

Miami-Dade County Public Schools

# North Miami Senior High School



2016-17 Schoolwide Improvement Plan

# North Miami Senior High School

13110 NE 8TH AVE, North Miami, FL 33161

<http://nmhs2.dadeschools.net/>

## School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2015-16 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
High School 9-12	Yes	89%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	99%

## School Grades History

<b>Year</b>	<b>2015-16</b>	<b>2014-15</b>	<b>2013-14</b>	<b>2012-13</b>
<b>Grade</b>	C	B*	C	A

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

## School Board Approval

This plan is pending approval by the Dade County School Board.

## SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F or a monitoring status of "Former F" (see page 4). For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

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## Table of Contents

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<b>Purpose and Outline of the SIP</b>	<b>4</b>
<b>Differentiated Accountability</b>	<b>5</b>
<b>Current School Status</b>	<b>6</b>
Supportive Environment	6
Family and Community Engagement	8
Effective Leadership	8
Public and Collaborative Teaching	15
Ambitious Instruction and Learning	15
<b>8-Step Planning and Problem Solving Implementation</b>	<b>20</b>
Goals Summary	20
Goals Detail	20
Action Plan for Improvement	23
<b>Appendix 1: Implementation Timeline</b>	<b>30</b>
<b>Appendix 2: Professional Development and Technical Assistance Outlines</b>	<b>32</b>
Professional Development Opportunities	32
Technical Assistance Items	34
<b>Appendix 3: Budget to Support Goals</b>	<b>34</b>

## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

### Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

### Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

### Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida's Differentiated Accountability (DA) system, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

Florida's DA network is divided into four geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in three categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- Not in DA – currently A, B, or C and not Monitoring Only; charter schools; ungraded schools
- Monitoring Only – currently A, B, or C that improved from a previous grade of F
- Focus – currently D
- Priority – currently F

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA may be subject to a turnaround status of "Planning" or "Implementing" or a monitoring status of "Former F." These statuses are based on a school's grades history, including the current school grade:

- Former F - A school with a status of "Former F" requires the department to monitor the implementation of strategies and progress toward the goals outlined in the school improvement plan for three years following the school's improvement from a grade of F to a C or higher.
- Planning - A school with a status of "Planning" requires the district to engage stakeholders in the development of a turnaround option plan to be implemented in the following year should the school grade not improve to a C or higher.
- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2016-17 DA Category and Statuses for North Miami Senior High School

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	Not In DA - N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

North Miami Senior High School's mission is to ensure that all of our students reach their full potential by providing an integrated and challenging curriculum that will help our students succeed in industry, vocations, and post-secondary education. NMSHS will provide the opportunity for all students, in small learning communities, to receive a high quality, international education that will equip them to compete in our ever-changing, high tech, global society.

##### b. Provide the school's vision statement.

North Miami Senior High School's vision is to provide educational excellence for all students. Our students will be successful, not only in their future academic endeavors, but more importantly, as well-rounded individuals. They will know that it is more effective to work for the benefit of the whole, and not the parts. They will understand each other's individuality and contribute to each other's successes. Furthermore, they will understand the impact of their decisions and they will take responsibility for those decisions. Students will value each other by treating their peers with fairness and equity, communicating openness, trust and respect. Through these beliefs, they will be empowered to reach their potential.

#### 2. School Environment

##### a. Describe the process by which the school learns about students' cultures and builds relationships between teachers and students.

Diverse cultures, languages, and backgrounds of all students are respected and opportunities for students to learn from each other are provided. All students (including those acquiring English language skills) have equal access to all curriculum and to activities that focus on higher order thinking. Appropriate interventions are made available. Translation opportunities are available for parents and communications are routinely translated into multiple languages.

##### b. Describe how the school creates an environment where students feel safe and respected before, during and after school.

School District employees conduct opening of school and routine visits that are meant to ensure that North Miami is maintaining an environment that is clean and safe for its faculty, staff, and students. Miami-Dade County School Maintenance Operations is responsible for all aspects of preventive, routine, and emergency maintenance services.

Each member of the School-Based Critical Incident Response Team has been assigned and trained to perform specific duties during a time of crisis. The Critical Response Team creates and revises safety procedures regularly and has detailed lockdown procedures for various threat levels. The school complies with all local, State, and Federal regulations.

All teachers are committed to a shared set of behavioral expectations and routines that reflect the school-wide goals for safety and orderliness; students are aware of and have had input into the shared expectations. Adults and students consistently intervene when they observe inappropriate behavior, such as bullying or harassment.

**c. Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced.**

All teachers have shared behavioral expectations and routines that reflect the school-wide goals for safety and orderliness. These are consistently enforced across classrooms. Minimal instructional time is spent on discipline.

Staff members' efforts at maintaining a safe and orderly classroom environment are supported and reinforced by the school administration

**d. Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.**

A suitable variety of social and support services is made available through the school and partnering agencies and organizations within the community. The availability of services is communicated to staff members, students, and stakeholders. Teachers and staff members make referrals as appropriate. Stakeholder surveys indicate satisfaction with access to and quality of services provided.

**3. Early Warning Systems**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

**a. Describe the school's early warning system and provide a list of the early warning indicators used in the system.**

There are five primary Early Warning indicators in use at our school: attendance, suspensions, course failure and low performance on state assessments. The attendance indicator is triggered when a student's attendance is below 90 percent, regardless of whether absence is excused. Students who receive one or more suspensions, whether in school or out of school or placement at Success

Academies are also flagged by the Early Warning System (EWS). Course failure in English Language Arts or mathematics as well as a Level 1 score on the statewide, standardized assessments in English Language Arts or mathematics indicate academic difficulties which need to be analyzed and addressed to ensure students do not fall behind academically. Student services tracks academic progress and meets with students who are failing after first, second and third quarter.

