

Miami-Dade County Public Schools

# South Dade Senior High School



2017-18 Schoolwide Improvement Plan

## South Dade Senior High School

28401 SW 167TH AVE, Homestead, FL 33030

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

### School Demographics

<p><b>School Type and Grades Served</b> (per MSID File)</p> <p style="text-align: center;">High School 9-12</p>	<p><b>2016-17 Title I School</b></p> <p style="text-align: center;">Yes</p>	<p><b>2016-17 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)</p> <p style="text-align: center;">90%</p>
<p><b>Primary Service Type</b> (per MSID File)</p> <p style="text-align: center;">K-12 General Education</p>	<p><b>Charter School</b></p> <p style="text-align: center;">No</p>	<p><b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)</p> <p style="text-align: center;">93%</p>

### School Grades History

	<b>2016-17</b>	<b>2015-16</b>	<b>2014-15</b>	<b>2013-14</b>
<b>Year</b>				
<b>Grade</b>	C	C	C*	C

*\*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 that has a school grade of D or F.

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 (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing.

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

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## 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 two 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** - A school with a current school grade of A, B, or C; charter schools; and ungraded schools.
- **Targeted Support and Improvement** - A school with a current school grade of an initial D.
- **Comprehensive Support and Improvement** - A school with a current school grade of F or two consecutive grades of D, or a high school with a graduation rate of 67 percent or less in the most recent data release.

### DA Turnaround Status

Additionally, Comprehensive Support and Improvement schools have a turnaround status of "Implementing," based on a school's grades history, including the current school grade:

- 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.

### 2017-18 DA Category and Statuses for South Dade Senior High School

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

The administration, faculty, staff, parents, and community of South Dade Senior High School are responsible for providing our diverse student body with a clean and safe environment and the discipline, integrity, knowledge, and skills necessary to succeed and become productive members of an increasingly complex society.

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

The vision of South Dade High School is to provide a safe, nurturing, and meaningful educational environment, which challenges students to achieve success, academic excellence, and autonomy in our ever-changing technology-driven world. We strive to create productive members of a multicultural society who demonstrate good citizenship, social responsibility, and a lifelong love of learning, guaranteeing that no child is left behind.

#### 2. School Environment

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

South Dade Senior High School learns about our students cultures by building relationships implementing various methods holding evening events such as: Junior Parent Night, ELL Parent Orientation, Youth Empowerment Summit, College Fair, and FASFA/Bright Futures Completion Night. Additionally, we teach about cultures through events held for Hispanic Heritage month and Black History month. We also have numerous social clubs for students that promote awareness such as GSA (Gay Straight Alliance), Mini Corps (migrant students), French, Spanish, and Italian Club, Mentoring to Alternative Suspension Counseling Program, Women of Tomorrow, and 5000 Role Models of Excellence. Clubs are inclusive of all individuals supporting students' unique abilities and celebrating their differences.

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

South Dade Senior High School creates an environment where students feel safe and respected at all times by creating an open door policy between the students, support staff, and administrators. The counselors are available all day and specifically set aside times to meet with students before school, during lunch, and after school. Appointments can be made to see the counselors in person, by phone, or directly from the school webpage. Administrators are readily available to work with students and assist with academic needs. The school website allows students and parents access to teachers, counselors, and administrators; making staff accessible at all times via email.

##### 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.

Classroom procedures are in place to enhance learning and minimize distractions in the classroom. Teachers and students are provided with the school's progressive discipline plan and it is displayed in every classroom and on the school website. The moment there is a classroom disturbance or a

student fails to follow the rules set in place, students are taken to an administrator and/or counselor, where the progressive discipline plan is followed fairly and consistently. The goal of the progressive discipline plan is to address the current incident, minimize future misbehaviors and to provide support to the student academically, socially and behaviorally. In addition, teachers have been trained on behavioral strategies that allow them to deal with minor incidents in class and how to use the support staff and administrators when other strategies have failed.

