WC

WILLOW CANYON

HIGH SCHOOL

Continuous Improvement Plan

SCHOOL NAME:	**Willow Canyon High School**
PRINCIPAL'S NAME:	**Dr. Adam Schwartz**
SCHOOL YEAR:	***2020-2021***

Required Components:

Integrated Action Plan (IAP)
Professional Development Plan
Resource Plan

Principles:	Primary Need: Systematic monitoring and implementation of data-based curriculum and instructional practices that reflect high expectations for every student.							
	Root Cause: Lack of clarity around learning targets; Lack of higher level learning planning and execution for every student							
	Needs Statement: Clarity around tasks and learning outcomes with common systems for planning, collaboration, implementation, and analysis. Time for this to occur and systems of accountability.							
	Desired Outcome: Clarity around tasks and learning outcomes with common systems for planning, collaboration, implementation and analysis. Time for this to occur and systems of accountability.							

Smart Goal: Staff will consistently engage in the PLC process: plan, do, analyze, reflect to increase student performance on State Test by 5% in each area (math, English, and science).

Strategy 1 Refine PLC Process and follow with fidelity.	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Train on PLC Process	Through Monday PD we will review the PLC process of unpacking standards, common assessments and data.	Adam, Monika, Joe, Thom, Kim	Year Long	NA	DuFour Framework Solutions Tree Data Teams Corwin PLC Plus Framework	Possible conference or expert from M & O	PLC Notes Benchmark Data Merit Data ACT Data
	Structure PLC Time	Use of a common area, work products associated with PLC, more monitoring and feedback	Adam, Monika, Joe, Thom, Kim	Year Long	NA	NA	NA	PLC Notes Benchmark Data Merit Data ACT Data
Strategy 2: Creating a Common Vision for Teaching and Assessment	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Learning Walks	Structured peer observation with TLS to develop common definition of solid Tier I instruction.	Admin TLS Teachers on Prep	Year Long	NA	West Ed Common Classroom Look Fors	None	Attendance Charts Reflections from Teachers

	Increase common formatives and analysis of data	Develop and Use common protocols to desegregate data from common formative assessments.	Monika TLS	Year Long	NA	West Ed\n\nAssessment Development\n\nDistrict PD	Possible M & O for planning and training days	CFA\n\nTeacher Data on CFA\n\nSmall Group Pull in Teachers' Classrooms
	Administer Benchmarks to gauge future success on high stakes testing. Followed by Data Chats	Administer District BM\n\nTeachers will analyze data\n\nTeachers will meet with admin to discuss data\n\nTeachers will implement structures to instruct based on this data.	Monika TLS	Oct\n\nFeb	NA	How to pull out the needed data	None	Benchmark Results\n\nTeacher Data Analysis in Benchmark Talks\n\nSmall group pull, other Tier 2 intervention after benchmark

Principles:	Primary Need: Support for Social Emotional well-being
	Root Cause: Abundance of anxieties and perceived traumas among adolescents. Increase trauma due to Covid-19
	Needs Statement: Students feeling safe and secure in our school, with our staff and in their personal lives.
	Desired Outcome: Students feeling safe and secure in our school, with our staff and in their personal lives.

Smart Goal: Reduction in reports of self-harm and/or hospitalization.

Strategy 1 Implementation of a schoolwide Advisory Program	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Design Currciulum	Advisory Committee plans lessons based on current climate of the school, needs of the community and national issues.	Advisory Committee	Year Long	NA	NA	NA	Reduction in occurrence of unhealthy behaviors on campus
	Teacher Training	PD time is used when teacher training is necessary for implementation of advisory lessons.	Advisory Committee	Year Long	NA	As Needed	NA	Teachers are able to deliver advisory lessons without additional assistance
	Advisory Committee	Advisory Committee is convened regularly to plan and create advisory lessons	Schwartz	Year Long	NA	NA	NA	Well planned lessons and sequence
Strategy 2: Social Worker and Southwest Behavioral available to all students	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Access to a Social Worker	All students have access to a highly qualified social worker as needed.	Sarah Bakst	Year Long	NA	Teachers are informed of how to make a referral to social worker	Federal Projects Funded	Number of referrals

