



**MINNEAPOLIS
PUBLIC SCHOOLS**
Urban Education. Global Citizens.

School Improvement Plan, 2021-22

School Information	
School:	VOA High School
Principal:	Wendy Smith
School Year:	2021 - 2022
Introduction to the SIP/School Profile	VOA High School, a Minneapolis Public Schools Contract Alternative program, serves students working to gain their high school credential in 4, 5, 6 or 7 years. VOAHS's largest enrolled cohort is comprised of seniors who range in credit-readiness and are navigating multiple barriers to their school success. At VOA High School we recognize that the pathway to success is an individual one and the measurement of growth, both personal and academic is just as individual. Students at VOA not only receive instruction and academic supports from teachers licensed in their field of study, VOA HS provides a wide array of student support services, a flexible schedule, an independent study program and ample extended learning opportunities so all students may reach their diploma in a timeline that suitable for them.

Mission & Vision	
School Mission Statement	Volunteers of America Minnesota's mission is to help people build hope, resilience and well-being in their lives. VOA High School's mission is to serve the whole student to support individual growth.
School Vision Statement	VOAMN envisions communities in which all lives are uplifted. Our organization prioritizes the values of compassion, respect and integrity. VOA High School envisions every student becoming actively involved in their education, their school, their community and, above all, their own success.

School Improvement Goals

Focus Area	Measure	Group	Baseline	Goal	Percentage Point Increase	Rationale (optional)
Literacy	Enter Measure on Goals Tab	ESL students, All students	Enter Baseline on Goals Tab	Enter Goal on Goals Tab	0%	
Literacy (Optional)					N/A	

Literacy (Optional)					N/A	
Advanced Academics	<i>Enter Measure on Goals Tab</i>	All students	Enter Baseline on Goals Tab	Enter Goal on Goals Tab	0%	
Advanced Academics (Optional)					N/A	
Climate	<i>RETENTION: By June of 2022, the number of 12th grade students enrolling before Oct 1 who are still enrolled or graduated by the end of the academic year will be 83% or higher AND the percentage of 10th and 11th grade students enrolling before October 1st who are still enrolled by the end of the academic year will increase from 0 to 25% (10th grade) and will be 86% or higher (11th grade-sustaining rate)</i>	All students in 10th, 11th and 12th grade cohorts	12th 83%, 11th 86%, 10th 0%	12th 83%, 11th 86%, 10th 25%	12th sustain, 11th sustain, 10th 25%	VOA High school was identified for graduation rate in 2017/2018 and after a comprehensive needs deep dive, staff identified school engagement as the most impactful area we could address to see more students graduate and less drop-out. The increase in retention rates was planned over three years. We made significant gains during SY 21 and tried some new strategies during Distance Learning. We are looking to sustain our retention rates for this in-person year.
Climate (Optional)		N/A		N/A	N/A	
Family Engagement	<i>By June of 2022 100% of VOA families will be provided with a personalized opportunity to provide feedback to the school.</i>	Every student's family/supporting adults	Not measured	100%	100%	We communicate every three weeks with students' families regarding student academic progress and any other concerns that may arise. Many times the communication is in the form of notifications and not an exchange. Since we have low turnout at family events and SIP events, an intentional, formalized survey given to families by staff may provide more of a picture of what families need from the school.
Family Engagement (Optional)				N/A	N/A	

Other (optional)	GRADUATION: The Four-year graduation rate for all students will increase from 5.3% in 2017 to 35% in 2022 and the Seven-year graduation rate for all students will increase from 48.6% for the 2014 cohort to 78% in 2022 for the 2019 cohort.	All students	4 yr 5.3%, 7 yr 48.6%	4 yr 35%, 7 year 78%	VOA High school was identified for graduation rate in 2017/2018 and after a comprehensive needs deep dive, staff identified several research based strategies that we felt would improve our schoolwide decision making and practices. VOA students' math scores on MCA, ACT and Accuplacer showed pre-algebra skill building was needed and more real world classroom content plus school to future connections were also identified needs. Because last year was a mostly a remote learning year and our graduation goals were moved forward to a 2022 completion, we plan to stick with these goals but edited some of the strategies based on staff and student feedback from last year.
Other (optional)					N/A

School Improvement Strategies	
Strategy Name:	Enter Strategy Name on Strategies Tab
Aligned Goal Focus Area	Optional: Additional Aligned Goal Focus Area
Climate	Other
Strategy Name:	Enter Strategy Name on Strategies Tab
Aligned Goal Focus Area	Optional: Additional Aligned Goal Focus Area
Climate	Other
Strategy Name (Optional):	
Aligned Goal Focus Area	Optional: Additional Aligned Goal Focus Area
Family Engagement	Family Engagement
Strategy Name (Optional):	
Aligned Goal Focus Area	Optional: Additional Aligned Goal Focus Area
Other	Literacy
Strategy Name (Optional):	Literacy
Aligned Goal Focus Area	Optional: Additional Aligned Goal Focus Area
Other	Advanced Academics