**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.**

South Dade Senior High School ensures that the social-emotional needs of all students are met by providing the following: individual and group counseling, conflict resolution sessions, peer mediation, TAP program (Teenage Parent Program), Stay In School Program (for truancy, academic/behavioral issues), Best Buddies (student with disabilities mentoring program), Community Health, Inc. (medical/mental health services), enFamilia (mental health services), Mujer (mental health services/domestic violence), Parent Academy Workshops, Homeless Liaison support, Mini Corps (providing migrant students/families support), and School Social Worker (small groups with newly arrived Haitian students).

**3. Early Warning Systems**

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(i) and (b)(7)(A)(iii)(III).

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

South Dade Senior High School uses a variety of reports generated by the district in order to track students who are absent, suspended, and/or failing classes. State generated reports also provide students scores on standardized test.

**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	0	0	0	0	0
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	40	119	88	46	293
Level 1 on statewide assessment	0	0	0	0	0	0	0	0	0	323	437	436	351	1547

**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	0	355	82	273	127	837

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

Freshman Experience/Critical Thinking classes centered on a reading curriculum (infusing reading strategies) are given to most of our 9th Grade Students.

Attendance Committee comprised of Administrators, Counselors, Behavioral Management Teacher (BMT), Teachers, and Social Worker meet to target all students who have excessive absences and tardies to school. The committee works in conjunction with parents, district truancy, and teachers to assist students with attendance issues. Students who have 5 or more absences are identified and referred to the Stay in School Program on campus.

Migrant students are identified and referred to the Migrant Office for attendance counseling.

Students who have medical issues and are not able to attend school are referred to Hospital Home Bound Program through the district.

Students who are a Level 1 in English Language Arts or Mathematics will receive remediation through an Intensive Reading class and/or Intensive Math class.

Level 1 students in Reading who have been identified as in need of phonetics and /or phonemic awareness are placed in a Read 180/System 44 class.

The school uses the Mentoring to Alternative Suspension Counseling Program where faculty and staff members are paired with students who are identified by the early warning systems.

## B. Family and Community Engagement

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2) and (b)(7)(A)(iii)(I).

**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.**

**a. Will the school use its Title I Parent and Family Engagement Policy (PFEP) to satisfy this question?**

No

**1. PFEP Link**

The school completes a Parental Involvement Plan (PFEP), which is available at the school site.

**2. Description**

The school works closely with the PTSA to positively involve all families in school-wide activities throughout the year. All parents are invited to attend EESAC meetings, PTSA meetings, and Parent Academy Workshops etc. throughout the school year.

**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 school reaches out to the community through EESAC meetings in order to sustain partnerships to assist us with resources to help improve school and student achievement.

## C. Effective Leadership

**1. School Leadership Team**

**a. Membership**

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



Name	Title
De Armas, Jay	Principal
Miller, Artis	Assistant Principal
Betancourt Macias, Judith	School Counselor
Delgado, Elena	Instructional Coach
Jenkins, Ruby	Instructional Coach
Leal, Lazaro	Administrative Support
Crary, John	Assistant Principal
Burton, Ethel	Assistant Principal
Perez, Yinelica	Instructional Coach
Orta, Ruben	Other
Salazar, Susana	Teacher, K-12
Kropp, Karen	Teacher, K-12
Rivera, Veronica	Teacher, ESE
Rosenberg, Randi	Teacher, ESE
Rivera, Patricia	Teacher, K-12
Garcia, Melissa	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.**

Juan De Armas, Principal; Melissa Garcia, Assistant Principal for Curriculum, John Crary, Assistant Principal; Ethel Burton, Assistant Principal; Artis Miller, III, Assistant Principal; Susana Salazar, Activities Director, IB Coordinator/Magnet Lead Teacher; Patricia Rivera, Magnet Lead Teacher; Ruby Jenkins, ELA/Social Studies Department Chairperson/Transformation Coach; Elena Delgado, Reading/ESOL Department Chair/Transformation Coach; Yinelica Perez, Math Department Chairperson/Transformation Coach; Veronica Rivera, ESE Department Chairperson; Ruben Orta, BMT; Lazaro Leal, SCSi Instructor, Judith Betancourt, Guidance Department Chair. Randi Rosenberg, SPED Program Specialist; Karen Kropp-Hernandez, Test Chairperson, Advanced Academics Coordinator, Union Steward.

