

Hernando County School District

# Hernando High School



2017-18 Schoolwide Improvement Plan

# Hernando High School

700 BELL AVE, Brooksville, FL 34601

<https://www.hernandoschools.org/hhs>

## School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2016-17 Title I School</b>	<b>2016-17 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
Combination School PK, 6-12	No	68%
<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	30%

## School Grades History

Year	2016-17	2015-16	2014-15	2013-14
Grade	C	C	B*	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 was approved by the Hernando County School Board on 1/9/2018.

## 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 Hernando High School

DA Region and RED	DA Category and Turnaround Status
Central - <a href="#">Lucinda Thompson</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

Leopard Pride in all things. Bring it!

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

We will graduate all students prepared to go to work or college.

#### 2. School Environment

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

Teachers have access to Performance Matters which allows them to view all current and historical school, district and state assessment data for each of their students. In addition, teachers are encouraged to spend time within the first two weeks of school getting to know their students through questionnaires and student-interest inventories. All teachers were directed to have whole-group discussions with each class to set expectations for respect: what it looks like, sounds like and feels like.

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

During the first week of school and at the beginning of each 9 weeks, students are shown a PowerPoint and presentation explaining the school-wide behavioral expectations and the zero tolerance for bullying expectations as part of our Positive Behavioral Support program. Faculty and students participate during Anti-Bullying week with activities as directed through the district. Along with administration and guidance, HHS has a School Resource Officer on campus throughout the school day. Students are encouraged to seek assistance from their assigned guidance counselors for personal and academic issues that interfere with overall academic and social success. Administration hosted grade level assemblies to review the school-wide expectations and inform the students of the various roles each administrator performs.

##### 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.

Hernando High School's behavioral system is centered around FL Positive Behavioral Support (FLPBS) and Response to Intervention Behavior(RTIB) as part of the Multi-Tiered System of Supports (MTSS) . The school has established behavioral expectations and consistent consequences as well as quarterly planned activities for positive reinforcement .

All teachers attend a training at the beginning of the school year regarding the procedures for PBS, the behavioral tracking forms and the consequences and rewards involved. Also, at the beginning of each 9 weeks, students will have the opportunity to review behavior expectations as well as the consequences and rewards and the sequential steps if an infraction occurs. As a result of positive behaviors, students can receive positive behavior reports for positive behavior or office discipline reports for negative behavior.

Teachers are afforded the opportunity to receive ongoing Professional Development regarding

student engagement. Teachers are also encouraged to go on Learning Walks. These walks are designed to allow teachers to observe one another and their respective teaching practice.

**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.**

Each student is assigned a guidance counselor and all ESE-identified students are assigned a case manager. In addition, students with 3 or more Early Warning System (EWS) indicators in 9th and 10th grade will be monitored through the MTSS committee and monitored at bi-weekly meetings. In addition, each administrator is assigned a grade level and will meet with students to support academic goals and progress that addresses EWS indicators.

Hernando High School has adopted the Peers as Partners in Learning Program. This course is designed to provide reciprocal academic and social benefits to students with disabilities and their peers without disabilities. Students enrolled in this course will learn and apply knowledge and skilled practices in the areas of academic engagement, communication, social barriers, leadership, problem solving, and other disability-related topics such as historical perspectives, inclusion, Universal Design for Learning, person-first language, presumed competence, social justice for minority populations, and media representation of diverse people.

**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.**

The school's early warning system identifies students at-risk for failure because of attendance, behavior, or academic achievement. Indicators are gathered from assessment data from Performance Matters, attendance data from TERMS, and behavioral data from RTIB and PLASCO. Students with attendance issues are identified from the previous year's data and become part of a group monitored by administration for patterns of non-attendance. Also, students with truancy issues are referred to the Child Study Team.

Administrators meet with assigned grade-level students personally as indicated by EWS data. Students at-risk academically, are placed in remedial classes when necessary and placed in designated study halls for additional tutoring. Data chats will take place during study halls between teachers/guidance/administration and students.