**b. Provide the following data related to the school's early warning system**

**1. The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	0	0	0	0	0	0	0	0	0	101	78	74	93	346
One or more suspensions	0	0	0	0	0	0	0	0	0	65	54	18	5	142
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	197	131	59	30	417
Level 1 on statewide assessment	0	0	0	0	0	0	0	0	0	234	184	0	0	418

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	0	0	0	0	0	0	0	0	0	193	199	163	22	577

**c. Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system.**

North Miami Senior High School will continue to utilize the Student Code of Conduct by providing incentives for compliance using the research based approach of Positive Behavior Support (PBS). In addition, we will continue to utilize the Alternative to Suspension Programs (ASP), such as Peer Mediation, counseling, and by continuing to implement the City Year mentoring program throughout the school with the focus being on the incoming freshman class.

Additionally, students are scheduled in a Freshman Experience class in grade 9. The curriculum used is called iTransition which has a motivational coach assigned. The district has out sourced these coaches to provide students the social emotional support necessary in grade 9. Also, the district has provided a full time social worker to provide this social emotional support to all students. Furthermore, the school's Guidance Counselor, PBS Coach and the Community Involvement Specialist will contact parents of students who have been placed on indoor suspension.

**B. Family and Community Engagement**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(B)(iii)(I)(aa).

**1. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress.**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. Â§ 6314(b)(1)(F).

**a. Will the school use its PIP to satisfy this question?**

Yes

**1. PIP Link**

The school completes a Parental Involvement Plan (PFEP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/314721>.

**2. Description**

A PIP has been uploaded for this school or district - see the link above.

**2. Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement.**

The North Miami Senior High School's website provides resources and information to students, parents, teachers, faculty, staff and the community. NMSHS also employs a part-time Community Involvement Specialist (CIS) to assist the school site in building active partners and relationships within the community. This individual collaborates with the administration, works in collaboration with student services, and assists with home visits.

**C. Effective Leadership**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(H).

**1. School Leadership Team**



**a. Membership**

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Branton, Daryl	Principal
Garbutt, Ursula	Assistant Principal
Ruiz, Elvira	Assistant Principal
Loubeau, Diana	Assistant Principal
Osorio, Roniel	Assistant Principal
Larkin, Chandrell	Assistant Principal

**b. Duties**

**1. Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making.**

The School Leadership Team will focus on:

- Aligning plans and procedures to execute the vision of the school
- Data Analysis for teachers and staff
- Data Chats by department heads with teachers
- Regular department meetings to discuss instructional strategies
- Communicating with staff for input and feedback and updating on procedures and progress
- Regular classroom visits
- Provide professional development

**2. Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.**

NMSHS's RTI Leadership Team focuses their efforts on the development and maintenance of a problem solving system to bring out the best in every member of NMSHS's learning community. NMSHS's RTI Leadership Team meets bi-monthly to engage in the following activities: (1) review universal screening data and link to instructional decisions, and (2) review progress monitoring data at all grade levels and classrooms to identify students who are meeting/exceeding benchmarks, at moderate risk or at high risk for not meeting benchmarks. Based on their analyses NMSHS's, RTI Leadership Team identifies professional development and resources and deploys them in order to address all areas of need. The RTI Leadership Team also collaborates on a regular basis, problem solves, shares effective practices, evaluates implementation, makes decisions, and practices new processes and skills. The team also facilitates the processes of building consensus, increasing infrastructure, and making decisions about implementation.

**Title I, Part A**

Title I support services are provided at NMSHS to ensure all students requiring additional remediation are assisted through after/during/before-school programs, Saturday Academy, and any other intervention program as needed. NMSHS will coordinate with the District Title I office in ensuring staff development needs are adequately addressed. Support services are provided to all students assigned to NMSHS. NMSHS's Response to Instruction/Intervention (Rtl) leadership team will develop, lead, and evaluate school core content standards/programs; identify and analyze existing literature on scientifically based curriculum/behavior assessment and intervention approaches. The Rtl leadership team will also identify systematic patterns of student need while working with District

personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs provide intervening services for children to be considered “at risk;” assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Other components are integrated into NMSHS’s schoolwide program include an extensive Parental Program; Saturday Academy; and special support services to special needs populations such as homeless, migrant, and neglected and delinquent youths through our student services department.

#### Title I, Part C- Migrant

NMSHS will provide services and support to migrant students and parents as needed. Should the need arise, NMSHS will enlist the assistance of the District Migrant liaison in order to further coordinate with Title I and other programs in order to make sure adequate services are rendered in order to ensure the unique needs of all migrant students are met.

#### Title I, Part D

NMSHS will provide services and support to students and parents in need of educational alternative outreach services. Should the need arise, NMSHS will enlist the assistance of the District Drop-out Prevention office in order to further coordinate with Title I, Part D and other programs. Every effort will be made to accurately identify all at-risk students, assess at-risk student needs, design and provide individualized services, and evaluate if the unique needs of the at-risk student are met.

#### Title II

Through the assistance of the District, NMSHS uses supplemental funds for improving basic education as follows: (1) training to certify qualified mentors for the New Teacher (MINT) Program, (2) training for add-on endorsement programs, such as Reading, Gifted, ESOL, (3) training and substitute release time for Professional Development Liaisons (PDL) at each school focusing on Professional Learning Community (PLC) development and facilitation, and (4) Individual Lesson Study Group (ILSG) implementation and protocols.

#### Title III

Title III funds are used at NMSHS to supplement and enhance the programs for English Language Learners (ELL) and other immigrant students by providing funds to implement and/or provide: (1) tutorial programs, (2) parent outreach activities, (3) professional development on best practices for ELL students and content area teachers, (4) coaching and mentoring for developmental language and content area teachers of ELL students, (5) ELL student participation in the citizenship mentoring/acculturation program provided by the Close Up for New Americans Program, (5) Reading and supplementary instructional materials, and (6) hardware and software for the development of language and literacy skills in mathematics, reading, science, and writing will be used by ELL students.

#### Title X- Homeless

NMSHS will enlist the assistance of the District Homeless Social Worker as needed in order to secure resources (clothing, school supplies, social services referrals) for students identified as homeless under the McKinney-Vento Act to eliminate barriers for a free and appropriate education. Supplemental Academic Instruction (SAI) NMSHS receives funding from Supplemental Academic Instruction (SAI) as part of its Florida Education Finance Program (FEFP) allocation.