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.**

The Leadership Team's role will be to gather and analyze data to adjust academic and behavioral goals and to monitor the fidelity of the delivery of instruction and interventions on a regular basis. The team will also provide a systematic check and balance process to ensure student achievement and literacy, to promote school safety, increase attendance, and prevent student failure through early interventions.

#### Title I, Part A

Services are provided to ensure students requiring additional remediation are assisted through extended learning opportunities, such as, after-school tutoring programs. The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to students. The Transformational Coaches develop, lead, and evaluate school core content standards/ programs; identify and analyze existing literature on scientifically based curriculum/ behavior assessment and intervention approaches. They identify systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early interventions 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 that are integrated into the school-wide program include an extensive Parental Resource Program; Title I CHES; Stay-In-School/South Florida Workforce, and special support services to special needs' populations such as homeless, migrant, and neglected and delinquent students.

#### Title I, Part C- Migrant

South Dade Senior High School provides services and support to migrant students and parents. The District Migrant liaison coordinates with Title I and other programs and conducts a comprehensive needs assessment of migrant students to ensure that the unique needs of migrant students are met. South Dade Senior High School provides counselors to migrant students, as well as, a Community Involvement Specialist to ensure student school attendance. The goal of the Migrant Education Program is to ensure that all migrant students attain challenging academic standards and graduate with a high school diploma (or complete a GED) that prepares them for responsible citizenship, further learning, and productive employment. Title I funds are used to identify eligible students and provide education and support services. These services include; academic instruction, remedial and compensatory instruction, bilingual and multicultural instruction, vocational instruction, career education services, counseling, testing services, and health services. Title I funds support high quality education programs for migrant children and help ensure that migrant children who move to other states are not penalized in any manner by disparities among the states in curriculum, graduation requirements, or state academic content and student academic achievement standards. Federal funds are allocated by formula to State Education Agencies Program, based on each state's per pupil expenditure for education and number of eligible migratory children, age 3 through 21, residing within the state. South Dade Senior High School will serve over 94 migrant students this year.

#### Title I, Part D

The district receives funds to support the Educational Alternative Outreach program. Services are coordinated with district Drop-out Prevention programs. South Dade Senior High School has a joint venture with the Stay in School Program/South Florida Workforce, which provides students and families with annual services that will support students to develop strategies for graduation and for entering the workforce post graduation. Students are identified as "at risk" of dropping out of school, functioning below two grade levels, low grade point average, and deficiencies in basic skills. Support services through the Stay in School program include intensive counseling, academic assistance, summer employment, internships and assistance in applying for post-secondary education training opportunities.

#### Title II

The district uses supplemental funds for improving basic education as follows;

- Professional Development is utilized to certify qualified mentors for the New Teacher Program.
- Professional Development is utilized for add-on endorsement programs, such as reading, gifted, and

## ESOL.

- Professional Development and substitute release for Professional Development Liaisons (PDL) at each school focusing on Professional Learning Community (PLC) development and facilitation, as well as, common planning opportunities in lieu of Faculty Meetings where the Departments share requirements and techniques to improve instruction.

### Title III

Services are provided through the district for education materials and English Language Learners, ELL, district support services to improve the education of Immigrant and ELL students. South Dade Senior High School provides tutorial programs for the ELL students utilizing Achieve 3000, ESOL Lab which employs one instructor to assist students with bi-lingual tutoring as needed. Reading and supplementary materials are provided to the students by the ESOL Department Chairperson and the reading, math and science Transformational Coaches. Behavioral and mental health counseling services are provided by the Migrant Counselor, and the Bilingual Academic School Counselor.

### Title VI, Part B - NA

### Title X- Homeless

Miami-Dade County Public Schools and the District Homeless Social Worker provide resources such as clothing, school supplies, and social service referrals for students identified as homeless under the McKinney-Vento Act to eliminate barriers for a free and appropriate education. Also, the School Social Worker assists families by providing community resources that assist the homeless.