Family Engagement Plan (FEP), 2021-22

School Information	
School:	VOA High School
Principal:	Wendy Smith
Family Liaison:	Somali Speaking Families-Farhiyo Mohamed, Spanish Speaking Families-Olga Santoyo, Jenifer Owens, Wendy Smith
Family Liaison Phone Number:	612-375-0700
Family Liaison Email Address:	Farhiyo.Mohamed@voamn.org, Olga.Santoyo@voamn.org, Jennifer.Owens@voamn.org, wsmith@voamn.org
This plan was developed in partnership with families and approved on:	October 20th, 2021
Introduction to the Family Engagement 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 2021-22 school year. There are specific goals we'll work to achieve and ways we plan to achieve each goal listed below

Mission & Vision	
School Mission Statement	Volunteers of America Minnesota's mission is to help people build hope, resilience and well-being in their lives. VOA High School's mission is to serve the whole student to support individual growth.
School Vision Statement	VOAMN envisions communities in which all lives are uplifted. Our organization prioritizes the values of compassion, respect and integrity. VOA High School envisions every student becoming actively involved in their education, their school, their community and, above all, their own success.

Family & Community Voice and Engagement	
How family & community voices are gathered at our school	Student voice is gathered by allowing students to preview and provide feedback on PBL topics ahead of each quarter's start. Students choose projects and how to demonstrate mastery in PBL classes. Students will evaluate courses, teachers and process when each quarter concludes and this will inform teacher end of year performance reviews. VOA students will participate in a school-specific student survey, mid-year. VOA has a suggestion box positioned in the main office of the building and there is a printed and public request for suggestions from students weekly on our Focus informational slide presentation. Families have the opportunity to provide feedback twice formally during VOA Fall and Winter Conferences, at anytime throughout the school year, via a family survey that will be distributed to families in multiple languages and formats.
The primary challenges/areas of need identified by families and community members at our school	Student safety outside of school building, attendance flexibility needed for students due to work and home obligations, Continuing communication in home language, understanding student academic expectations.
The primary hopes and aspirations identified by families & community members at our school	VOA High school is welcoming, flexible, offers a safe space and get students to their graduation goal.

Family Engagement Goals					
Focus Area	Measure	Baseline	Goal	Percentage Point Increase	Rationale (optional)
Family Engagement	By June of 2022 100% of VOA families will be provided with a personalized opportunity to provide feedback to the school.	Not measured	100%	100%	is in the form of notifications and not an exchange.
Family Engagement (Optional)			N/A	N/A	

Family Engagement Strategies	
FEP Strategy Name	All families feel welcome in our school and have equal access to opportunities to be involved in their students' education
We will host the following community-building and cultural events this year:	Native American Student and Family appreciation event or activity: November 23, 2021, African American Student and Family recognition dinner/event: February 22, 2021, Latina and Latino Heritage recognition and activity day: May 13, 2022, PBL Quarterly Shares at which students' Project Based Learning public products are on display: November 12, 2021, February 4, 2022, April 11, 2022. VOA graduating senior event: 4th quarter, date and time TBD. VOA HS Graduation and End of Year Celebration: June 9th, Murphy Square Park.
We will notify families of how to get involved in the events listed on our FEP, how to access school staff, and how to volunteer through:	VOA HS uses School Messenger to notify families and students via Friday updates of school information, and upcoming events. Messages are sent home in Spanish, English and Somali. Personal calls are made by teachers and support staff to students and families with progress updates every 3 weeks as well as important event information. VOA High School has a webpage (https://www.voamnwi.org/voa-high-school) in which all calendars, newsletters and important school resources can be found. VOA High School issues a newsletter (the Family Informer) after each quarter ends and mails it home as well as publishes it on the schools website. The newsletter is published in 3 languages. VOA High School has an active Instagram (VOAfire) and Facebook page (VOA High School) that students and families may access. VOA School offers bilingual staff so any communication happening during the school day can be done in their home language. Upon enrollment, new students and families are given current contact information for all teachers, office and support staff. Formal conferences are held once a year and school information is available to families at this time.