#### Violence Prevention Programs

NMSHS offers a non-violence and anti-drug program to our students by the Police Athletic League (PAL); this program incorporates field trips, community service, and counseling as needed.

#### Nutrition Programs

NMSHS adheres to and implements the nutrition requirements stated in the District’s Wellness Policy.

Nutrition education, as per state statute, is taught through physical education at NMSHS. The School Food Service Program at NMSHS, school breakfast, school lunch, and after care snacks, follows the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

#### Housing Programs

NMSHS seeks to ensure a successful educational experience for all registered homeless children by collaborating with parents, schools, and the community at large as required by the Homeless Assistance Program. Through the assistance of Project Upstart, Homeless Children & Youth Program NMSHS assists with the appropriate identification, enrollment, attendance, and transportation of homeless students to and from NMSHS. The school registrar fully adheres to the District's policy on the enrollment of homeless students. Moreover, school counselors also adhere to the McKinney Vento Homeless Assistance Act by ensuring all registered homeless children and youth are not stigmatized or separated, segregated, or isolated because of their status as homeless, and they assure all registered homeless children are provided with all of the entitlements necessary so they are able to access a free and appropriate education. Lastly, through the assistance of Project Upstart, NMSHS supports a homeless sensitivity and awareness campaign throughout the school.

#### Head Start

Not applicable

#### Adult Education

High school completion courses are available to all eligible students in the evening through the North Miami Senior High School Community School program and based on recommendation. Courses can be taken for credit recovery, promotion, remediation, and/or grade forgiveness purposes.

#### Career and Technical Education

By promoting career pathways and career and technical education programs of study at NMSHS through our wall-to-wall academy conversion effort, students will become vocational program completers. The intent of career and technical course offering is to help students develop a better understanding and appreciation of all postsecondary opportunities available within and beyond NMSHS. Within the Small Learning Communities (SLC) context, students will acquire the skills necessary to take advantage of the provided career and technical opportunities beyond the school walls. Articulation agreements supported through our educational offerings will enable our students to earn college and postsecondary technical credits while in high school. Our aim, therefore, is to provide more opportunities for our students to complete two and four-year postsecondary degrees upon graduation from NMSHS. Through our expansive career and technical education, course offerings we aim to have our students gain an understanding of business and industry workforce requirements by acquiring Ready to Work and industry certifications. Readiness for postsecondary pursuits strengthens the integration of academic and career technical components and a coherent sequence of courses at NMSHS.

#### Job Training

Partnerships with community based public and private (for-profit and not-for-profit) entities will provide students at NMSHS with job skills based programs allowing students the opportunity to learn how to create a resume, dress for success, and perform well during a job interview. During the 2016-17 academic year, NMSHS will offer the following job skills based programs in order to further develop student employability skills: Cooperative Diversified Education (CDE), Diversified Career Technology for the Handicapped (DCT-H), Career Experience Opportunity Program (CEO), Project Victory, Internships for Trainable Mentally Handicapped students at the Veterans Medical Center, an MDCPS Job Coach, National Academy Foundation, and Florida Workforce Development.

#### Other

Parental

Involve parents in the planning and implementation of the Title I Program and extend an open invitation to our school's parent resource center or parent area in order to inform parents regarding available programs, their rights under No Child Left Behind and other referral services. Increase parental engagement/involvement through developing (with on-going parental input) our school's Title I School-Parent Compact; our school's Title I Parental Involvement Plan; scheduling the Title I Annual Meeting; and other documents/activities necessary in order to comply with dissemination and reporting requirements. Conduct informal parent surveys to determine specific needs of our parents, and schedule workshops, Parent Academy Courses, etc., with flexible times to accommodate our parents' schedules. This impacts our goal to empower parents and build their capacity for involvement. Complete Title I Administration Parental Involvement Monthly School Reports (FM-6914 Rev. 06-08) and the Title I Parental.

## 2. School Advisory Council (SAC)

### a. Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Daryl Branton	Principal
Kathy Hudson	Teacher
Robert Baglos	Teacher
Lauren Zelniker	Teacher
Jeanette Woods	Teacher
Audrey Golaub	Teacher
Kendra Hall	Education Support Employee
Norissa Glickman	Business/Community
Keith Hall	Business/Community
Shewana Sanders	Education Support Employee
Michellene Jean	Parent
H. Leigh Toney	Business/Community
Nayib On-Sang	Student
Joana Vassort	Student
Jacylyn Schroder	Teacher
James Stuart	Parent
Jason Glasford	Education Support Employee
Annaise Oge	Teacher
Fastiana St. Fleur	Student
Alourdes Pierre	Business/Community
Majorie Saravia	Business/Community
Richemonde Domond	Teacher
Sandra Stuart	Parent
Tamia Pierre	Parent
Mikalya Hyles	Parent
Nicholas Emmanuel	Education Support Employee

## **b. Duties**

### **1. Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes**

#### *a. Evaluation of last year's school improvement plan*

The Literacy Leadership Teams, departments and common planning teams by subject work together to review, reflect and amend the plan in terms of what worked and what did not work. After reviewing their section under the leadership of their instructional coach and/or department chairperson, each discipline turned in their reflection/ change form (from OSI) to the assistant principal who in turn presented the information to the Educational Excellence School Advisory Council (EESAC) on May 4, 2016. The document summarized the reflections/rationale by our faculty towards the MID YEAR performance statistics as they relate to meeting the Annual Measurement Objectives (AMO) in the areas of Reading, Algebra, Geometry, Biology, and Writing. The EESAC reviewed this document and offered no changes.

#### *b. Development of this school improvement plan*

In order to be involved in the development of this school improvement plan, the EESAC will:

- Schedule and conduct meetings on a regular basis;
- Review all applicable student performance data;
- Determine the students' needs and prioritize them;
- Recommend strategies to improve areas of need;
- Decide how to measure results;
- Assist in the preparation and evaluation of the School Improvement Plan;
- Meet all District and State timelines; and
- Document data analysis and SIP reviews in the EESAC minutes.