### Supplemental Academic Instruction (SAI) - NA

### Violence Prevention Programs

South Dade Senior High School created an Anti-Bullying Committee. Awareness is raised through posters that are placed throughout the school and a bullying reporting box is found in the main office. After reports are made, the counselors and administrators provide services such as mediation and counseling. Articles are written in the school newspaper, The Scene, and the school staff is provided with training by staff and district support personnel at different faculty meetings and Professional Development opportunities on Early Release/Professional Development Days. The custodial staff also is given a training to assist them in identifying bullying and how to intervene. The district's plan is expected to support the efforts at South Dade Senior High School where professionals will continue to develop and present activities to assist with this problem. Also, during Red Ribbon Week, assemblies will be held featuring a youth program with anti-gang, anti-drug and anti-bullying messages. South Dade Senior High School supports the Gay Straight Alliance Club, along with a Faculty Sponsor. Also, as part of the Superintendent's Violence Prevention Initiatives, the Office of Mental Health and Crisis Management Services in partnership with The Parent Academy are providing a series of Free regional workshops and resource fairs for parents.

### Nutrition Programs

South Dade Senior High School adheres to and implements the nutrition requirements stated in the District Wellness Policy. Nutrition education, as per state statute, is taught through physical education. South Dade Senior High School's Food Service Program follows the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

### Housing Programs - N/A

### Head Start- N/A

### Adult Education

High school completion courses are available to all eligible South Dade Senior High School students through a partnership with South Dade Educational Center in the evening based on the senior high school's recommendation. Courses can be taken for credit recovery, promotion, remediation, or grade forgiveness purposes.

### Career and Technical Education

By promoting Career Pathways and Programs of Study at South Dade Senior High School students will become academy program completers and have a better understanding and appreciation of the post secondary opportunities available to them and devise a plan for how to acquire the skills necessary to take advantage of those opportunities. Articulation agreements allow students to earn college and post secondary technical credits in high school and provide more opportunities for

students to complete two and four year post secondary degrees. Students will gain an understanding of the business and industry workforce requirements by acquiring Ready to Work and industry certifications. Readiness for post secondary education will strengthen with the integration of academic and career technical components and a coherent sequence of courses. South Dade Senior High School currently offers the following career and technical education programs: Sports, Nutrition & Health Science, International Baccalaureate, International Finance, Business & Technology, Professional Services, Law Studies and Public Safety and Visual & Performing Arts. Proposals are submitted annually to enhance selected Vocational Programs for regular, disadvantaged, and handicapped students in grades nine through twelve.

**Job Training**

South Dade Senior High School offers three job training programs that will provide students with job skills that afford them the opportunity to increase their awareness of the workforce within the global economy. The Cooperative Diversified Education (CDE) Program is offered to students who are at or above their required high school credits. Also, there is the Work Experience component which is for the student who is below credit requirement and “at risk” of dropping out. In addition, the Diversified Cooperative Technology Program is offered to students with disabilities. These programs offer an in class component to assist them with employability skills and on-the-job training supported by the teacher and the supervisor at the work site.

**2. School Advisory Council (SAC)**

**a. Membership**

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

Name	Stakeholder Group
Juan De Armas	Principal
Karen Kropp-Hernandez	Teacher
Paul Wieser	Teacher
Lynn Arnett	Teacher
Eladia Chavez	Teacher
Kathy Murphy	Parent
Charmaine Underwood	Parent
Annette Torres-Rojas	Teacher
Jose Martinez	Student
Michael Bramblett	Business/Community
Tracy Tam	Parent
Shannon Finocchiaro	Parent

**b. Duties**

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

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2).

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

The members of SAC are involved from the inception of the School Improvement Plan (SIP) to the final approval. The process begins with the committee reviewing the SIP at the end of year. The committee provides feedback, and makes suggestions for the writing of the current/next year's SIP. Once the new SIP is written, it is presented to the SAC members who vote for the approval of the

current school year's SIP. The process is then repeated during Mid-Year and once again at the end of the current school year.

*b. Development of this school improvement plan*

SAC meets with all stakeholders involved in the development of the SIP to determine the school's needs. Once the committee completes the SIP, SAC reviews the SIP and recommends strategies to improve areas. The SIP committee incorporates SAC recommendations and presents the final version for approval by SAC.

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

The members of SAC meet and present the annual budget; as a committee they determine the allocations of funds utilizing the SIP and the recommendations of the principal. The members vote on the distribution of allocations to cover: funds for student incentives and performance recognition, funds for competitive events for student organizations, and funds for teacher sponsored programs which are aligned to the SIP.