**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	82	91	85	66	324
One or more suspensions	0	0	0	0	0	0	0	0	0	31	10	24	13	78
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	86	61	57	25	229
Level 1 on statewide assessment	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**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	118	97	99	54	368

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

Students with two or more academic indicators are placed in a designated study hall for additional tutoring. Also, students scoring a Level 1 or 2 on state-wide reading assessments in ELA and math are placed in remedial classes to help support reading instruction. Students exhibiting behavioral issues that impede academic achievement are placed on Check in/Check out with a mentor/teacher and monitored weekly or daily. Students with three or more EWS indicators will be identified and monitored by the by the MTSS team that meets bi-weekly to monitor and review student data.

**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**

Hernando High School hosts a parent orientation during preschool to support the relationship with parents/guardians and the school. In addition, HHS hosts an annual informational elective night for incoming and current students regarding the elective opportunities available at the school. HHS also hosts a Dual Enrollment and Advanced Placement informational night for students interested in either program. HHS also hosts a Senior night. This night provides information regarding senior year, graduation, costs and requirements.

HHS continually utilizes Edline email, Twitter, Global Connect System, and an official district-supported Facebook page and mobile application to communicate with parents regarding school procedures and activities as well as the site-based marquee. Edline is available to parents for access to students' grades and direct communication to each teacher as well as receive current school and district news.

**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.**

HHS is involved with Kiwanis', Chamber of Commerce and the Rotary Club's leadership program by nominating students for their programs. HHS' administration supports and encourages these leadership programs by being involved in the informational sessions and the interview process.

The School Advisory Council meets monthly at the school and includes administration as participants.



During Homecoming week, the community becomes involved through sponsorship and/or participation in events and activities.

## 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
Booker, Leechele	Principal
Miller, Angela	Assistant Principal
Kavanagh, Loren	Teacher, K-12
Platt, Cheryl	Teacher, K-12
Fields, Lorenzo	Assistant Principal
O'Rourke, Dan	Assistant Principal
Davis, Susan	Dean

#### b. Duties

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

The administrative team oversees assigned instructional departments and is instrumental in weekly department meetings.

Administration conducts consistent walkthroughs and provides feedback to assist and facilitate best practices and instructional implementation of Comprehension Instructional Sequence, Gradual Release and Inquiry-based lessons.

Administration meets every other week with department chairs to discuss school-wide data and decision making. The school based leadership team (SBLT) meets every week to discuss and analyze data and make school-wide decisions.

**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.**

Hernando High School will use its 2017-18 differentiated Title II site allocation to support ongoing research-based professional development programs . Select Hernando High School teachers will also participate in district-wide Title II-funded professional development programs.

### 2. School Advisory Council (SAC)

#### a. Membership

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

Name	Stakeholder Group
Alison Pager	Student
Lori Sowers	Parent
Lecheele Booker	Principal
Matt Mulvaney	Parent
Corrine Ertl	Parent
Lorenzo Fields	Education Support Employee
Marney Soderquist	Business/Community
Joe Murphy	Parent
Betty Draper	Business/Community
Melody Whitaker	Education Support Employee
Janice Greene	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**

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 2016-2017 SIP's goals and data were reviewed at the 2017-18 first SAC meeting. SAC members were presented with school-wide data from the Florida State Assessments and participated in an open discussion. Feedback was received and applied to applicable sections of the SIP. SAC approved the SIP on 10/24/17.

*b. Development of this school improvement plan*

SAC members were allowed to provide us with their feedback and input about our performance from 2016-2017. Feedback was received and applied to applicable sections of the SIP. SAC approved the SIP on 10/24/17.