The EESAC will have the final approval of the School Improvement Plan, the Mid-Year Review, and the End-of-Year Review. In addition, the EESAC will receive regular reports on the implementation of the School Improvement Plan, including the progress related to implementation of the strategies and the results of benchmark and district/state assessments.

#### *c. Preparation of the school's annual budget and plan*

The EESAC board members were presented with the school's annual budget and plan and were afforded an opportunity to provide recommendations for the allocation of funds. The EESAC chairperson advertised to the staff that if they are interested in using these funds they must attend the October meeting with their proposals. EESAC will vote on which proposals will be spent and approved with EESAC dollars.

### **2. Describe the use of school improvement funds allocated last year, including the amount budgeted for each project.**

The school improvement funds in the amount of \$12,259.00 is projected to be used in the following manner:

- School-wide Literacy Initiative -- \$3,064.75
- Positive Behavior Support Incentives -- \$1,532.37
- Academic Recognition -- \$1,532.38
- Academic Academy Recognition -- \$3,064.75
- Support of school clubs/organizations -- \$3,064.75

### **3. Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC.**

Yes

a. If the school is not in compliance, describe the measures being implemented to meet SAC requirements.

### 3. Literacy Leadership Team (LLT)

#### a. Membership

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Branton, Daryl	Principal
Garbutt, Ursula	Assistant Principal
Ruiz, Elvira	Assistant Principal
Loubeau, Diana	Assistant Principal
Osorio, Roniel	Assistant Principal
Glueck, Mary	Instructional Coach
Rush-Lissade, Tiya	Instructional Coach
Kifle, Welansa	Instructional Coach
Laforest, Joseph	Psychologist
Chester, Karen	Teacher, K-12
Coomansingh Coard, Kim	Teacher, K-12
Francois, Marie	Teacher, ESE
Franks, Andre	Teacher, Career/Technical
Golaub, Audrey	Teacher, K-12
Gregory, Kenneth	Teacher, Career/Technical
Kelly, Karen	Instructional Coach
Lewis, Brenda	Teacher, K-12
Litman, Kenneth	Teacher, Career/Technical
Marzouka, Josiane	Teacher, K-12
Subias Porro, Martha	School Counselor
Quineos, Conswella	Teacher, ESE
Larkin, Chandrell	Assistant Principal

#### b. Duties

##### 1. Describe how the LLT or similar group promotes literacy within the school, if applicable.

LITERACY STRATEGIES: Fifty percent or more of the teachers at NMSHS will model and use grade level appropriate Literacy Strategies in daily instruction. Literacy strategies will be embedded in teacher's instruction as a means to enhance students reading, writing, speaking and listening skills. Focusing on literacy will reinforce its importance and will drive the school-wide commitment to student improvement in these critical college-ready skills. Additionally, the LLT will focus on the "Word of the Week" initiative supported by City Year and on increasing library circulation through the implementation of Accelerated Reader program including incentive for the number of books read. Furthermore, students will be provided Positive Behavior Support (PBS) points for "Get caught reading" initiative.

## D. Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(D).

### 1. Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction.

Teachers share best practices, design collaborative research lessons, analyze and discuss student work and assessment data, provide explicit, corrective feedback on student work products and create differentiated lessons during common planning. A structured framework is used during common planning that allows these highly qualified instructors to collaborate, challenge one another and plan with the highest of expectations for themselves and their students.

### 2. Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school.

Post vacant positions on E-Recruiting website: Vice-Principal  
Ongoing Communication with District Recruitment Office: Principal, Vice Principal  
Common Planning Activities: Academic Coaches, Department Chairs  
Assignment of New Teachers to Mentor Teachers: Assistant Principal  
District New Teacher Orientation Professional Development: Vice Principal

Additionally, content level common planning is built into the master schedule in order to provide teachers with the opportunity to develop effective instructional strategies, evaluate student work, share best practices and engage in lesson studies.

### 3. Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities.

Through the District's Mentorship and Induction of New Teachers program (MINT), each first-year teacher is assigned a mentor from the school who has attended a two day mentor Training through the District. The mentees are paired with veteran teachers who's students have shown improvement in reading, math and/or science as evidenced in achieving learning gains and/or by scoring at high performance levels on the ELA-FSAs/or EOCs.

The mentor and mentee will meet at least twice per week in common planning to discuss evidence-based strategies for identified reporting categories. The mentor will be given release time to observe the mentee and to provide support in the form of feedback, coaching and planning sessions. Mentors and mentees must accumulate at least thirty-five contact hours.

## E. Ambitious Instruction and Learning

### 1. Instructional Programs and Strategies

#### a. Instructional Programs

##### **1. Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards.**

North Miami Senior High School creates ongoing opportunities for teachers to unpack the Florida Standards and to plan and discuss curriculum that aligns to the standards. This supports a deeper level of comprehension. These conversations and learning opportunities promote dialogue that can dispel misunderstandings and promote opportunities for growth in instructional practice, curriculum, and the standards.

Furthermore, to ensure that core instructional programs and materials are aligned to the Florida

Standards, school administrators, instructional coaches, department chairpersons and District support personnel work as a cohesive unit to guide the process of differentiated professional development, lesson planning, Lesson Study Research Groups, instructional delivery and data analysis. The Achievement Level Descriptors, the District's Pacing Guide and teacher editions and resources are systematically utilized to unpack the standard, define a learning target, design a daily end product and plan a final, culminating end product and assists with alignment of the programs and material which is reflected in the teachers' common board configuration, lesson plans and student folders. The common board configuration in every classroom allows instructional coaches, administrators, and all visitors a conspicuous visual of the instructional framework, daily agenda and benchmark focus. Frequent assessments helps administrators and teachers make good decisions and take the right actions to improve student learning. After standards have been taught, benchmark assessments are administered to identify mastery and non-mastery students.

## **b. Instructional Strategies**

**1. Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments.**

The classroom instructor follows the 90 minute instructional framework in order to differentiate instruction to meet the needs of diverse students. The 30-30-30 format is focused on whole group instruction, teacher-led small group and and opportunity for differentiated instruction. The students are grouped based on data from either the FSA, EOC, or FAIR-FS. The data being used by the teachers to target instruction depends on the subject that is being taught.