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

The projected use of SAC school improvement funds is as follows:

1. Funds for student incentives and performance recognition - \$5,000.00
2. Funds for competitive events for student organizations -\$8,000.00
3. Funds for teacher sponsored programs aligned to the SIP - \$3,000.00

**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
De Armas, Jay	Principal
Delgado, Elena	Instructional Coach
Jenkins, Ruby	Instructional Coach
Burton, Ethel	Assistant Principal

**b. Duties**

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

The LLT this year will develop a school-based literacy plan of action; utilizing the District Pacing Guides for lesson planning and delivery. All district reading programs will be implemented with fidelity. Professional development will be conducted on reading and writing strategies to be incorporated across the curriculum. Transformation coaches and administration will analyze assessment data and will meet with the LLT to discuss, review, and modify the plan of action as appropriate for the 2017-2018 school year.

## D. Public and Collaborative Teaching

The school's responses to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(IV).

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

Common planning, by core subject area, is built into the master schedule. The co-teaching model is utilized for all inclusion classes because instructors have the opportunity to develop positive working relationships by making joint instructional decisions and share responsibility and accountability for student learning. Additionally, stakeholders participate, jointly, in school and extra-curricular activities to develop positive relationships and promote school spirit.

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

1. Develop a networking system that empowers all stakeholders to recruit for the school within their departments.
2. Survey all teachers at the beginning of the school year to evaluate their "needs".
3. Provide professional development and coaching support based on teachers needs during the school year
4. Hire teachers who are highly qualified in increasing student achievement.
5. Request the assistance of the district and region personnel in identifying and referring highly qualified teachers to our school when experienced teachers are not available.

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

New teachers are paired with a course-like experienced teachers that will serve as a mentor; assist with lesson planning and daily teaching tasks. In addition, the mentor will share best practices by allowing the teacher to visit their classroom and observe. Furthermore, the mentor teacher will ensure that the beginning teacher acclimates smoothly to their new environment and makes them feel like they belong.

## 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.**

The school utilizes and implements the state aligned curriculum as it is delineated in the District's Pacing Guides. All materials used to deliver lessons that meet the individual needs of the students are state adopted and approved for the courses that are offered at South Dade Senior High School.

#### 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.**

Professional and support staff continuously collect, analyze, and apply learning from a range of data sources, including comparison and trend data about student learning, instruction, program evaluation, and organizational conditions to provide and differentiate instruction to meet the diverse needs of the

students. Utilizing the data, students are arranged by groups to ensure that lesson delivery is specific to their area/areas of weakness. In addition, pull-outs and push-ins are utilized to address areas of deficiency.

**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:** 10,000

Students will be tiered based on their needs in the area of Reading (Grade 9 & Grade 10), Mathematics (Algebra 1 & Geometry), and Science (Biology).

**Strategy Rationale**

The strategy rationale is to homogeneously group students to ensure that their individual needs are met.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment
- Teacher collaboration, planning and professional development

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

Crary, John, johnbcrary@dadeschools.net

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

After-school tutorial teachers will assess student work and make the necessary accommodations to meet the individual needs of students. In lieu of a faculty meeting, teachers will meet by departments to collaborate within each subject area. In addition, common planning for a course-like teachers has been embedded in the master schedule to ensure that teachers can meet, analyze student data, and plan.

**2. Student Transition and Readiness**

**a. PreK-12 Transition**

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(V).

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

The School employs the following strategies to support incoming ninth graders:

1. Feeder Pattern articulation meetings are held in December of the previous year to build communication between the middle and the high school.
2. The school coordinates Magnet Fairs with feeder pattern schools.
3. High school counselors personally visit each school during subject selection and work with the future ninth graders on a one-to-one basis.
4. Transformation Coaches use data (Power BI) to ensure proper placement for incoming ninth graders in intensive reading courses.
5. Orientation is conducted prior to the start of the school year, with a personal invitation sent to the

homes of all incoming 9th graders and all new to SDSH to attend a BBQ with their families; during the orientation, which is held the Saturday before school starts.

