



MINNEAPOLIS
PUBLIC SCHOOLS
Urban Education. Global Citizens.

School Improvement Plan, 2022-23

All schools should download this tab and add it to their website.

School Information

School:	VOA High School
Principal:	Wendy Smith
School Year:	2022-2023
Introduction to the SIP/School Profile	VOA High School, is a Minneapolis Public Schools Contract Alternative Program, serving students working to gain their high school credential in 4, 5, 6, 7 and sometimes 8 years. VOAHS's largest enrolled cohort is comprised of seniors who have varying amounts of credit 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 is suitable for them and their reality.

Mission & Vision

School Mission Statement	Volunteers of America of 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 and 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

Strategic Plan Area	3-Year SMART Goal	School Year 2022-23 SMART Goal	Rationale	End of Year Result of SMART Goal

<p>Goal 1: Academic Achievement</p>	<p>The 4-year graduation rate for all students will increase from 13.75% in 2022 to 31.75% in 2025 (6% points per year).The 7 year graduation rate for all students will increase from 40.51% in 2022 (for 2019 cohort) to 55.55% in 2025 (for 2022 cohort)</p>	<p>Credit earning by male students enrolled on or before October 1st will increase from .78 (average per quarter SY 22) to 1.0 (average per quarter SY 23) * includes all extended learning. Credit earning by all students enrolled on or before Oct 1 will increase from .34 (average per quarter SY 22) to .75 (average per quarter SY 23) *core day only</p>	<p>The TNA revealed that core school day credit earning (mastery of content) is less successful than extended, short burst opportunities. This has challenged us as as a school to examine what students are experiencing during the core day that makes credit earning lower and classes less engaging. Setting a goal to increase core day earning will increase graduation rates, especially for our 5, 6,7 and 8 year grads. Pulling out and working an increased measurement for the highest student population we serve, black male students, will allow us to make sure these students have additional supports to make the same gains as other students.</p>	
<p>Goal 2: Student Well-being</p>	<p>"</p>	<p>100% of enrolled students will have an SEL component scheduled as part of their regular school day via VOA High School advisory (Focus class). 75% of students currently enrolled will participate in the fall administration of the Search Institute Developmental Relationship Survey.</p>	<p>Data from the Fall 2022 Search Institute Developmental Relationship survey revealed some weaknesses our students possess around academic motivation and leadership. We plan to use advisory (Focus) more robustly to positively impact these areas with concrete strategies during the regular school day.</p>	
<p>Goal 3: Effective Staff</p>		<p>100% of VOA High School teaching staff will increase effectiveness during PBL instructional blocks by June 2023 through teacher education and increased facilitation of diverse learning experiences.</p>	<p>To support increased credit earning for students during the core day, teacher actions must pivot from an abundance of Direct Instruction to more engaging, hands on methods that are relevant to students' lives and futures. Teacher professional development and supported expectations around bringing community experts into the classroom will create classrooms where learning is happening in a different way.</p>	

Goal 4: School and District Climate		For SY 23, VOA High School will design and implement a Parent and Student Advisory with 25% of enrolled students and/or family members to provide feedback, review policies, improvement plans and increase family participation in school events.	Student and family voice has been previously managed at VOA HS around individual student issues and progress meetings and while this has been a relationship builder and effective, it has not provided opportunities for students and their families to create a community at our school. This initiative is a long time coming and has its own challenges due to high turnover and taxed, working families with restrictive schedules.	
-------------------------------------	--	--	--	--

School Improvement Strategies		
Aligned Strategic Plan Goal	Strategy	Rationale
Goal 1: Academic Achievement	Promote literacy in all content areas at VOA High School through the use of standardized reading strategies, individualized student reading and ESL supports, and schoolwide reading diagnostics.	Collecting and reviewing student data is critical to know which students are off track and helps determine a course to get them on track. Schoolwide reading diagnostics will provide baseline literacy data and give teachers additional information to promote growth appropriate for each learner. Providing more opportunities and supports for ELs to interact with appropriately leveled text and also employ similar reading strategies in EVERY content classroom will allow students to fluidly move between classes and transfer learned methods .
Aligned Strategic Plan Goal	Strategy	Rationale
Goal 2: Student Well-being	Enhance school community connectedness and student voice through focus class, community partners, promoting positive relationships, and intentional SEL teaching.	Students with stronger social and emotional skills generally have better academic outcomes. Durlak et al. (2011); Farrington et al. (2012). This year, we are incorporating a more personalized and regularly scheduled supportive small group approach to promote social emotional growth for students, targeting areas identified in the 2022 developmental relationship survey.
Aligned Strategic Plan Goal	Strategy	Rationale

Goal 3: Effective Staff	Staff will provide better school to future connection through project-based, "gold standard" learning, career exploration, CCR skill development, partnerships, text/tool libraries, and improved technology.	Student engagement and success are directly connected to school work being connected to students' options after high school. In developing tangible options in which PBL teachers can become facilitators rather than experts, there must be support in the form of ongoing professional learning opportunities and tools to support the type of learning students choose.
Aligned Strategic Plan Goal	Strategy	Rationale
Goal 4: School and District Climate	Host in school and after school meaningful opportunities, each quarter, for students and families to create a supportive community and build home to school connections.	Home to school connections and good relationships builds trust and in turn increases student and family overall engagement and student's academic outcomes. Families at VOA High School are often those let down by our current educational system and rebuilding a connection is vital.

ONLY TITLE I SCHOOLS NEED TO WRITE A FEP in 2022-2023

Schools must create or update their Family Engagement Plan (FEP) by October 1 each year. Starting in Fall of 2021, you'll be able to create your FEP by filling in the boxes below. Then, you can then print a PDF of your FEP which you can post on your website and share with your families (delete this row before sharing with families).

Part of the federal and state requirements for Title funding include making sure that the FEP is developed in partnership with families. Resources to help in the creation of your FEP is available on the Title I Compliance Resources website. <https://sites.google.com/mphs.k12.mn.us/mps-title-i-compliance/quarter-1/fep>



Family Engagement Plan (FEP), 2022-23

School Information	
School:	VOA High School
Principal:	Wendy Smith
Family Liaison:	Jennifer Owens, Farhiyo Mohamed, Olga Santoyo
Family Liaison Phone Number:	612-375-0700
Family Liaison Email Address:	Jennifer.owens@voamn.org, Farhiyo.Mohamed@voamn.org, Olga.santoyo@voamn.org
This plan was developed in partnership with families and approved on:	10/31/2022
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 of 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 and 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	VOA High School hosts quarterly family and student advisory meetings which allow many voices in the design of the school and school policies. Families receive 3 week updates from teaching staff, conferences are held 3 days each year and families are invited to share feedback at any time throughout the year via phone, email, or in person.
The primary challenges/areas of need identified by families and community members at our school	VOA families want transparency about credit, progress, attendance and to know we are supporting their youth in a way that makes the high school diploma a reality. Only positive feedback was received at the first Family student advisory meeting so we continue to dig into what our school can do to support our families so we can all be a part of the best support network for their youth.
The primary hopes and aspirations identified by families & community members at our school	Ample credit recovery opportunities, build motivation, stamina and graduation as soon as possible!

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:	Open House! 9/1/22, Fall Conferences and Title 1 sessions including a family dinner 10/18/22, 10/19/22 Quarterly Project Based Learning Public Shares 11/3/22, 1/26/23, 3/30/23, Native American recognition breakfast 11/29/22, Quarterly Family and Student Advisory meetings 9/29/22, future TBD, February conferences and Title 1 update sessions and African heritage dinner 2/21/23, Hispanic Heritage lunch recognition 5/2/23, Graduation and end of year celebration 6/15/23.
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 publishes a quarterly newsletter, <i>The Family Informer</i> , that describes how families can be involved at VOA, lists current events, and offers helpful information about the school, it's programming and ways to stay in touch. Families, upon enrollment receive a school calendar with family events highlighted. Family friendly school goals are mailed to households in one of three languages at the start of the school year and a staff list with contacts is included in the mailing. Family and student advisory kicked off in September and families were personally invited by phone to be a part of this. VOA High School uses a automatic phone messaging on Fridays to update families in their home language about what is happening at the school.
We will ensure all families can participate by providing the following:	VOA high school has full-time Somali and Spanish interpreters/family liaisons as part of our regular staffing. These VOA High School staff members are also present at any after school events. Important written communication is translated into home languages for families.
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:	VOA High Schools informs families of our Title 1 school initiatives on 10/18 and 10/19, 2022 during Fall conferences.

We will inform families of the steps our school is taking to improve student outcomes and achieve equity through:	Title 1 information sessions and updates are always integrated into school conferences. There are public documents, plans and basic Title 1 information available in our school lobby. VOA High School distributes family friendly school goals in our welcome folders for all new enrollees and also mail them home with Quarter 1 grades. Current Title 1 information is published on our school website. Family and student advisory meetings which happen quarterly are an opportunity to share about progress on our plans and update families about changes and needs.
FEP Strategy Name	<i>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.</i>
We will get family input on our School Improvement Plan for next year in:	In May and June, VOA High School staff begins their reflection of the school year and review goals and needs based on real time data. This information then will be shared with families at the end of the school year or early in the next via our Advisory meetings.
We will get family input on our Family Engagement Plan for next year in:	At our Quarter 4 Family and Student Advisory meeting-Date to be communicated in April 2023, families will have an opportunity to provide feedback about the current year's plan and make suggestions for the coming year.
We will get family input on how we'll use our resources next year to support student achievement and engage families in:	In May and June, VOA High School staff begins forming goals for the upcoming year and determines resources that will be needed to accomplish the goals. This information then will be shared with families at the end of the school year or early in the next via our Advisory meetings.
We will host regular Site Council meetings on:	VOA High School staff meet regularly (weekly) and includes discussion of how and when students' families can partner with us. Quarterly Advisory meetings are scheduled to involve families at school but also respect that many work and have obligations that keep them from being present at VOA on a regular basis.
FEP Strategy Name	<i>All school staff members, family members, and students understand the important role they each play in making sure students achieve success at our school.</i>
(Title 1 Schools) We will get family input on our School-Family Compact for next year in:	Opportunities to provide Compact feedback: Staff: 6/23, 8/23, 10/23 Families and students: 5/23, 10/23
(Title 1 Schools) We will share our School-Family Compact with families by:	VOA High School includes the School-Family Compact in the registration folders that all new enrollees receive upon intake. The compact is printed in a trifold brochure mailed to homes in 3 languages with Quarter 1 grades on Nov 11,2022. This trifold is also available in our school lobby and on our school website in the resources section. Families also have a chance to review the compact at Fall Conferences and at Family Student Advisory meetings.
FEP Strategy Name	<i>All families understand how to support their students' academic achievement.</i>
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:	Families will receive information about VOA High School and how we serve students via Fall Conferences: 10/18/22 and 10/19/22, Mid-year Conferences: 2/21/23. Ongoing: Meetings requested by either the school or family to identify proper supports that will promote success-per student basis. Ongoing: Intake and enrollment meetings for new students and at new student orientation.
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 provide families with Progress Period updates every 3 weeks and call families to describe how students will move forward toward their graduation goal. State assessment information is provided on the school website and when testing dates are close, families receive updates about who will test and why.
We will host the following academically-focused family events:	Fall Conferences: 10/18/22, 10/19/22. Mid-year Conferences: 2/21/22, Graduating Senior Meeting 4/18/22, Graduation 6/15/22
FEP Strategy Name	<i>All staff will be trained on how to effectively partner with families.</i>
We will provide professional development on family engagement to our staff on the following topics this year:	All teachers are invited to Family and Student Advisory quarterly meetings. Topics for each meeting and discussion will be determined by participants so all will develop a sense of collaboration and explore topics beneficial to all. Jennifer Owens, VOA's Student Services Manager will seek community resources to support learning.
FEP Strategy Name	<i>(Optional)</i>
We will achieve this FEP goal in the following ways:	