In addition, the classroom instructor, coach, and administrator monitor students' progress and have data chat meetings to identify target and remedial points, and the instructor arranges groups for differentiated instruction. During these data chat meetings, the instructor sets goals for the students. The instructor then has individual data chats with students in order to show them their areas of strength and weakness. The student is also held accountable for creating goals that will help them to monitor their progress and concentrate on the areas needing improvement.

**2. Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**



**Strategy:** After School Program

**Minutes added to school year:** 4,800

North Miami Senior High School offers students additional time for learning in both remediation and enrichment. Students are offered After School Tutoring, Dual Enrollment and Advance Placement Courses as well as participation in Academy courses.

### **Strategy Rationale**

The rationale behind this strategy is that it ensures we meet the needs of all of our students by providing additional educational support during and after school. This strategy allows our students to become equipped with the necessary tools to become high-achieving students, attend post secondary institutions and ultimately be a productive citizen.

### **Strategy Purpose(s)**

- Core Academic Instruction

### **Person(s) responsible for monitoring implementation of the strategy**

Garbutt, Ursula, garbuttu@dadeschools.net

### **Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy**

Data is collected on a quarterly basis and is analyzed to determine if students are attending and if what is being taught is effective. In addition, data is analyzed from the professional development to find out which staff members have attended and if best practices are being implemented in the classrooms.

## **2. Student Transition and Readiness**

### **a. PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(G).

#### **1. Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another.**

All members of the school staff participate in collaborative learning communities that meet both informally and formally on a regular schedule. Collaboration occurs across grade levels, content areas, and feeder schools. Staff members implement a formal process that promotes productive discussion about student learning. School personnel can clearly link collaboration to improvement results in instructional practice and student performance.

### **b. College and Career Readiness**

#### **1. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations.**

Every year, after the administration of standardized assessments, students and parents participate in an academy fair. Our annual academy fair exposes all members of our learning community to next year's curricular offerings. The aim is to inform all students' of the school's academies and course offerings so all students can make a free and informed choice of the academy they wish to participate in for the forthcoming academic year. Prior to the academy fair, lead teachers engage in an academy promotion effort and marketing blitz. NMSHS's academy marketing campaign aims to engage the community at large about the school's curricular offerings. After the course selection fair, students meet one-on-one with their counselors and academy Lead Teachers to decide what classes will be

taken. Parents are invited to these meetings and final course selection is sent home for parental signatures. The major area of interest through the selection of an academy curriculum is entered in the ePersonal Education Planner (ePEP) on the FLDOE web site. A student can track their progression to accomplishing the selected course of study through the ePEP.

**2. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs.**

North Miami Senior High School offers students elective courses supportive of our academy conversion effort in the areas of engineering, business, museum studies, health science, international studies, and the humanities. Many of these courses of study focus on job skills, offer students internships and industry certification exams including Photoshop, Dreamweaver, Flash, and Microsoft Office Specialist, Quickbooks, ServSafe, Auto Desk, Certified Medical Administrative Assistant and Certified EKG Technician. Additionally, a daily focus of the school is for teachers to ensure instruction remains relevant with real world exercises built into all curriculum areas. Teachers are also provided reading materials, writing prompts, and “bell ringer” activities based on current events in order to further increase class rigor and relevance and to increase student awareness of global issues while increasing literacy.

**3. Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement.**

Through the assistance of North Miami Senior High School’s administrative team and the student services department, teachers implement lessons, and instructional methodologies that focus on career and technical skills, improving the personal effectiveness, planning for life after high school, surviving after high school and succeeding in post-secondary academic institutions. Postsecondary transitional planning occurs at North Miami Senior High School primarily through consultation with our students’ guidance counselors. Several parent information nights are held throughout the academic year in order to educate parents about post-secondary options, as well. The Graduation Coach plans and implements goals to ensure post-secondary attendance will increase. One goal will be to increase the number of students who took the SAT, ACT, and/or PERT by at least 5%. As a priority, classroom visitations and individual meetings with juniors and seniors are scheduled to assist with completing the applications for these examinations. Once the scores are posted, the priority will be to increase the number of students attending a post-secondary institution by assisting them with the application process and financial aid process. In addition, the Graduation Coach will hold parent/student meetings to assist in the FAFSA application process. An annual College Fair will be hosted at North Miami Senior High School as well as a Senior Parent night. Furthermore, Exceptional students in pursuit of a special diploma take a career preparation course during which various post-secondary options are explored. A transition specialist and counselor from Vocational Rehabilitation address the needs of all graduating disabled students. ASVAB and PERT testing will be conducted; college site visits, job shadowing and other academic and career planning activities take place across the school in order to support our Postsecondary transition plan.

**4. Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes.**

North Miami Senior High provides students with multiple resources to prepare students for their post secondary goals. Students are offered the opportunity to matriculate through Advanced Placement classes in over 17 curriculum areas including 3-D Design Portfolio, Psychology, US History, English Literature, Chemistry and Calculus. Furthermore, students meeting the criteria for college level instruction are enrolled in Dual Enrollment classes offered by Miami-Dade College, St. Thomas University and Florida International University. North Miami Senior High School also hosts multiple magnet programs that offer students the unique courses of study that focuses on students' interest, talents and abilities. The International Baccalaureate (IB) program offers a rigorous diploma

curriculum approved by the International Baccalaureate Organization (IBO) based in Geneva Switzerland. IB diploma candidates are assessed at international standards in six areas with three exams taken at a higher level (HL) and three exams taken at a standard level (SL). In addition, IB diploma candidates must complete a 150-hour creativity, action and service requirement, write a 4,000 word independently researched Extended Essay, and complete a class of Theory of Knowledge. Additionally, all students are enrolled in an academy upon their entry into North Miami Senior High School. Each academy course provide instruction and research on career development and post-secondary endeavors. Many of these courses of study focus on job skills, offer students internships and industry certification exams including Photoshop, Dreamweaver, Flash, and Microsoft Office Specialist, Quickbooks, ServSafe, Auto Desk, Certified Medical Administrative Assistant and Certified EKG Technician.