## **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.**

South Dade Senior High School students participate in dual enrollment with Miami-Dade College and Florida International University. South Dade Senior High School has an active and growing Advanced Placement program through College Board and an International Baccalaureate Academy. South Dade Senior High School is also a National Academy Foundation school which will open new horizons for its magnet academy in business and technology. South Dade Senior High School has a full-time, on-site College Assistance Program (CAP) advisor who acts as a liaison between institutions of higher learning and the high school. The CAP advisor routinely meets with admissions staff, arranges school visits and conducts an informative college forum. Classroom visitations yield information sharing sessions about everything from vocational programs to university life, financial aid, postsecondary plans, and career choices. Several workshops are given throughout the year for parents and students to meet prospective college personnel. The CAP advisor also works closely with the counseling staff to apprise them of scholarship opportunities, federal and state financial aid opportunities, postsecondary school requirements and canvassing student interest. Students are able to schedule appointments with the CAP advisor and their parents, but an open-door policy exists as well. CAP Advisor also insures SAT/ACT and college application waivers are readily available throughout the year so all South Dade Senior High School's juniors and seniors are able to take college entrance exams and apply for college without worrying about financial constraints. The Testing Department is reporting that due to the state concordant score substitution for FSA passing scores, many more students are attempting the SAT/ACT who would not have prior to the allowed substitution, therefore, more students are experiencing success on a college level test and realizing their potential for a postsecondary education. Record numbers of students are attempting the ACT. The P.S.A.T. given to all of the 10th graders, paid for by the State of Florida, and also open to Juniors, give students more substantive feedback on their strengths and weaknesses prior to taking the SAT/ACT for college admittance and allowing for the recognition of potential prior to a decision on postsecondary work or study. (South Dade also pays for all IB Academy juniors to take this important test for college readiness & possible scholarship qualification as well).

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

Students in Yearbook, TV Production and Journalism Courses apply the contents learned in their Language Arts Classes. The school also offers students the opportunity to explore their creativity and competitiveness by participating in extracurricular activities such as the State Science Fair, Science, Engineering Communication Mathematics Enhancement Program (SECME) and the Science Honor Society.

Our math courses will prepare our students to be successful in today's global economy, to be able to sift through arguments, interpret quantitative information, and make critical judgments. Every student will be equipped with the knowledge and skills to make sense of data, interpret technical materials, understand linear and nonlinear growth, manipulate formulas, distinguish logical arguments, and apply geometric principles. Our mathematics framework encourages students to understand and use mathematics to reason, communicate, and solve problems in an ever changing global and technological society. Through the use of District Pacing Guides both literature and technology are integrated in our lessons while connecting mathematics and science learning, reading in math instruction, creating collaborative inquiry groups, project based learning, and aligning instruction with assessment. Collaborative activities will be implemented with other departments as well as with the



academies to foster sharing, communication, and best practices. South Dade Senior High School will maintain its partnership with community organizations, universities, and parents, through the Parent Teacher Student Association.

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

The 2016-2017 Scholarship Report for South Dade Senior High School shows that our students have been offered over \$5,662,000 in scholarships (Academic Scholarships \$2,340,920, Athletic \$3,204,980 and other \$116,190); in addition to the Florida's Bright Futures Scholarship Program that shows that our students have been offered a total of \$83,400 for the Florida Academic Scholarship, \$46,200 for the Florida Medallion Scholarship and \$64,800 for the Gold Seal Vocational Scholarship.

Our school continues to strive in improving our student's readiness for postsecondary level by working closely with the middle schools and our counselors acting as a liaison between the curriculum council, administration, students, faculty, parents and community. A 9th grade transition academy model is in place. South Dade Senior High School has Industry Certification thus improving students' success with an exit certificate qualifying them for immediate employment or further study. South Dade Senior High School students participate in dual enrollment with Miami-Dade College and Florida International University. South Dade Senior High School has an active and growing Advanced Placement program through College Board and an International Baccalaureate Academy. South Dade Senior High School is also a National Academy Foundation school which will open new horizons for its magnet academy in business and technology.