	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Referrals to Behavioral Health	Students are evaluated by a social worker.	Sarah Bakst	Year Long	NA	Teachers are informed of how to make a referral to social worker	Federal Projects Funded	Number of referrals
	Referrals to Crisis Team	Students are evaluated by a social worker.	Sarah Bakst	Year Long	NA	Teachers are informed of how to make a referral to social worker	Federal Projects Funded	Number of referrals
Strategy 3: Diversity training and mentoring.	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Outreach with Student Groups	Faculty and administration working with student groups on campus to educate students regarding inclusive language.	Schwartz	1st Quarter	NA	NA	NA	Decrease in referrals and incidents of
	Professional Development	Faculty trainings on use of inclusive language and "look fors" to ensure that diversity is embraced	Schwartz Diversity Committee	Year Long	NA	As Needed	NA	Teachers are able to address issues in classroom before rising to bigger problems
	Schoolwide Focus	Faculty and Staff are on the lookout for teachable moments stemming from a lack of understanding and empathy between students.	Faculty & Staff	Year Long	NA	NA	NA	Reduction in use of divisive language.

Principles:	Primary Need: Build trust with stakeholders through clear and consistent communication.							
	Root Cause: Miscommunication, misperceptions, and inconsistent communication.							
	Needs Statement: Clear communication and well-informed community that establish institutional trust.							
	Desired Outcome: Clear communication and well-informed community that establish institutional trust.							

Smart Goal: 100% of Parents and Students feel like they are well-informed regarding school topics.

Strategy 1 Two Way Communication with Students	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Student Meetings	Students will meet in various formats throughout the year with administration (senior meetings, ELA meetings, etc)	Admin Team	Year Long		None	No cost	End of Year District Survey
	Student Principal Advisory Council	Hetergeneoustudent group will meet with principals several times throughout the year.	Admin Team	Year Long		None	No cost	End of Year District Survey
	Visible Administration	Admin will be out of office on campus and at before/ after school events.	Admin Team	Year Long		Work with Admin having consistent expectations.	No Cost	End of Year District End of Year District SurveySurvey
	Captains Council	Captains will meet with principal and athletic director throughout the year.	Principal and Athletic Director	Year Long		None	No Cost	End of Year District Survey
Strategy 2: Two Way	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect

| Communication with Teachers | Leadership Teams during common preps | Teachers with common prep meet to problem solve and provide feedback on ideas to admin. Led by teachers for teachers with minutes going to admin. | Leadership Teacher Lead

Admin Teams | Year Long | | LT Leaders will receive training in facilitation. | Mondays and after school- no cost. | End of Year District Survey |
|---|---|---|---|---|---|---|---|---|
| | Instructional Cabinet | Cabinet meet with Admin Team monthly. | Teacher Leaders and Admin Team | Year Long | | None | None | End of Year District Survey |
| | Open Door Policy | Teachers can stop by and chat about needs anytime Admin Team is in office. | Admin Team | Year Long | | Work with Admin having consistent expectations. | None. | End of Year District Survey |
| | Visibility | Admin team will be in classrooms daily and out during unstructured periods. | Admin Team | Year Long | | Work with Admin having consistent expectations. | None | End of Year District Survey |
| Strategy 3:

Two Way Community | Action Step Title | Describe Action Step (Narrative) | Person Responsible | Timeline Begin- Completion Dates | ESSA Evidence Rating | Professional Development Needed | Program/ Funding Tags | Data/Evidence to Collect |
	Site Council	Cabinet meet with community members monthly to discuss site needs and allocate Tax Credit Monies.	Site Council Members & Admin Team	Year Long		None	Tax Credit	End of Year District Survey
	Focus Groups for Signature Programs	Admin Team will meet with community to work on Winning Culture Plan.	Admin Team and Group Members	Year Long		None	Money from Bond	End of Year District Survey
	Visibility	Admin team will be present at community events and accessible to community	Admin Team	Year Long		Work with Admin having consistent expectations.	None	End of Year District Survey

	Weekly Newsletter	Admin Team will send electronic weekly newsletter to parents and community members who have requested.	Principal	Year Long		None/ work with Rene	None	End of Year District Survey
	Academic Booster Club	Administrations will meet with Boosters monthly to discuss site needs	Booster Members and Admin	Year Long		None	Tax Credit/ Booster	End of Year District Survey
	Admin Attendance at Booster Meetings	Cabinet meet with Boosters monthly to discuss site needs in terms of extra-curriculars.	Booster Members and Admin	Year Long		None	Tax Credit/ Booster	End of Year District Survey