

WHS School Improvement Plan 19/20 11.19.19

Annual Objective	Wooster High School is responsible for creating the Ideal Graduate.
Measurable Goal 1	Maximizing our TBT and professional time to implement high impact instructional strategies.
Evaluation Criteria	<p>Development of useful and efficient TBT format and guiding questions.</p> <p>Successful completion of TBT and cross-curricular reflection questions.</p> <p>Implementation of highly effective teaching strategies within instruction.</p> <p>Expanded, meaningful use of Naviance to best place students in college and/or career path</p>

What Principles of Practice will guide our approach?

Teacher-Based teams in which teachers co-plan to serve using proactive practices in curriculum, assessment, and instruction for each and every student.

Action Steps	Possible Barriers / Capacity Considerations	Who will be responsible for completing this step?	Monitoring Procedures (with frequency)	By when?
Development of a Framework for Effective TBT work	Understanding of the roles and responsibilities of TBT's. Understanding of the proper and effective use of the reflection form.	BLT/TBT's Administration	Monthly With a new Focus (i.e. collaboration for Sept) TBT form monitoring Regular TBT coaching	Reflection Form Expectations- Sept 10 Monthly monitoring BLT review quarterly
Item Analysis (state, AP, IB testing)	Teachers with multiple tested areas- Capacity	Specific TBT's depending on subject taught	Initial data review September, formative monitoring quarterly	September 10 Oct. 20 Dec. 20 March 20
Creating an awareness of best researched-based Instructional Practices using "Hatties 250"	Providing the appropriate, specific, and most effective strategies as to not overwhelm educators	BLT subgroups	TBT and cross curricular groups sharing best practices in TBTs, staff	Sept 10, Oct 18, Jan 17 and monthly staff meetings

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			meetings and professional specific,days	
Continued use of At-Risk Lists/ Development of Student Success Plans	ODE Requirements/Expectations are unknown Naviance training as needed	School Counselors	Counselor TBT (Weekly) At-risk to Graduate List (Quarterly) Career Center enrollment	Weekly Quarterly Review of At-Risk March
Coaching of Critical TBT's to enhance value-added growth, specifically Geometry, Algebra	Time for new teams and PD for best instructional implementation.	TBT/Admin	TBT and Collaborative time weekly	Weekly TBTs

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Measurable Goal 2	Teaching staff will explicitly identify a researched-based teaching strategy, implement the strategy with fidelity, and evaluate the effect of the teaching strategy on student learning.
Evaluation Criteria	TBT reflection forms, self-assessment data, walkthrough/evaluation

What Principles of Practice will guide our approach?
Initial core Instruction within a framework of student engagement, representation and expression, is differentiated to meet the needs of all students, premised on rigorous core curriculum across All grade levels and ALL student abilities.

Action Steps	Possible Barriers / Capacity Considerations	Who will be responsible for completing this step?	Monitoring Procedures (with frequency)	By when?
Review feedback from staff to determine the explicit knowledge and current application of high-yield instructional strategies (Collaboration, Metacognition, Feedback, Direct Instruction)	Teachers will have assumptions and multiple base knowledge of best instructional strategies.	Sara Crooks/Troy Worth	Originally at first PD, follow-up mid-year and end of year	September 10th December, April/May
BLT research strategies and plans for presentation to the staff meetings	BLT anxiety about not fully understanding strategy before implementation;	BLT Members	plans for presentation are secured by end of Oct 3rd BLT	October 3rd
BLT led groups present strategies at staff meetings (1 strategy/quarter)	Staff members absent from staff meetings	BLT Members Eric Heller Kristin Broda Bekah Bell Amber Eames Jen Wright	3 Staff Meetings On-going TBT talks	Oct 18th- Feedback Strategy Dec 20th-Direct Instruction Strategy March 25th- Metacognition Strategy

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		Kenny Rogers Troy Worth		
Progress Monitor the implementation of the strategies	Not enough resources to implement a strategy may lead to frustration, Compliance v. Fidelity	TBT Form	Each BLT Meeting TBT submitted forms	Oct 3rd November 13th Dec 11th Jan 15th Feb 26th April 1st April 20th May 28th
Administer staff survey to determine the growth of understanding and use of the instructional strategies		Sara Crooks/Troy Worth		January 2020 May 15th
TBT Reflection Forms per quarter to identify building professional development needs around TBT work	multiple TBT	Department Chairs	Quarterly	Nov 13th Jan 15th April 1st May 28th

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Measurable Goal 3	WHS will continue to create an awareness of student needs to best provide the best possible culturally responsive instruction and school climate.
Evaluation Criteria	<p>Discipline and attendance records.</p> <p>Increased teacher knowledge and awareness of Trauma Informed Care, Suicide Prevention, and culturally responsive instruction.</p>

What Principles of Practice will guide our approach?
The Wooster Way- Empowers the whole person, creating a culture that embraces diversity and promotes the development of social, emotional and physical well-being of students and staff members.

Action Steps	Possible Barriers / Capacity Considerations	Who will be responsible for completing this step?	Monitoring Procedures (with frequency)	By when?
Develop a deeper understanding of Trauma Informed Care	Continue to develop the train the trainer model to inform all teachers of TIC	BLT	Continual integration of TIC in staff meetings and PD opportunities	Quarterly
Implement social-emotional learning at WHS to best support teachers/parents/students	Consider capacity of any SEL program	Admin, Counselors, BLT for initial rollout	Initial integration late October Follow-up meetings Quarterly	October Quarterly
Red Flags Training	Continued follow-up	All Teachers	Initially September Continued follow-up as needed	September 10
Continued integration of student voice in school governance and function	Developing a respect of student voice	Admin, BLT, Student Council	Bi-monthly meetings with student leaders, Quarterly meetings with whole Student Council	Monthly