South Dade Senior High School has a full-time, on-site College Assistance Program (CAP) advisor who acts as a liaison between institutions of higher learning and the high school. The CAP advisor routinely meets with admissions staff, arranges school visits and conducts an informative college forum. Classroom visitations yield information sharing sessions about everything from vocational programs to university life, financial aid, postsecondary plans, and career choices. Several workshops are given throughout the year for parents and students to meet prospective college personnel. The CAP advisor also works closely with the counseling staff to apprise them of scholarship opportunities, federal and state financial aid opportunities, postsecondary school requirements and canvassing student interest. Students are able to schedule appointments with the CAP advisor and their parents, but an open-door policy exists as well. CAP Advisor also insures SAT/ACT and college application waivers are readily available throughout the year so all South Dade Senior High School's juniors and seniors are able to take college entrance exams and apply for college without worrying about financial constraints.

The Testing Department is reporting that due to the state concordant score substitution for FSA passing scores, many more students are attempting the SAT/ACT who would not have prior to the allowed substitution, therefore, more students are experiencing success on a college level test and realizing their potential for a postsecondary education. Record numbers of students are attempting the ACT. The P.S.A.T. given to all of the 10th graders, paid for by the State of Florida, and also open to Juniors, gives students more substantive feedback on their strengths and weaknesses prior to taking the SAT/ACT for college admittance and allowing for the recognition of potential prior to a decision on postsecondary work or study.

**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.**

At South Dade Senior High School, students are introduced to postsecondary classes early on by offering AP, IB and Dual Enrollment Courses. Students are able to understand what will be expected of them in college, while doing coursework in a high school setting. This will ensure that all students

graduate college ready and transition seamlessly to a higher education. We also have a CAP advisor who ensures that all students have successfully taken all state required exams such as SAT and ACT. The CAP advisor also assist with the application process for college entry as well as with scholarship applications.

## II. Needs Assessment

The school's completion of this part may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(6).

### 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 core instruction through student engagement is improved in all content areas, 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 core instruction through student engagement is improved in all content areas, then student achievement will increase. 1a

G096751

**Targets Supported** 1b

Indicator	Annual Target
Bio I EOC Pass	50.0
FSA ELA Achievement	45.0
FSA Mathematics Achievement	35.0

**Targeted Barriers to Achieving the Goal** 3

- Students lack engagement in all content areas.

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

- Written scaffolded end products, FAIR Data, SRI/SPI Data, unpacking the Standard Protocol through the Common Planning, Pacing Guides, instructors, Transformational Coaches, ICADS, DAS support staff, instructional frameworks, grouping template, in-house and DAS professional development, Attendance Committee, District attendance reports.
- Yinelica Perez, Mathematics Transformation Coach; Ruby Jenkins and Elena Delgado Literacy Transformation Coaches; Andrew Harris, Math Curriculum Support Specialist (CSS); Gladys Barrios, Science Instructional Supervisor; Haydee Mendez, Science CSS; John Crary, Assistant Principal; Melissa Garcia Assistant Principal; McGraw-Hill Supplemental Algebra Resources; Carnegie Cognitive Tutor; Item Specifications; District Pacing Guides; ETO Unit Plans; Core Textbook and Online Resources; Promethean Technology; Double-Dose Classes for Non-Proficient Students.

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

Administrative walk-throughs and coaching support logs

**Person Responsible**

Jay De Armas

**Schedule**

Quarterly, from 8/22/2016 to 6/8/2017

**Evidence of Completion**

Interim data

## 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 core instruction through student engagement is improved in all content areas, then student achievement will increase. 1

G096751

**G1.B1** Students lack engagement in all content areas. 2

B260248

**G1.B1.S1** Pushing out school wide Claim, Evidence, Resolution (CER) method through posters, mini videos, and professional development. Coaches will be responsible for ensuring that teachers have access to these materials/training and administration will monitor implementation. 4

S275684

### Strategy Rationale

Implementation will result in more effective lesson delivery, student engagement and higher student scores.

### Action Step 1 5

Utilize common planning and active coaching to build teacher capacity in the development of lessons that align the objective, student outcomes, and process.