We will ensure all families can participate by providing the following:	VOA High School invites families and their children to all public events. Somali and Spanish interpreters are available at all events and meetings. This year, VOA HS is offering both virtual and in-person options for families when events are hosted. VOA HS provides transportation to families upon request.
FEP Strategy Name	All families are informed of the steps our school is taking to improve student outcomes and achieve equity
(Title I Schools) We will host our annual State of the School (Title I) meeting on:	During Fall and Mid-year, Winter conferences, families are presented with Title I information, given a state of the school presentation that is also posted on the website
We will inform families of the steps our school is taking to improve student outcomes and achieve equity through:	VOA High School will share programmatic steps we are taking to improve students success via formal conferences 2x per year, quarterly newsletters, public postings on social media, 3 week progress updates delivered personally by staff, on the VOA education website and during family meetings that occur regularly throughout the year.
FEP Strategy Name	Families will play an important role in developing our School Improvement and Family Engagement plans, and will provide valued input on how we spend our resources.
We will get family input on our School Improvement Plan for next year in:	VOA HS uses the Fall Title 1 presentation time to seek feedback and make adjustments for the current year's SIP as this event draws the highest amount of family involvement at VOA. VOA HS students and families will be surveyed for feedback throughout the year, regarding improvement measures. In early May, a formal meeting will be held to seek specific feedback on next year's SIP draft. Virtual, in-person and emailed feedback will be invited.
We will get family input on our Family Engagement Plan for next year in:	VOA HS uses the Fall Title 1 presentation time to seek feedback and make adjustments for the current year's FEP as this event draws the highest amount of family involvement at VOA. VOA HS students and families will be surveyed for feedback throughout the year, regarding improvement measures. In early May, a formal meeting will be held to seek specific feedback on next year's FEP draft. Virtual, in-person and emailed feedback will be invited.
We will get family input on how we'll use our resources next year to support student achievement and engage families in:	Enter the month you will get family input on how to use your resources next year to support student achievement and engage families. Note, this activity usually take place in the spring, as schools develop their budgets and plans for the following school year.
We will host regular Site Council meetings on:	SIP and FEP reviews will be held quarterly on VOA PBL Share dates directly after the event: November 12, 2021, February 4, 2022, April 11, 2022.
FEP Strategy Name	All school staff members, family members, and students understand the important role they each play in making sure students achieve success at our school.
(Title I Schools) We will get family input on our School-Family Compact for next year in:	VOA HS uses the Fall Title 1 presentation time to seek feedback and make adjustments for the current year's school compact as this event draws the highest amount of family involvement at VOA. VOA HS students and families will be surveyed for feedback throughout the year, regarding compact criteria. In early May, a formal meeting will be held to seek specific feedback on next year's compact draft. Virtual, in-person and emailed feedback will be invited.
(Title I Schools) We will share our School-Family Compact with families by:	VOAHS's Success Compact will be shared with families in 3 languages in the following ways: 1) Mailed home with SIP family friendly goals in the quarterly newsletter mailing 2) Posted on the school's website with Family Friendly SIP goals 3) Available in the school's welcome folder for new families 4) Available in the school office in flyer format with SIP family friendly goals 2) Included in state of the school presentation during Family conferences in October.
FEP Strategy Name	All families understand how to support their students' academic achievement.
At the following events, we will help families understand our school curriculum, state standards, assessments their students take, and how we measure student achievement and success:	VOA helps families understand our school curriculum, state standards, assessments their students take, and how we measure student achievement and success in the following ways: October 19th and 20th Family Conferences, February 22nd Family Conferences, at regular student and family support meetings held throughout the year, via communication from teachers and support staff to families at the end of each 3 week progress period. Families are notified of required state assessments, the measures they produce and how we utilize the data at the outset of each test window. All testing outcomes are shared with families by the school's Academic Manager and Guidance Counselor. Public PBL shares give families an opportunity to see how students are mastering the state standards.
In addition to the events above, we will also help families understand our school curriculum, state standards, assessments their students will take, and how we will measure student achievement and success in the following ways:	Teachers and support staff at VOA High School communicate with families throughout the year upon request and proactively to keep students on a path to success. VOA High School has always invited regular communication for the purpose of transparency in regard to students academic expectations and outcomes. Printed reports and Continual Learning Plans are visually descriptive and engaging to make sure Families and students are able to access and understand credit requirements and how students are meeting them.
We will host the following academically-focused family events:	Native American Student and Family appreciation event or activity: November 23, 2021, African American Student and Family recognition dinner/event: February 22, 2021, Latina and Latino Heritage recognition and activity day: May 13, 2022. PBL Quarterly Shares at which students' Project Based Learning public products are on display: November 12, 2021, February 4, 2022, April 11, 2022. VOA graduating senior event: 4th quarter, date and time TBD. VOA HS Graduation and End of Year Celebration: June 9th, Murphy Square Park. All family events will provide opportunities for families to hear about school improvement efforts, school programmatic and supports and student progress.
FEP Strategy Name	All staff will be trained on how to effectively partner with families.
We will provide professional development on family engagement to our staff on the following topics this year:	Parent panel session for staff to ask questions about how to communicate, when to communicate and best forms of communication.
FEP Strategy Name	(Optional) Add your own Family Engagement Plan Strategy
We will achieve this FEP goal in the following ways:	Our additional FEP strategy statement, not already included in the goals above: