

VOA High School: 2018-19 School Improvement Plan

Every school in Minneapolis Public Schools is required to develop, implement, and monitor a school improvement plan (SIP). The following plan sets the goals that our school community is working to achieve and identifies the specific strategies or activities that will help us reach those goals together. If you have questions or comments about our improvement plan, please reach out using our main telephone number listed below.

SCHOOL INFORMATION

School Name: VOA High School
School Number: 419
Grades Served: 9th Grade - 12th Grade
Principal: Wendy Smith
Phone: (612) 375-0700
Fax: (888) 657-3562
Street Address: 924 19th Ave S, Minneapolis, MN 55404

School staff involved in SIP planning or progress monitoring:

Morgan Shaffer, Teacher
Jo Abraham, Teacher
Sonal Redd, Dean
Wendy Smith, Director
Elizabeth Butterfield, Teacher
Johnny Hedgepeth, Teacher
Kris Bulander, Teacher
Keyshonna Bell, Student
Bri Sauter, Counselor
Nikki Kaul, SSW
Martha Williams, SERT
Alex Gray, Teacher
Nicholas, Mattsson
Rachael Dee, Youth Employment Specialist

Other staff, families, or community members involved in SIP planning or progress monitoring:

Kate Ronald, Community Member
Phillip Xiong, Community Member
Katie Perzel, School Staff

SCHOOL IMPROVEMENT GOALS

Together, our school is working to achieve the following goals.

Reading Achievement goal: By 2019 the 10th grade students meeting MAP growth targets in Fall to Spring measure (MAP Growth Reading) for All Students will increase from 50% to 75%.

Reading Achievement goal: By 2019 the 11th grade students placing prep or ready level on the Accuplacer Reading Comprehension Component for All Students will increase from 63% to 70%.

Math Achievement goal: By 2019 the 10th grade students meeting MAP growth targets in Fall to Spring measure (MAP Growth Math) for All Students will increase from 50% to 75%.

Math Achievement goal: By 2019 the 11th grade students placing prep or ready level on the Accuplacer Mathematics Component for All Students will increase from 84% to 90%.

Math Achievement goal: By 2019 the 12th grade students placing college ready level on the Accuplacer Mathematics Component for All Students will increase from 35% to 40%.

Attendance goal: By 2019 the Average percent daily attendance for CE10th and 11th grade students will increase from 66% to 71%.

School Climate goal: By 2019 the Retained 12th grade students enrolled on or before October 1st through June 31 2019 for 12th grade students will increase from 48% to 58%.

Graduation goal: By 2019 the Four-year graduation rate for All Students will increase from 25% to 30%.

Graduation goal: By 2019 the Credit eligible senior graduation rate for All Students will increase from 31% to 50%.

Reading Achievement goal: By 2019 the 12th grade students placing college ready level on the Accuplacer Reading Component for All Students will increase from 25% to 30%.

SCHOOL IMPROVEMENT STRATEGIES

To reach our school improvement goals, we will utilize the following evidence-based strategies.

Promote future orientation by creating daily, designated time and space for college a

Description: A new FOCUS period will provide the flexibility for promoting student choice and providing a multitude of experiences which are designed to lead students to post high school success. It will be an expanded advisory opportunity with opportunities for enrichment, recovery, SEL and College & Career skill development. All VOA HS staff will target this period to provide experiences which support students' learning and personal growth.

We have selected this strategy for the following reasons: Our comprehensive needs assessment allowed staff to identify challenges that have contributed to lack of engagement, poor academic performance and increase in student anxiety and work avoidance. Our goal is to increase the number of motivated learners through more hands-on career opportunities, improving our culture of learning, developing realistic expectations for post-secondary options, using partnerships to get our students a wider range of experiences (especially in Science and Math fields), and focusing upon the possibility of college experiences that are manageable with limited outside supports. All

SIP goals have the potential to be impacted positively by this strategy as it will help define end goals which motivate students to earn their high school diploma.

Focus for 2018-19: This school year, we will focus on the following core components of this strategy:

- Identifying and engaging local partners that may provide our students with diverse and real-world experiences in core academic areas.
- Content for delivery during FOCUS period: Identifying SEL education models for delivery to students in a regular cycle. Working with colleges, universities and trade programs to bring in informational sessions or take students to an on-campus experience. Cultivate Math and Science rich programming for on or off-site experience

Implementation of School-wide PBL

Description: Continuation of the strategy from SY18, we are dedicating our second year to continued conversations regarding standards-based grading, developing a universal toolbox of templates, mini lessons, online organization systems and promoting expert level student use of the Project Foundry student interface page. Staff at VOA continue to collaborate and create necessary digital information libraries as the BIE PBL gold standard gradually becomes embedded in our practice.

We have selected this strategy for the following reasons: PBL programming was piloted two years ago with half of our student body and was well received by students. This programming has allowed us the flexibility to serve students in a personal way. PBL encourages the development of self-management skills and allows students to take the lead in their own education. Students have gone from a sense of having things happen to them to making things happen for themselves. A challenge for our school, especially because many of our students are of an age that they are choosing to come to school and not required by law to attend, has been engagement, attendance and building of critical, transferable skills. PBL is a solution for all of these concerns and PBL will support all SIP goals.

Focus for 2018-19: This school year, we will focus on the following core components of this strategy:

- Time and space within each school week for collaboration, communication, education and problem solving.
- PBL continuing education for all VOA HS staff.
- Project Foundry project management tool.
- Non-consumable tools and supplies.

Supply students with a variety of motivating access points to mathematics by relating

Description: Math classes scheduled in blocks will allow time for the introduction of career and technical applications for core content math skills being acquired by students. Math classes will provide a holistic approach, tying standards to real world application. Partnerships will be utilized to get students out into job environments where math skills are required and experts will be invited in to

discuss their careers and training with students. A variety of processes, projects, products and programming will allow for all students to connect math skills to future possibilities for career and college.

We have selected this strategy for the following reasons: MCA math results for 11th grade students showed there is work to be done. Students have many gaps to fill and keeping students engaged for enough time to fill those gaps requires heroic efforts. Students at VOA HS performed well on the Accuplacer (mathematics) and this has inspired a new attempt at engaging students in meaningful, relevant work in the math classroom. Getting to know how to extract more data from the Accuplacer results so we can help students gain skills in identified areas is critical. Showing them reasons to persevere and gain skills is just as critical. Supports Math goals for 10-12th grade students and graduation, climate and attendance goals.

Focus for 2018-19: This school year, we will focus on the following core components of this strategy:

- Increase experiential learning related to math curriculum to help student explore applications of math skills and tie skills to future potentiality.
- Increasing the variety of curriculum delivery, and including applied math into weekly lessons.
- Investigating ACCUPLACER for depth of information from results.

Promote Literacy in all content areas at VOA HS through the use of a

Description: Licensed ELA teacher will use .5 of the school day to cooperatively work with teachers to develop a literacy focus for their lessons. She will introduce relevant strategies, observe their use in the classroom, co-plan for effective integration and serve as a student interventionist.

We have selected this strategy for the following reasons: Supports SIP Reading goals for 10th - 12th grade and graduation goals. We are working to see increases in students' MCA, MAP, ACT reading scores. This strategy will impact reading comprehension for all students in all content classes by providing direct and personalized support for current student body and staff, recognizing and addressing priority needs in real time.

Focus for 2018-19: This school year, we will focus on the following core components of this strategy:

- .50 Literacy Lead to support teachers and learning in the classroom.
- Education regarding classroom literacy strategies and student work evaluation.

PROGRESS MONITORING

Throughout the year, teams of administrators, teacher leaders, and other staff will track how we're doing with putting our school improvement strategies into place to improve student outcomes and achieve equity.

We will use best practices from implementation science to ensure we're successfully completing each step of the installation and implementation process. As we work through this process with each of our strategies, we'll set a goal for what successful implementation looks like, and we'll make sure we're giving staff the

training, resources, and support they need to meet that goal. We'll check in on a regular basis with whether we're meeting those goals and will communicate out our progress to our staff and larger school community.