## II. Needs Assessment

The school's completion of this section may satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(A).

### A. Problem Identification

#### 1. Data to Support Problem Identification

##### b. Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

*No files were uploaded*

#### 2. Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

### B. Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying "why" or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

### C. Strategic Goals

## School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

**1** = Problem Solving Step    **S123456** = Quick Key

## Strategic Goals Summary

- G1.** If students are able to justify and explain their thinking about content specific text, then student achievement will increase.
  
- G2.** If core instruction in all content area is improved, with the planning for and delivery of instruction that is based on standards and/or specific course benchmarks, then student achievement will increase.

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), targeted barriers to achieving the goal, resources available to help reduce or eliminate the barriers, and the plan for monitoring progress toward the goal.

**G1.** If students are able to justify and explain their thinking about content specific text, then student achievement will increase. 1a

G087961

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	8.0
FSAA Mathematics Achievement	24.0
Bio I EOC Pass	61.0

**Targeted Barriers to Achieving the Goal** 3

- There is limited evidence that students are able to justify and explain their thinking about content specific text which impedes their ability to sufficiently answer content dependent questions both orally and written.

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- Item Specifications; Standard Planning Cards; Learning Targets; District Pacing Guides; District website; Unpacking the Standard Protocol through Common Planning; Achievement Level Descriptors; Promethean Boards; HP Tablets; Core Textbooks; After-school Tutoring; Instructional Coaches; Curriculum Support Specialist; Instructional Supervisor

**Plan to Monitor Progress Toward G1.** 8

Students performance on Unit/Topic Assessments, Interim Assessments

**Person Responsible**

Daryl Branton

**Schedule**

Monthly, from 1/24/2017 to 6/8/2017

**Evidence of Completion**

There will be an increased number of students achieving proficiency rating on performance assessments.

**G2.** If core instruction in all content area is improved, with the planning for and delivery of instruction that is based on standards and/or specific course benchmarks, then student achievement will increase. 1a

G087962

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	8.0
FSA Mathematics Achievement	24.0
Bio I EOC Pass	61.0

**Targeted Barriers to Achieving the Goal** 3

- There is lack of evidence of strategic planning with a focus on delivery of instruction to maximize student engagement.

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- Item Specifications; Standard Planning Cards; Learning Targets; District Pacing Guides; District website; Unpacking the Standard Protocol through Common Planning; Achievement Level Descriptors; Promethean Boards; HP Tablets; Core Textbooks; After-school Tutoring; Saturday Tutoring; Instructional Coaches; Curriculum Support Specialist; Instructional Supervisor

**Plan to Monitor Progress Toward G2.** 8

Students performance on Unit/Topic Assessments, Interim Assessments

**Person Responsible**

Daryl Branton

**Schedule**

Monthly, from 9/19/2016 to 6/8/2017

**Evidence of Completion**

There will be an increased number of students achieving proficiency rating on performance assessments.

## Action Plan for Improvement

*For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.*

### Problem Solving Key

**G** = Goal                      **B** =  
   Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key

**G1.** If students are able to justify and explain their thinking about content specific text, then student achievement will increase. 1

G087961

**G1.B1** There is limited evidence that students are able to justify and explain their thinking about content specific text which impedes their ability to sufficiently answer content dependent questions both orally and written. 2

B233892

**G1.B1.S1** Utilize effective collaborative planning to incorporate strategies to elicit answers to content specific questions that includes claim, evidence and reasoning, both orally and written. 4

S246712

### Strategy Rationale

An increase in students' ability to justify and explain their thinking about content specific text will result in an increase in student achievement.

### Action Step 1 5

Provide Professional Development with focus on using content resource and questioning strategies to elicit answers to content specific questions that includes claim, evidence and reasoning, both orally and written.

#### Person Responsible

Chandrell Larkin

#### Schedule

Monthly, from 1/24/2017 to 6/8/2017

#### Evidence of Completion

Professional Development agenda, Sign-In Sheets, Administrative walk-throughs

### Action Step 2 5

Develop a lesson study protocol by subject area that incorporates the use of content specific resources and strategies to support claim, evidence and reasoning, both orally and written.

#### Person Responsible

Roniel Osorio

#### Schedule

On 6/8/2017

#### Evidence of Completion

Lesson Study; Lesson Plans; Sign-in Sheet; Instructional Delivery; Student work; Focused Walk-Throughs



### Action Step 3 5

Identify "observational" teachers to model demonstration lesson of in-class utilization of content specific resources and the implementation of strategies to support claim, evidence and reasoning, both orally and written.

#### **Person Responsible**

Elvira Ruiz

#### **Schedule**

On 6/8/2017

#### ***Evidence of Completion***

Lesson Plans; Note-taking/Note-making; HMH Resources; Instructional Delivery; Student work; Focused Walk-Throughs

### Action Step 4 5

Provide support to the teachers in the utilization of content specific resources and the implementation of strategies to support Claim Evidence Reasoning (CER) through peer mentoring and coaching.

#### **Person Responsible**

Ursula Garbutt

#### **Schedule**

On 6/8/2017

#### ***Evidence of Completion***

Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes

### Action Step 5 5

Reflect and revise the higher order thinking strategies to allow for a variety of modes for students to demonstrate an understanding of the topic and the text.

#### **Person Responsible**

Diana Loubeau

#### **Schedule**

On 6/8/2017

#### ***Evidence of Completion***

Lesson Plans; Note-taking/Note-making; HMH Resources; Instructional Delivery; Student work; Focused Walk-Throughs

**Plan to Monitor Fidelity of Implementation of G1.B1.S1** 6

Monitor that teachers are probing students with follow-up questions to justify and explain thinking, both orally and written during daily instruction.

**Person Responsible**

Daryl Branton

**Schedule**

Weekly, from 1/24/2017 to 6/8/2017

***Evidence of Completion***

Focused Walk-Throughs; Lesson Plans; Coach's Log

**Plan to Monitor Effectiveness of Implementation of G1.B1.S1** 7

Evaluate student work and assessments to monitor student progress and revise teaching strategies to allow for a variety of modes of student response during instruction.

