



Barrow County School System

Boldly Committed to Student Success

Winder-Barrow High School

SCHOOLWIDE IMPROVEMENT PLAN (SIP)

TITLE I SCHOOLWIDE PROGRAM (SWP) PLAN

PROFESSIONAL LEARNING PLAN

NAME OF SCHOOL PRINCIPAL: Dr. Al Darby

NAME OF SYSTEM SUPERINTENDENT: Dr. Chris McMichael

- Schoolwide Title 1 School** *Targeted Assistance Title 1 School* *Non-Title 1 School*
 Comprehensive Support School *Targeted Support School*

	Type name below for plan approval	Approval Date
Superintendent	Dr. Chris McMichael	
Title I Director	Dr. David Beeland, Jr.	8/7/17
System Professional Learning Coordinator	Ginger Crosswhite	
School Governance Team Chairperson		
Principal	Dr. Al Darby	



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Needs Assessment/ Data Review Results

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders
Continuous Improvement in the graduation rate (87.9% in 2015-2016; awaiting official 2016-2017 data); goal is 90% in 2017-2018.	GaDOE 2016 CCRPI Reports	Faculty/Staff/Students/Parents	-Use of WBHS social media accounts (Facebook, Twitter, Remind, etc.) to make stakeholders aware of the SIP -Meeting with School Governance Team -Posting of SIP to WBHS Web site
Increase GMA achievement in the following areas: <ul style="list-style-type: none"> Algebra: (Baseline FY17: 62.77%) Goal 69% Geometry: (Baseline FY17: 72.5%) Goal 80% 	GMA Scores	Faculty/Staff/Students/Parents	-Use of WBHS social media accounts to make stakeholders aware of the SIP -Meeting with School Governance Team -Posting of SIP to WBHS Web site
Decreasing freshmen retention rate from 12.2% (2016-2017) to 10% (2017-2018)	WBHS Registrar	Faculty/Staff/Students/Parents	-Use of WBHS social media accounts to make stakeholders aware of the SIP -Meeting with School Governance Team -Posting of SIP to WBHS Web site

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GOAL AREA I: ACADEMIC ACHIEVEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
Increase the graduation rate at WBHS to 90% Baseline 2016-2017: 85.25%	<ul style="list-style-type: none"> Common Course Collaborative (CCC) groups meet weekly to plan common lessons and assessments, analyze student achievement, and create remediation plans WBHS administrators and CCC leaders sit in with the CCC groups in their assigned departments, discussing student achievement data and next steps (remediation, acceleration, etc.) Individual teacher reflections on successes and challenges faced each semester in regards to student learning Professional Learning targeted towards the following areas: <ul style="list-style-type: none"> SLDS Classroom Management ELL/SWD Achievement Technology Integration 	CCC Leaders/WBHS Administration CCC Leaders/WBHS Administration WBHS Administration Craig Martin	Weekly; initial reports due to relevant admin by 8/18 Begins week of 8/14 Due to content area administrator at the end of each semester Monthly from August 2017-May 2018	CCC Agendas/Meeting Notes CCC Agendas/Meeting Notes Teacher reflections turned in to the appropriate administrator Sign-in sheets/ PowerPoint/ Agenda; TKES observation and feedback	Leaders Demonstrate: <ul style="list-style-type: none"> Facilitation of Data Providing Relevant Professional Learning Shared Responsibility Teachers Demonstrate: <ul style="list-style-type: none"> Collaboration Data Analysis Reflection on Best Practices Students Demonstrate: <ul style="list-style-type: none"> Increased Engagement Increased Academic Achievement Increased Graduation Rates 	Progress Reports issued every 4.5 weeks that help to identify students failing one or more courses. Quarterly meetings concerning senior status will be conducted by counselors Checks via TKES walkthroughs Discussions on teacher reflections held at the midyear and summative conferences	No cost	BCSS Indicators: CIA, LSAS, CCRS Advanced: Purpose and Direction (S1.2, 1.3) Governance and Leadership (S2.4, 2.5, 2.6) Teaching and Learning (S3.1-3.12) Using Results for Continuous Improvement (S5.1, 5.2, 5.4, 5.5) Resources and Support Systems (S4.4, 4.7) GA Standards: Curriculum (S1)Assessment (S1) Leadership (S1, S2, S4) Family and Community Engagement (S3) Planning and Organization (S1, S4) School Culture (S2, S3, S4)

