairmount, Harvest Ridge, Bryan Middle, Hollenbeck Middle and Saeger Middle</i>  <b>2nd Qtr:</b> <i>All check ins took place</i></p>		

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2) DSI will attend SIP update meetings of identified schools.	Quarterly	Director of School Improvement
<b>Progress Update:</b> <i>Dates on calendar - some conflicts</i> <i>2nd Qtr: Scheduled...will be looking at dates for additional schools identified</i> <i>Fairmount dates are also on calendar</i>		
3) DSI to conduct classroom walkthroughs with building principals to identify areas of strength and areas of growth.	Quarterly	Director of School Improvement
<b>Progress Update:</b> <i>1st qtr: Completed for all schools except Central Elementary</i> <i>2nd Qtr: Completed</i>		
<b>SMART STRATEGY #10 AND MEASUREMENT:</b> Decrease drop-outs from 41 in 16/17 to 38 in 17/18. <b>Person Responsible for Reporting Progress:</b> Director of Assessment <b>Progress Metric:</b> Dropout Report		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> July - 14 August - 1 September - 7 October - 3 November - 2 December - 0 (Total drops as of 12/28 - 27)		
1) Director of Assessment will present drop-out profile/trends to Academic Team.	Quarterly	Director of Assessment
<b>Progress Update:</b> <i>Ongoing, Academic Team reviews once a month</i>		
2) A drop-out profile will be developed and reviewed with high school principals at level meeting or CIA.	By Sept. 30, 2017	Director of Assessment
<b>Progress Update:</b> <i>Demographic data will be reviewed monthly by Academic Team to analyze trends in drop outs over time.</i>		
3) Review informal report from Transition Coach including recommendations.	By August 25, 2017	Chief Academic Officer
<b>Progress Update:</b> <i>Done</i>		
4) Monitor drop-out list/data monthly and share with Academic Team and HS Principals. Cross-reference MOSIS numbers of drop-outs to determine enrollment elsewhere.	Monthly starting at the beginning of Sept during 2017-2018	Director of Assessment

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<b>Progress Update:</b> <i>Ongoing, monthly</i>		
<b>SMART STRATEGY #11 AND MEASUREMENT:</b> AP Goal - enrollment, number of exams, and/or exam scores <b>AP enrollment will increase from 2575 in 16-17 to 2675 in 17-18.</b> The number of students taking AP exams will increase from 982 students in 2017 to 1022 students in 2018. The number of AP exams written will increase from 1926 in 2017 to 2019 in 2018. The percent of AP exam scores 3 or higher will increase from 67.8% in 2017 to 69% in 2018.  <b>Person Responsible for Reporting Progress:</b> Director of Assessment <b>Progress Metric:</b> AP data		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Development, implementation and monitoring of AP Foundations course at HS level. This course is designed to support 1st time AP students.	Ongoing throughout 17-18	Secondary ELA/SS Content Leader and Director of Student Learning
<b>Progress Update:</b> <i>Curriculum approved by BoE in August 2017. Ongoing support provided. BoE Best Practice presentation scheduled for February 15.</i>		
2) Analyze course enrollments to determine if any increase in student enrollment is due to new AP students enrollment rather than continuing AP students taking additional AP courses.	October 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed and shared with Academic Team and High School principals.</i>		
3) Development, implementation, monitor, and review AP Summer Prep Camp.	Summer 2017	Secondary ELA/SS Content Leader and AP Foundations teachers
<b>Progress Update:</b> <i>Completed</i>		
4) Analyze Spring 2017 AP exam results by enrollment, number of exams, and exam scores and disaggregated by subgroup. Present results to Academic Team and high school principals and determine next steps.	July 2017	Director of Assessment
<b>Progress Update:</b> <i>Completed</i>		
5) Increase the number of students taking rigorous coursework (Challenge, Pre-AP, AP) by limiting pre-requisites and making appeal process more efficient for	December 2017-February 2018	Director of Student Learning/Content Leaders/District Information

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students/families. Placement data will be provided to buildings in a timely manner to allow them to build a responsive master schedule.		Specialist/MS ELA and Math Department Chairs
<b>Progress Update:</b> <i>Placement data annotated by CLs and shared with buildings for input prior to online enrollment process in January 2018.</i>		
6) Review the “Best Practices in Equitable Identification for Advanced High School Courses” Hanover Research article to determine what practices could be replicated in the three high schools.	By December 2017	Chief Academic Officer
<b>Progress Update:</b> <i>Article and suggested practices shared with HS principals at Principal meeting during 2nd quarter</i>		
7) Facilitate an AP Data Day with AP teachers in late July 2018 after AP scores are received, including free response data and AP instructional reports.	July 2018	Director of Assessment
<b>Progress Update:</b> <i>Due to other budget needs, not able to provide funding for Summer 2018. Check in with HS principals to see if teachers will still be interested in participating.</i>		

### ATTENDANCE

**1 YEAR GOAL:** Each level will achieve the following attendance targets (90/90):

HS: 90%

MS: 94.1%

EL: 96%

EC: 97.2% (ADA)

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

**SMART STRATEGY #1 AND MEASUREMENT:** Schools not meeting level targets will increase the % of students attending 90% of the time (compared to previous year data) based on quarterly reports.