**Person Responsible**

Daryl Branton

**Schedule**

Weekly, from 1/24/2017 to 6/8/2017

***Evidence of Completion***

Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes


**G2.** If core instruction in all content area is improved, with the planning for and delivery of instruction that is based on standards and/or specific course benchmarks, then student achievement will increase. **1**

 G087962

**G2.B1** There is lack of evidence of strategic planning with a focus on delivery of instruction to maximize student engagement. **2**

 B233893

**G2.B1.S1** Utilize effective collaborative planning to incorporate active learning strategies that will increase the instances of student accountability and the demonstration of concepts learned. **4**

 S246713

### **Strategy Rationale**

An increase in student engagement and discourse will result in an increase in student achievement.

### **Action Step 1** **5**

Provide Professional Development with focus on Questioning Strategies, HOTS and Students' Accountable Talk to maximize student engagement across departments.

#### **Person Responsible**

Elvira Ruiz

#### **Schedule**

Monthly, from 9/19/2016 to 1/20/2017

#### **Evidence of Completion**

Peer observation schedule; Observation notes and feedback

### **Action Step 2** **5**

Develop a lesson study protocol by subject area that incorporates the targeted learning strategy that increase the level in which students demonstrate knowledge.

#### **Person Responsible**

Roniel Osorio

#### **Schedule**

Monthly, from 9/19/2016 to 1/20/2017

#### **Evidence of Completion**

Lesson Study; Lesson Plans; Sign-in Sheet; Instructional Delivery; Student work; Focused Walk-Throughs

### Action Step 3 5

Identify "observational" teachers to model demonstration lesson of in class implementation of the active learning strategies in response to planned higher-order thinking questions.

#### **Person Responsible**

Chandrell Larkin

#### **Schedule**

Monthly, from 9/19/2016 to 1/20/2017

#### **Evidence of Completion**

Lesson Plans; Note-taking/Note-making; Notes and Accountable Talk Resources; Instructional Delivery; Student work; Focused Walk-Throughs

### Action Step 4 5

Reflect and revise the active learning strategies to allow for a variety of modes of response during instruction. (i.e. Think-Write-Pair-Share; student discourse; justifications)

#### **Person Responsible**

Diana Loubeau

#### **Schedule**

Quarterly, from 9/19/2016 to 1/20/2017

#### **Evidence of Completion**

Lesson Plans; Note-taking/Note-making; Notes and Accountable Talk Resources; Instructional Delivery; Student work; Focused Walk-Throughs

### Action Step 5 5

Provide support to the teachers in the implementation of the active learning strategies through peer mentoring and coaching.

#### **Person Responsible**

Ursula Garbutt

#### **Schedule**

Weekly, from 9/19/2016 to 1/20/2017

#### **Evidence of Completion**

Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes

**Action Step 6** 5

Monitor the implementation of the lesson study and peer mentoring that supports student engagement.

**Person Responsible**

Daryl Branton

**Schedule**

Weekly, from 9/19/2016 to 1/20/2017

**Evidence of Completion**

Lesson Plans; Note-taking/Note-making; Instructional Delivery; Student work; Focused Walk-Throughs

**Plan to Monitor Fidelity of Implementation of G2.B1.S1** 6

Monitor that teachers are promoting student accountable talk by incorporating active learning strategies in daily instruction.

**Person Responsible**

Daryl Branton

**Schedule**

Weekly, from 9/19/2016 to 1/20/2017

**Evidence of Completion**

Focused Walk-Throughs; Lesson Plans; Coach's Log

**Plan to Monitor Effectiveness of Implementation of G2.B1.S1** 7

Evaluate student work and assessments to monitor student progress and revise teaching strategies to allow for a variety of modes of student response during instruction.

**Person Responsible**

Daryl Branton

**Schedule**

Weekly, from 9/19/2016 to 1/20/2017

**Evidence of Completion**

Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2017</b>					
G2.B1.S1.MA1 M333690	Evaluate student work and assessments to monitor student progress and revise teaching strategies to...	Branton, Daryl	9/19/2016	Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes	1/20/2017 weekly
G2.B1.S1.MA1 M333691	Monitor that teachers are promoting student accountable talk by incorporating active learning...	Branton, Daryl	9/19/2016	Focused Walk-Throughs; Lesson Plans; Coach's Log	1/20/2017 weekly
G2.B1.S1.A1 A320417	Provide Professional Development with focus on Questioning Strategies, HOTS and Students'...	Ruiz, Elvira	9/19/2016	Peer observation schedule; Observation notes and feedback	1/20/2017 monthly
G2.B1.S1.A2 A320418	Develop a lesson study protocol by subject area that incorporates the targeted learning strategy...	Osorio, Roniel	9/19/2016	Lesson Study; Lesson Plans; Sign-in Sheet; Instructional Delivery; Student work; Focused Walk-Throughs	1/20/2017 monthly
G2.B1.S1.A3 A320419	Identify "observational" teachers to model demonstration lesson of in class implementation of the...	Larkin, Chandrell	9/19/2016	Lesson Plans; Note-taking/Note-making; Notes and Accountable Talk Resources; Instructional Delivery; Student work; Focused Walk-Throughs	1/20/2017 monthly
G2.B1.S1.A4 A320420	Reflect and revise the active learning strategies to allow for a variety of modes of response...	Loubeau, Diana	9/19/2016	Lesson Plans; Note-taking/Note-making; Notes and Accountable Talk Resources; Instructional Delivery; Student work; Focused Walk-Throughs	1/20/2017 quarterly
G2.B1.S1.A5 A320421	Provide support to the teachers in the implementation of the active learning strategies through...	Garbutt, Ursula	9/19/2016	Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes	1/20/2017 weekly
G2.B1.S1.A6 A320422	Monitor the implementation of the lesson study and peer mentoring that supports student engagement.	Branton, Daryl	9/19/2016	Lesson Plans; Note-taking/Note-making; Instructional Delivery; Student work; Focused Walk-Throughs	1/20/2017 weekly
G1.MA1 M333689	Students performance on Unit/Topic Assessments, Interim Assessments	Branton, Daryl	1/24/2017	There will be an increased number of students achieving proficiency rating on performance assessments.	6/8/2017 monthly
G2.MA1 M333692	Students performance on Unit/Topic Assessments, Interim Assessments	Branton, Daryl	9/19/2016	There will be an increased number of students achieving proficiency rating on performance assessments.	6/8/2017 monthly
G1.B1.S1.MA1 M333687	Evaluate student work and assessments to monitor student progress and revise teaching strategies to...	Branton, Daryl	1/24/2017	Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes	6/8/2017 weekly
G1.B1.S1.MA1 M333688	Monitor that teachers are probing students with follow-up questions to justify and explain...	Branton, Daryl	1/24/2017	Focused Walk-Throughs; Lesson Plans; Coach's Log	6/8/2017 weekly
G1.B1.S1.A1 A320412	Provide Professional Development with focus on using content resource and questioning strategies to...	Larkin, Chandrell	1/24/2017	Professional Development agenda, Sign-In Sheets, Administrative walk-throughs	6/8/2017 monthly
G1.B1.S1.A2 A320413	Develop a lesson study protocol by subject area that incorporates the use of content specific...	Osorio, Roniel	1/24/2017	Lesson Study; Lesson Plans; Sign-in Sheet; Instructional Delivery; Student work; Focused Walk-Throughs	6/8/2017 one-time
G1.B1.S1.A3 A320414	Identify "observational" teachers to model demonstration lesson of in-class utilization of content...	Ruiz, Elvira	1/24/2017	Lesson Plans; Note-taking/Note-making; HMH Resources; Instructional Delivery; Student work; Focused Walk-Throughs	6/8/2017 one-time
G1.B1.S1.A4 A320415	Provide support to the teachers in the utilization of content specific resources and the...	Garbutt, Ursula	1/24/2017	Coaching Logs; Coaching Calendar; Observation Notes; Leadership Meeting Notes	6/8/2017 one-time
G1.B1.S1.A5 A320416	Reflect and revise the higher order thinking strategies to allow for a variety of modes for...	Loubeau, Diana	1/24/2017	Lesson Plans; Note-taking/Note-making; HMH Resources; Instructional	6/8/2017 one-time