At the end of the year, we'll complete an Annual Evaluation to reflect on how we did with implementing our school improvement strategies, which will include looking at student outcome data to see if we're making progress toward achieving our school improvement goals.

If we determine that our school improvement strategies or improvement process is not helping us make progress toward our goals, we will work with our stakeholders to change course, because we are always striving to make sure that every student in our school is successful.

VOA High School: 2018-19 Family Involvement Plan

We need the help of our families to reach our school goals for student success and achievement. Below is our plan for how we'll meaningfully engage families in equitable and accessible ways during the 2018-19 school year. There are specific goals we'll work to achieve and ways we plan to achieve each goal listed below.

This plan was developed in partnership with families and approved on .

Please reach out to wendy smith, at wsmith@voamn.org or 6123750700 if you have questions about the opportunities below or want to provide feedback on this plan.

All families feel welcome in our school and have equal access to opportunities to be involved in their students' education

- Host the following community-building and cultural events:
 - * Latino Heritage Supper on 10/16/2018
 - * Native American Family Breakfast on 12/4/2018
 - * African American Family Supper on 2/14/2019
 - * Student Cultural Fair on 3/14/2019
 - * Graduation Celebration on 6/7/2019
- Notify all families of how to get involved in the events listed on this plan, how to access school staff, and how they can volunteer, through:
 - * Updates to school calendar on our website
 - * School newsletter
 - * Phone calls
 - * Updates to social media
- Accommodate all families by providing the following:
 - * Interpreters at meetings
 - * Translated documents
 - * Multiple meeting dates and times
 - * Transportation where needed

All families are informed of the steps our school is taking to improve student outcomes and achieve equity.

- Host our annual State of the Schools (Title I Night) on 10/16/2018 at 4-7 PM, which will:
 - * Inform families of the requirements and benefits of being a Title I School
 - * Inform families of their right to be involved in Title I programming
 - * Inform families about state standards, our school's curriculum, and the assessments their students will take this year
 - * Give families an overview of the goals and strategies in our School Improvement Plan (SIP)
- Post a family friendly version of our School Improvement Plan (SIP) on our website
- Send a letter home letting families know if we are designated by the state for support and improvement

Families will play an important role in developing our School Improvement and Family Improvement plans, and will provide valued input on how we spend our resources.

- Get family input on our school improvement plan in May
- Get family input on our family involvement plan in May

- Get family input on how we use our resources to support student achievement in May
- Host regular Site Council meetings on Quarterly
- Families will be notified via social media, phone-call and school newsletter about quarterly meetings.

All school staff members, families, and students understand the important role they each play in making sure students achieve success at our school.

- Create a School-Parent-Student Compact, which is an agreement on the role each person will play to make sure the student is successful
- Get family input on our School-Parent-Student Compact in May
- Share our School-Parent-Student Compact with families by:
 - * Sharing it with families on our website
 - * Sharing it with families in our handbook
 - * Using it at Parent-Teacher conferences (required for elementary grade levels)

All families understand how to support their students' academic achievement.

- Help families understand our school curriculum, state standards, assessments their students take, and how we measure student achievement and success at:
 - * Fall Conferences on Fall Conferences
 - * Fall Conferences on Fall Conferences
 - * Winter Conferences on Winter Conferences
 - * Winter Conferences on Winter Conferences
 - * Senior Graduation Meeting on Senior Graduation Meeting
- Also, help families understand our school curriculum, state standards, assessments their students take, and how we measure student achievement and success by:
 - * All Advisory teachers notify their students' families about academic concerns and news. The VOA HS guidance counselor stays in contact with families regarding timeline to graduation and requirements.
 - * Information about when testing occurs is posted on our website and is available in our welcome/registration folders.
 - * Our quarterly school newsletter typically contains testing information.
- Host the following academically-focused family events:
 - * Quarter 1 PBL Share on 2018-10-30
 - * Quarter 2 PBL Share on 2019-01-22
 - * Quarter 3 PBL Share on 2019-03-26

All staff will be trained on how to effectively partner with families.

- Provide professional development to our staff on the following topics:
 - * Equity and Inclusion
 - SEL education and outside of school wrap-around supports for students