#### Person Responsible

Jay De Armas

#### Schedule

Weekly, from 8/21/2017 to 6/7/2018

#### Evidence of Completion

Common Planning Agendas, Lesson Plans, Coaching Logs, Administrative Walk throughs

### Action Step 2 5

Provide teachers with CER posters, mini videos, and professional development

#### Person Responsible

Jay De Armas

#### Schedule

Monthly, from 8/21/2017 to 6/7/2018

#### Evidence of Completion

Sign-in Sheets and Agendas

**Action Step 3** 5

Consistently monitor to ensure teachers are developing and implementing lessons that align the objective, student outcomes, and process

**Person Responsible**

Jay De Armas

**Schedule**

Daily, from 8/21/2017 to 6/7/2018

***Evidence of Completion***

Instructional Walkthrough Documents, and Lesson Plans

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

Instructional Walkthrough Documents, and Lesson Plans

**Person Responsible**

Jay De Armas

**Schedule**

Daily, from 8/21/2017 to 6/7/2018

***Evidence of Completion***

Instructional Walkthroughs documents, lesson plans, student work folders, common planning agendas.

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

End Products, Unit and Interim Exams

**Person Responsible**

Jay De Armas







**Schedule**

Biweekly, from 8/21/2017 to 6/7/2018

***Evidence of Completion***

Student scores

## 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>2018</b>					
G1.MA1  M398786	Administrative walk-throughs and coaching support logs	De Armas, Jay	8/22/2016	Interim data	6/8/2017 quarterly
G1.B1.S1.MA1  M398784	End Products, Unit and Interim Exams	De Armas, Jay	8/21/2017	Student scores	6/7/2018 biweekly
G1.B1.S1.MA1  M398785	Instructional Walkthrough Documents, and Lesson Plans	De Armas, Jay	8/21/2017	Instructional Walkthroughs documents, lesson plans, student work folders, common planning agendas.	6/7/2018 daily
G1.B1.S1.A1  A370406	Utilize common planning and active coaching to build teacher capacity in the development of lessons...	De Armas, Jay	8/21/2017	Common Planning Agendas, Lesson Plans, Coaching Logs, Administrative Walk throughs	6/7/2018 weekly
G1.B1.S1.A2  A370407	Provide teachers with CER posters, mini videos, and professional development	De Armas, Jay	8/21/2017	Sign-in Sheets and Agendas	6/7/2018 monthly
G1.B1.S1.A3  A370408	Consistently monitor to ensure teachers are developing and implementing lessons that align the...	De Armas, Jay	8/21/2017	Instructional Walkthrough Documents, and Lesson Plans	6/7/2018 daily



## V. Professional Development Opportunities

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

## VI. Technical Assistance Items

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

**G1.** If core instruction through student engagement is improved in all content areas, then student achievement will increase.

**G1.B1** Students lack engagement in all content areas.

**G1.B1.S1** Pushing out school wide Claim, Evidence, Resolution (CER) method through posters, mini videos, and professional development. Coaches will be responsible for ensuring that teachers have access to these materials/training and administration will monitor implementation.

### **TA Opportunity 1**

Utilize common planning and active coaching to build teacher capacity in the development of lessons that align the objective, student outcomes, and process.

#### **Facilitator**

Literacy Transformation Coaches, Math Transformation Coach

#### **Participants**

Teachers, Administration

#### **Schedule**

Weekly, from 8/21/2017 to 6/7/2018

### **TA Opportunity 2**

Provide teachers with CER posters, mini videos, and professional development

#### **Facilitator**

Transformation Coaches, Observational Teachers, Administration

#### **Participants**

All Teachers, Administration

#### **Schedule**

Monthly, from 8/21/2017 to 6/7/2018

**TA Opportunity 3**

Consistently monitor to ensure teachers are developing and implementing lessons that align the objective, student outcomes, and process

**Facilitator**

Transformation Coaches, Observational Teachers, Administration

**Participants**

All Teachers, Administration

**Schedule**

Daily, from 8/21/2017 to 6/7/2018

**VII. Budget**

1	G1.B1.S1.A1	Utilize common planning and active coaching to build teacher capacity in the development of lessons that align the objective, student outcomes, and process.				\$0.00
2	G1.B1.S1.A2	Provide teachers with CER posters, mini videos, and professional development				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
			7701 - South Dade Senior High School	School Improvement Funds		\$0.00
3	G1.B1.S1.A3	Consistently monitor to ensure teachers are developing and implementing lessons that align the objective, student outcomes, and process				\$0.00
					<b>Total:</b>	<b>\$0.00</b>