Dade - 7591 - North Miami Senior High School - 2016-17 SIP  
North Miami Senior High School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
				Delivery; Student work; Focused Walk-Throughs	

## V. Professional Development Opportunities

*Professional development opportunities identified in the SIP as action steps to achieve the school's goals.*

**G1.** If students are able to justify and explain their thinking about content specific text, then student achievement will increase.

**G1.B1** There is limited evidence that students are able to justify and explain their thinking about content specific text which impedes their ability to sufficiently answer content dependent questions both orally and written.

**G1.B1.S1** Utilize effective collaborative planning to incorporate strategies to elicit answers to content specific questions that includes claim, evidence and reasoning, both orally and written.

### **PD Opportunity 1**

Provide Professional Development with focus on using content resource and questioning strategies to elicit answers to content specific questions that includes claim, evidence and reasoning, both orally and written.

#### **Facilitator**

Instructional Coaches

#### **Participants**

Teachers

#### **Schedule**

Monthly, from 1/24/2017 to 6/8/2017



**G2.** If core instruction in all content area is improved, with the planning for and delivery of instruction that is based on standards and/or specific course benchmarks, then student achievement will increase.

**G2.B1** There is lack of evidence of strategic planning with a focus on delivery of instruction to maximize student engagement.

**G2.B1.S1** Utilize effective collaborative planning to incorporate active learning strategies that will increase the instances of student accountability and the demonstration of concepts learned.

### **PD Opportunity 1**

Provide Professional Development with focus on Questioning Strategies, HOTS and Students' Accountable Talk to maximize student engagement across departments.

#### **Facilitator**

Instructional Coaches; ETO Curriculum Support Specialist; ETO Instructional Supervisor; Administrators

#### **Participants**

Teachers

#### **Schedule**

Monthly, from 9/19/2016 to 1/20/2017

## VI. Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

## VII. Budget

1	G1.B1.S1.A1	Provide Professional Development with focus on using content resource and questioning strategies to elicit answers to content specific questions that includes claim, evidence and reasoning, both orally and written.			\$0.00	
2	G1.B1.S1.A2	Develop a lesson study protocol by subject area that incorporates the use of content specific resources and strategies to support claim, evidence and reasoning, both orally and written.			\$0.00	
3	G1.B1.S1.A3	Identify "observational" teachers to model demonstration lesson of in-class utilization of content specific resources and the implementation of strategies to support claim, evidence and reasoning, both orally and written.			\$0.00	
4	G1.B1.S1.A4	Provide support to the teachers in the utilization of content specific resources and the implementation of strategies to support Claim Evidence Reasoning (CER) through peer mentoring and coaching.			\$0.00	
5	G1.B1.S1.A5	Reflect and revise the higher order thinking strategies to allow for a variety of modes for students to demonstrate an understanding of the topic and the text.			\$0.00	
6	G2.B1.S1.A1	Provide Professional Development with focus on Questioning Strategies, HOTs and Students' Accountable Talk to maximize student engagement across departments.			\$9,500.00	
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			District-Wide			\$9,500.00
<i>Notes: Notes</i>						
7	G2.B1.S1.A2	Develop a lesson study protocol by subject area that incorporates the targeted learning strategy that increase the level in which students demonstrate knowledge.			\$0.00	
8	G2.B1.S1.A3	Identify "observational" teachers to model demonstration lesson of in class implementation of the active learning strategies in response to planned higher-order thinking questions.			\$0.00	
9	G2.B1.S1.A4	Reflect and revise the active learning strategies to allow for a variety of modes of response during instruction. (i.e. Think-Write-Pair-Share; student discourse; justifications)			\$0.00	
10	G2.B1.S1.A5	Provide support to the teachers in the implementation of the active learning strategies through peer mentoring and coaching.			\$0.00	
11	G2.B1.S1.A6	Monitor the implementation of the lesson study and peer mentoring that supports student engagement.			\$0.00	
<b>Total:</b>					<b>\$9,500.00</b>	