**Person Responsible for Reporting Progress:** Director of Assessment

**Progress Metric:** Tableau Attendance Reports – Monthly 90/90 reports

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

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	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December</u>	<u>January</u>
Elementary Average	91.3%	93.1%	93.9%	94.1%	93.9%	
Middle Average	88.6%	91.9%	92.1%	90.7%	90.9%	
High Average	86.6%	87.3%	87.3%	86.4%	86.3%	
Early Childhood (ADA)	96.0%	96.1%	96.1%	94.7%	94.9%	
District Average	89.2%	91.0%	91.6%	90.9%	90.8%	

<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Provide best practice resources via SAW for principals. <i>Progress Update: Attendance Works Resources provided in SAW October</i> <i>January Update: Article to be shared in January</i>	Throughout 17-18	Director of School Improvement
2) Review SIP plans to ensure that POI are research-based strategies. <i>Progress Update: Completed August 2017</i>		Director of School Improvement
3) Monthly monitoring of school attendance data. <i>Progress Update: Ongoing</i>	Quarterly	Director of School Improvement
4) Provide monthly communication related to attendance research to Communication Department to advertise through district media (research, early release planning, etc) <i>Progress Update: In progress - meeting set up with Jen Henry to discuss</i> <i>Update: Communications have been created and are being shared vis FB, Twitter and Enews</i>	Monthly	Director of School Improvement

### BEHAVIOR

**1 YEAR GOAL:**

All schools will demonstrate a 3% decrease in ISS and a 5% decrease in OSS.

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<p><b>1 YEAR GOAL - UPDATE/ADJUSTMENTS:</b>  <u>As of December 2017:</u></p> <ul style="list-style-type: none"> <li>•1.7% decrease in ISS</li> <li>•2.4% decrease in OSS</li>   <li>•45% of schools achieved a 3% decrease in ISS</li> <li>•35% of schools achieved a 5% decrease in OSS</li> </ul>
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<p><b>SMART STRATEGY #1 AND MEASUREMENT:</b> 90% buildings will meet the yearly building SIP target connected with their behavior SMART goal.  <b>Person Responsible for Reporting Progress:</b> Director of School Improvement/Director of Student Services  <b>Progress Metric:</b> SIP Plans – Building reports, Behavior Data</p>
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<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>
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<i>January 2018</i>	<u>ISS</u>	<u>OSS</u>
Elementary	101	79
Middle	243	101
High	287	208
District	631	388

<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Increase the number of buildings and staff trained in the Sanctuary Model.	By 5/15/18	Director of Alternative Learning
<b>Progress Update:</b>		
2) Administrators will have the opportunity to study restorative practices.	By 5/1/18	Director of Alternative Learning, Director of Student Services

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<b>Progress Update: 3 schools attending Fall 2017 and 4 schools will attend in the Spring 2018</b>		
3) Monitor monthly data related to behavior and report to principals.	Monthly	Director of Assessment and Director of School Improvement
<b>Progress Update: Ongoing</b>		
4) Review behavior SMART Goals and action steps at site visit 1 and 2.	By: 10/17 and 5/18	Director of School Improvement
<b>Progress Update: Completed at all 1st Qtr site visits</b>		
5) Provide opportunities for staff to attend Trauma Informed School training.	By 5/15/18	Director of Alternative Learning and Director of Student Services
<b>Progress Update: Completed</b>		

<p><b>SMART STRATEGY #2 AND MEASUREMENT:</b> Reduce the number of COCs related to drugs and alcohol from 62 16/17 to 59 in 17/18.</p> <p><b>Person Responsible for Reporting Progress:</b> Director of Student Services <b>Progress Metric:</b> COC data</p>
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<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> Through January 2018 Drugs--27 Alcohol--5</p>
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ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) District Parent Speaker Series to include level appropriate workshops related to drug and alcohol components.	By 12/30/17	Director of School Improvement
<b>Progress Update: Completed: Addiction is Real presented on 10/11/17</b>		
2) Middle & high schools will host a parent/community engagement activity to increase parent and community awareness about drug use and prevention.	By 6/1/18	Director of Student Services & Director of School Improvement
<b>Progress Update: Hollenbeck hosting a Heroin Town Hall event November 9th, FHMS hosted an Addiction is Real Parent Event</b>		

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3) Provide buildings monthly COC data on drug/alcohol offenses.	Monthly	Director of Assessment
<b>Progress Update: Ongoing</b>		
4) Research the number of drug and alcohol offenses reported in St. Charles and St. Louis County to compare with the number of FHSD offenses.	By 5/1/18	Director of Student Services
<b>Progress Update: Ongoing. Will continue to try to collect data</b>		

**SMART STRATEGY #3 AND MEASUREMENT:** Decrease the number of students who respond that they were bullied by 2% from 26.54% in 16/17 to 24.54% in 17-18 on the district student survey given in the spring of 2018.

**Person Responsible for Reporting Progress:** Director of Assessment

**Progress Metric:** Student Climate Survey

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

#### ACTION STEPS:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) All schools will create a strategy and/or an action step that addresses bullying.	By 9/1/17	Director of School Improvement
<b>Progress Update: Completed August 2017</b>		
2) Create and provide an eNews blurb referring parents to resources on the district website.	By 12/15/17	Director of School Improvement
<b>Progress Update: Planned for November 2017</b> <b>Emailed on 11/1 to Jen Henry to go out 2nd week of November in all schools Enews - Completed</b>		
3) Reminder to admin and counselors about importance of anti-bullying guidance lessons.	By 9/30/17	Director of Student Services
<b>Progress Update: Completed</b>		
4) Research bringing in an expert speaker for parent - Parent Speaker Series	2017-2018	Director of School Improvement
<b>Progress Update: In progress</b> <b>2nd Qtr Update: Megan Meier Foundation scheduled to present in April - Social Media and Cyberbullying</b>		

**SMART STRATEGY #4 AND MEASUREMENT:** District ESCs will utilize a common assessment tool and treatment plan for all students identified to receive services, 100% of the time by the end of 4th quarter.

**Person Responsible for Reporting Progress:** Director of Alternative Learning/Director of Student Services



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<b>Progress Metric:</b> Survey of ESCs using assessment tool and uniform treatment plan.		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) The ESCs will create a common referral process to be used at all levels.	By 3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing-Completed</i>		
2) The district Mental Health Coordinator will group ESCs into small teams and hold round table meetings every two weeks.	By 9/15/17	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
3) An assessment tool will be identified and ESCs will be trained on its use.	3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
4) Treatment plan expectations will be created and shared out with ESCs.	By 3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
5) ESCs will identify successful outcomes and data triggers to indicate student growth on treatment plans.	By 3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
6) The ESCs will create a tiered system of common interventions and triggers.	By 3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
7) The ESCs will monitor the implementation of treatment plans by tracking the data from common interventions used and outcome data across all school sites.	By 3/2018	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		
8) ESCs will create a system to identify students requiring tier three supports; such as Crider, special education, direct services, home visits and others, in a systematic way.	By 5/15/18	Director of Student Services/Alternative Learning
<i>Progress Update: Ongoing</i>		

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## CLIMATE

**1 YEAR GOAL:** 100% of schools will have 80% of teachers agree or strongly agree on all 5 staff questions. 100% of schools will have 30% of parents respond to building parent surveys.

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

**SMART STRATEGY #1 AND MEASUREMENT:** Schools with 2 or more questions less than 80% (Spring 2017) on staff will demonstrate improvement on quarterly surveys.

**Person Responsible for Reporting Progress:** Director of School Improvement

**Progress Metric:** Surveys

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

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Provide additional resources in Family Engagement in the areas of decision-making and home-school learning.	By 6/1/18	Director of School Improvement
<i>Progress Update: Ongoing: Article going in SAW week of 10/23 &amp; 10/30</i>		
<i>December Update: Best Practices will be shared in January SAW (1/17/18) for Key 4 and 5</i>		
2) Survey Committee will review information on national survey questions/research-based survey questions and consider phase-in of questions that may be more beneficial for district improvement.	By 5/18	Director of School Improvement
<i>Progress Update: Ongoing</i>		
3) Monitor survey data and report to principals.	Twice yearly	Director of School Improvement
<i>Progress Update: Data is being compiled - report will be ready 1/23/18</i>		
4) DSI to meet with identified schools to provide feedback on climate strategies.	By: 9/17	Director of School Improvement
<i>Progress Update: Discussed at HR with Dr. Deweese and Heritage with Dr. Haan at 1st site visit</i>		
5) Share national climate resources and strategies through SAW.	Throughout 17-18	Director of School Improvement
<i>Progress Update: Ongoing</i>		
6) Repost and share climate information from previous climate best practice session provided at SIP 2017.	By July 1, 2017	Director of School Improvement
<i>Progress Update: Resources in Schoology</i>		

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7) Evaluators to meet for individual administrator conferences/mentoring based on climate survey results.	Throughout year	Principal Evaluators
<b>Progress Update:</b>		
<b>SMART STRATEGY #2 AND MEASUREMENT:</b> The parent participation rate will increase to 30% in all buildings in the 2017-2018 school year. <b>Person Responsible for Reporting Progress:</b> Director of School Improvement <b>Progress Metric:</b> Parent Survey		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Host a PTO Collaboration event for PTO reps in all buildings.	May 2018	Chief Communications and Community Relations Officer
<b>Progress Update:</b> <i>Event held on October 24, 2017</i>		
2) DSI to share successful strategies from other buildings that have met the participation rate.	October 2017	Director of School Improvement
<b>Progress Update:</b> <i>Info shared at site visit 1</i>		
<b>SMART STRATEGY #4 AND MEASUREMENT:</b> 100% of schools will demonstrate improvement on lowest student survey question (1-4). <b>Person Responsible for Reporting Progress:</b> Director of School Improvement <b>Progress Metric:</b> Student Survey		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Review student survey results at Site Visit 1 and discuss action steps.	By: 10/17	Director of School Improvement
<b>Progress Update:</b> <i>Completed for Site Visit 1 at all schools</i>		