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

Duty hours for faculty members to update and maintain scholarship online resource: \$500  
 Test preparation small group instruction in ELA and Math: \$2,000  
 Specific math calculators for state assessment preparation: \$1,050  
 Collaborative planning between 9th and 10th grade teachers: \$1,000  
 Club Connect materials and resources for all participating teachers: \$1,000

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

Club Connect \$1,000 (2017-2018)

ACT Boot Camp \$750 (2017-18)  
 Algebra 1 Boot Camp \$1,000  
 FFA Convention

Calculators for Math Department \$650.00 (2014-15)

ACT Boot Camp \$750  
Algebra 1 Boot Camp \$1,000

**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
Miller, Angela	Assistant Principal
Booker, Leechele	Principal
Day, Kenneth	Teacher, K-12
Labelle, April	Teacher, K-12
Pugh, Danielle	Teacher, K-12
O'Rourke, Dan	Assistant Principal

**b. Duties**

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

The team will meet and plan activities aligned with literacy week. The team will head up a school-wide focus on content specific reading strategies. Maria Jorf, district secondary coach, has implemented close reading strategies, text marking and "What so what?".

**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.**

Throughout the year, HHS' administration will implement common planning for each discipline. In addition, departments meet by grade-level/discipline to plan lessons and common assessments.

Each week, teachers attend a professional development session during their planning. Department chairs meet with administration every other Monday and departments meet on those weeks to disseminate information.

The entire HHS faculty meets once a month.

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

No experienced teacher will be hired at Hernando High School who is not rated at least effective and holds certification in-field.

Administration provides strong and committed mentors for new teachers that will monitor progress, model lessons, and offer constructive feedback with continued support.

New teachers will attend a monthly meeting with the principal to address concerns.

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

All teachers new to Hernando High School, new to teaching, or are struggling are provided mentoring by a Clinical Educator Training (CET) peer. New teachers and mentors will meet weekly during the first 9 weeks to increase awareness of procedures at Hernando High School. Meetings will be monthly during the second and third 9 weeks, then as needed during the fourth 9 weeks.

New teachers will be paired with CET mentors with effective or better overall evaluations and implement best practices in the classroom.

## **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 ensures its core instructional programs and material are aligned to Florida's standards by providing high-quality professional learning experiences that help teachers understand the shift to the new Florida Standards that are more aligned to the Common Core Standards.

Participation in trainings on the Florida Standards in professional development will be coupled with teachers having regular and frequent, meaningful, data-informed discussions with their peers, coach, and mentor to support them in transferring new knowledge and skills to the classroom. Teachers will participate in facilitative plannings bi-weekly in which formative assessments will be peer-reviewed for adherence to the standards and monitoring of students achievement.

Administration will monitor Florida Standards implementation through the collection and fidelity of lesson plans and the implementation of those plans into instruction as observed through walkthroughs and monitoring assessments of focus ELA standards.

#### **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.**

Our school uses data to provide effective teaching which involves the integrated use of the Sunshine Connections/Portal to Exceptional Education Resources tool. This tool and data is utilized to improve student learning. It is an online teaching tool that assists in students' unique learning and achievement. The resources in this system afford our educators the ability to write our students' Individual Education Plan therefore meeting their diverse needs.

Instruction is modified by use of supplementary aids and services. Supports include aids, services and other supports that are provided in general education classes or other educational settings to enable students with disabilities to be educated with non-disabled students to the maximum extent

appropriate in the least restrictive environment. The students' Individual Education Plan ( IEP) is specific, projects date for initiation of services and the frequency, location and duration of such services, including, but not limited to, note taker, instructional materials in alternative format (e.g. large print books), extra time, highlighted work, behavior management and support plan, and test accommodations.

**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:** Extended School Day

**Minutes added to school year:** 2,952

Our school has implemented two study halls per week which are designed to help students acquire useful organization and study skills in a classroom setting. This time is used for remediation in all subject areas, particularly ELA/Mathematics.. In addition, tutoring is available three days a week in the core subject areas, or by student request.

**Strategy Rationale**

This will enable students to work quietly, get help as needed, improve grades, and utilize material effectively, which will increase academic credit and success. In addition to having time to complete assignments and study for other classes, students will also engage in organizational activities specifically focused on helping them develop good habits, make good decisions for themselves and ultimately take responsibility for their education.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Booker, Leechele, booker\_l@hcsb.k12.fl.us

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

The data will be collected through survey questionnaires, teacher dialogue, data chats, skill specific tutoring, homework completion, observations, and use of student data folders.

**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.**

Guidance counselors visit each 9th and 10th grade English classrooms to address graduation requirements and the college admission process and information. Guidance counselors begin meeting individually with students beginning in 9th Grade on an as-needed basis. Elective Extravaganza is held in the spring to display different Career and Technical Programs offered at HHS. Also, HHS hosts AP/Dual Enrollment night to appeal to our college-bound students. Counselors help students become familiar with and to choose classes to help them reach their future plans and goals.

Guidance counselors meet regularly with their assigned grade level.

Guidance implements individual credit checks for all students beginning in 11th grade continuing through 12th grade. Throughout the 12th grade year, guidance counselors meet with each student to monitor their progression toward graduation.

Each cohort is assigned an Assistant Principal to serve as an academic and behavioral support throughout the school year. Students with early warning issues are required to meet with their cohort administrator bi-weekly until the issue is resolved.

Also, assigned guidance counselors attend Child Study Meetings to address truancy and participate in the planning and goal setting for the student.

All cohorts are supported at the beginning of the school year by an administrative review of the school Code of Conduct by grade level. At this time students are introduced and welcomed by the particular administrative as well as the rest of the administrative team.

## **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.**

HHS offers several Career and Technical education courses that prepare students to successfully become Industry Certified prior to graduation allowing them to enter the workforce. These courses include hands-on instruction with real-world applications. Advanced Placement and Dual Enrollment courses prepare students for education beyond high school by increasing the academic rigor in a college-like classroom settings. Elective Extravaganza is held in the spring to display different Career and Technical Programs offered at HHS. Also, HHS hosts AP/Dual Enrollment night to appeal to our college-bound students.

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

All Career and Technical Programs offered at Hernando High School prepare students to become certified in at least one industry certification. The CTE programs and associated industry certifications are as follows:

- Administrative Office Specialist – Microsoft Office Bundle (MOS)
- Agritechnology – Certified Agriculture Technician (CAT)
- Allied Health Assisting – Certified Medical Administrative Assistant (CMAA)
- Automotive Maintenance and Light Repair – Florida Automotive Dealers Certification (FADA)
- Commercial Art – Adobe Photoshop, Adobe Illustrator
- Culinary Arts – ServSafe
- CyberSecurity
- Entrepreneurship – Adobe Flash, Adobe Photoshop, Adobe Dreamweaver
- Painting and Decorating – NCCER Painting 1,2,3
- Veterinary Assisting – Certified Veterinary Assistant (CVA)

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

Hernando High School Career and Technical teachers incorporate reading, language arts, writing and mathematical skills within their courses. Additionally there are two Career Academies, Veterinary and Agriscience Technology (VAST) and Allied Health Assisting, where teachers work collaboratively with core instructors to prepare integrated lessons. Several CTE teachers have become Next Generation Content Area Reading Professional Development (NGCARPD) certified and professional



development is offered through professional development/PLCs to all CTE teachers to promote improved instruction that incorporates core academic skills within the CTE classroom.

**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.**

Hernando High School offers a variety of strategies to improve student readiness for postsecondary education. In the fall of each school year, the district provides a College Night so that students in all grades may begin learning of the post secondary educational institutions and their programs available to them. All students in 11th grade take the Postsecondary Education Readiness Test (PERT) to determine readiness for post secondary education. Additionally the PERT is offered to underclassmen to determine eligibility for dual enrollment courses. For those who need additional instruction, College Readiness courses are offered in both Mathematics and English. During the spring of each year students are encouraged to enroll for Bright Futures eligibility and are provided information in order to successfully navigate applying for financial aid. Each year Pasco Hernando State College provides freshmen orientation on campus during the school day. Students in CTE courses who successfully earn industry certifications are made aware of the Statewide Articulation Agreements available to them. Both the SAT and ACT are offered throughout the year on the Hernando High School campus. Guidance Counselors hold a Dual Enrollment/AP Night to provide information to both students and parents regarding the opportunities to earn postsecondary credit while still a high school student. Guidance Counselors also provide individual counseling to assist students in their planning for post secondary education.

## 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.

Areas of Need: Effective Lesson Planning and Assessment Design to prepare students for state assessments, Teacher buy-in into student collaboration and student led lessons, achievement in the bottom quartile, authentic student engagement, student buy-in so that they might understand the importance of education.

Strengths: Rigor through AP and DE classes for high achieving students, Teacher buy-in into student protocol procedures



## 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.

Poor attendance, lack of differentiating during instruction, avoidance behaviors resulting in disciplines, ISS or detention.

## 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.** All staff will assist in improving student attendance through the implementation of student engagement strategies.
- G2.** All staff will improve student achievement through implementation of standards-based instruction.

## 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.** All staff will assist in improving student attendance through the implementation of student engagement strategies. 1a

G099119

**Targets Supported** 1b

Indicator	Annual Target
Attendance rate	94.0

**Targeted Barriers to Achieving the Goal** 3

- Parent Involvement
- Lack of Student engagement in extra curricular activity is low.

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

- Club Connect
- Peer Inclusion Team (PIT Crew)
- Increase student participation at school/community events.
- Student mentors for high risk elementary students (Brooksville ES & Moton ES)
- Sprint 1 Million Project

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

School-wide Attendance Data

**Person Responsible**

Leechele Booker

**Schedule**

On 5/30/2018

**Evidence of Completion**

A weekly report is printed and disseminated to the Administrative Team and discussed at the Site Based Leader Team.

**G2. All staff will improve student achievement through implementation of standards-based instruction. 1a**

G099120

**Targets Supported 1b**

Indicator	Annual Target
FSA ELA Achievement	41.0
Algebra I EOC Level 3	45.0

**Targeted Barriers to Achieving the Goal 3**

- Teachers lack experience in developing effective lesson plans/assessments that fully utilize the Florida Assessment Standards

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

- Collaborative planning to design instruction and monitor Progress Monitoring Reporting Network (PMRN) data for instructional implications.
- Support through professional development and peer observations and review of standards' assessments.
- SAC Funding for ACT, SAT and FSA ELA tutoring/review Boot Camps after school.
- Collaborative planning for 9th and 10th grade teachers to provide cohesive instruction and assessments through other subject matters.
- The Secondary Reading and Math Coach provide constructive feedback and support to the teachers on students formative assessments as well instructional practices.

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

Walkthroughs in classrooms looking for best instructional practices based on tiered support

**Person Responsible**

Leechele Booker

**Schedule**

Weekly, from 8/21/2017 to 5/18/2018

**Evidence of Completion**


The collection of observation data for implementation of best instructional practices. Quarterly review of lesson plans will reveal utilization of the Florida Assessment Standards.

## 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.** All staff will assist in improving student attendance through the implementation of student engagement strategies. **1**

 G099119

**G1.B1** Parent Involvement **2**

 B266845

**G1.B1.S1** We will utilize Big Mouth, District App, School FaceBook and website to make more parents aware of the activities that are taking place on our campus. **4**

 S282750

### Strategy Rationale

To provide parents with as many avenues as possible to be able receive information about their child's school and our activities that have been planned for the school year.

### Action Step 1 **5**

We will have sign-in sheets to monitor the number of parents who attend.

#### Person Responsible

Leechele Booker

#### Schedule

Monthly, from 8/10/2017 to 5/25/2018

#### Evidence of Completion

**G2.** All staff will improve student achievement through implementation of standards-based instruction. 1

G099120

**G2.B4** Teachers lack experience in developing effective lesson plans/assessments that fully utilize the Florida Assessment Standards 2

B266851

**G2.B4.S1** Teachers will continue to participate in a professional community that meets weekly to unpack the FSA standards and review lesson plans and assessments for fidelity of the standards by sorting students' work and identifying areas of weakness, strengths and the need for reteaching if necessary. 4

S282757

**Strategy Rationale**

As teachers become more familiar with the standards and unpacking them, they will become more successful at fully implementing them within their lesson plans and assuring that designed assessments are adequately assessing the appropriate skills to monitor proficiency of grade-level standard competency and can further design lessons to identify areas in which students may need reteaching for mastery.

**Action Step 1** 5

During planning teachers will unpack standards and create common formative assessments.

**Person Responsible**

Leechele Booker

**Schedule**

Biweekly, from 8/21/2017 to 5/18/2018

**Evidence of Completion**

Administration will collect common formative assessments and the implementation data.

**Plan to Monitor Fidelity of Implementation of G2.B4.S1** 6

During planning teachers will unpack standards and create common formative assessments.

**Person Responsible**

Leechele Booker

**Schedule**

Biweekly, from 8/21/2017 to 10/12/2017

**Evidence of Completion**

Administration will collect common formative assessments and the implementation data.

**Plan to Monitor Effectiveness of Implementation of G2.B4.S1 7**

During planning teachers will unpack standards and create common formative assessments.

**Person Responsible**

Leechele Booker

**Schedule**

Biweekly, from 8/21/2017 to 10/12/2017

***Evidence of Completion***

Administration will collect and review formative assessment and implementation data. In addition, administration will follow up with the collection of evidence of necessary reteaching as a result of identified teaching implications.



## 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>					
G2.B4.S1.MA1 M414580	During planning teachers will unpack standards and create common formative assessments.	Booker, Leechele	8/21/2017	Administration will collect and review formative assessment and implementation data. In addition, administration will follow up with the collection of evidence of necessary reteaching as a result of identified teaching implications.	10/12/2017 biweekly
G2.B4.S1.MA1 M414581	During planning teachers will unpack standards and create common formative assessments.	Booker, Leechele	8/21/2017	Administration will collect common formative assessments and the implementation data.	10/12/2017 biweekly
G2.MA1 M414582	Walkthroughs in classrooms looking for best instructional practices based on tiered support	Booker, Leechele	8/21/2017	The collection of observation data for implementation of best instructional practices. Quarterly review of lesson plans will reveal utilization of the Florida Assessment Standards.	5/18/2018 weekly
G2.B4.S1.A1 A381517	During planning teachers will unpack standards and create common formative assessments.	Booker, Leechele	8/21/2017	Administration will collect common formative assessments and the implementation data.	5/18/2018 biweekly
G1.B1.S1.A1 A381514	We will have sign-in sheets to monitor the number of parents who attend.	Booker, Leechele	8/10/2017		5/25/2018 monthly
G1.MA1 M414575	School-wide Attendance Data	Booker, Leechele	8/14/2017	A weekly report is printed and disseminated to the Administrative Team and discussed at the Site Based Leader Team.	5/30/2018 one-time

## V. Professional Development Opportunities

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

**G2.** All staff will improve student achievement through implementation of standards-based instruction.

**G2.B4** Teachers lack experience in developing effective lesson plans/assessments that fully utilize the Florida Assessment Standards

**G2.B4.S1** Teachers will continue to participate in a professional community that meets weekly to unpack the FSA standards and review lesson plans and assessments for fidelity of the standards by sorting students' work and identifying areas of weakness, strengths and the need for reteaching if necessary.

### **PD Opportunity 1**

During planning teachers will unpack standards and create common formative assessments.

#### **Facilitator**

Burback, Jones, Moon, Cabrera

#### **Participants**

Instructional Staff

#### **Schedule**

Biweekly, from 8/21/2017 to 5/18/2018

## 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	We will have sign-in sheets to monitor the number of parents who attend.	\$0.00
2	G2.B4.S1.A1	During planning teachers will unpack standards and create common formative assessments.	\$0.00
<b>Total:</b>			<b>\$0.00</b>