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	<ul style="list-style-type: none"> Identify at-risk students via the universal behavior screener in Infinite Campus, MAPP results, and the iSteep academic screening program for academics Junior Meetings to apprise students of their progress towards graduation (credits earned, credits needed, etc.) Meetings between counselors, administration, and “at risk” seniors (those at risk of not graduating on time) to evaluate what needs to be completed in order to graduate 	<p>Craig Martin Barbara Smith Patty Jo McCain</p> <p>WBHS Counseling Department</p> <p>WBHS Counseling Department and WBHS Administration</p>	<p>August 2017 and January 2018; RTI meetings and progress monitoring conducted at regular intervals</p> <p>1st phase begins week of October 2017; all others conducted in March 2018</p> <p>August 2017; October 2017; January 2018; March 2018</p>	<p>Universal Behavior Screener printout of results; MAPP results for incoming freshmen; iSteep screening reports for selected students</p> <p>Junior Meeting Notes</p> <p>Graduation Requirement Posters Throughout the Building</p> <p>Dogg Byte Videos Produced by the Counseling Dept.</p> <p>Senior Meeting Notes/Letters of Concern</p>				
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SMART Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
Decrease freshmen retention rate from 12.2% (2016-2017) to 10% in 2017-2018.	<ul style="list-style-type: none"> Intentional scheduling of students so that freshmen have 2 academic and 2 electives per semester Freshman Orientation/Open House for incoming 9th grade students Freshman Focus team consisting of faculty volunteers that will meet monthly and gather feedback/concerns relating to issues tied to freshman success Utilization of a freshman-only counselor to address needs specific to freshmen students Monitoring of students (bottom 25%) from middle schools at nine-week grading periods by freshman counselor Freshmen Success Recognition Student Ambassador visits to classrooms Pairing select seniors with struggling freshmen to act as a mentor Identification and supports organized through the RTI program/monthly data meetings 	WBHS Admin; Counseling Department	July 2017; January 2018	Freshmen Schedules	<p>Leaders Demonstrate:</p> <ul style="list-style-type: none"> The importance of supporting the success of 9th grade students through intentional scheduling and specific programming. <p>Teachers Demonstrate:</p> <ul style="list-style-type: none"> An understanding of the unique needs of 9th grade students and implement strategies to ensure their success. <p>Students Demonstrate:</p> <ul style="list-style-type: none"> Increased Academic Achievement Reduced Retention Rates 	Progress Reports and Report Cards	No Cost	<p>BCSS Indicators: CIA, LSAS, CCRS</p> <p>AdvancED: Purpose and Direction (S1.2, 1.3)</p> <p>Governance and Leadership (S2.4, 2.6)</p> <p>Teaching and Learning (S3.1, 3.2, 3.3, 3.5, 3.6, 3.7, 3.8, 3.9, 3.10)</p> <p>Using Results for Continuous Improvement (S5.1, 5.2, 5.4, 5.5)</p> <p>Resources and Support Systems (S4.4, 4.7)</p> <p>GA Standards: Curriculum (S1)Assessment (SI)</p> <p>Leadership (SI, S2, S4)</p> <p>Family and Engagement (S3)</p> <p>Planning and Organization (S1, S4)</p> <p>School Culture (S2, S3, S4)</p>
		WBHS Counseling Dept	July 27, 2017	Sign-in sheets of attending freshmen				
		Craig Martin/Barbara Smith	Monthly from September 2017-May 2018	Freshman Focus team data analysis reports, meeting notes, etc.				
		Mary Boykin	Daily from August 2017 - May 2018	Emails, meeting minutes, Acuity scheduling numbers, etc.				
		Mary Boykin	October 2017; January 2018; March 2018	Grade reports; documentation of relevant interventions				
		Mary Boykin/WBHS Admin	Monthly	Pictures/Certificate s/Recognition via social media outlets				
		Shane Lancaster	Monthly	Pictures/Outlines of items discussed				
		WBHS Counseling Dept	Monthly/ throughout year	Mentor meeting notes				
Patty Joe McCain	Monthly/ throughout year	RTI Meeting Reports/MAPP results						

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GOAL AREA I: ACADEMIC ACHIEVEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>Increase by 10% or more the percentage of students scoring at the Developing, Proficient, and Distinguished achievement levels on MGP tested subjects by May 2018</p> <p><u>2016-2017</u></p> <ul style="list-style-type: none"> 9th Lit: (Baseline FY17: 81.2%) Goal 90% Am. Lit: (Baseline FY17: 75.5%) Goal 83% Algebra: (Baseline FY17: 62.77%) Goal 69% Geometry: (Baseline FY17: 72.5%) Goal 80% Physical Science: (Baseline FY17: 63.6%) Goal 70% Biology: (Baseline FY17: 75.5%) Goal 83% US History (Baseline FY17: 72%) Goal 79.2% Economics (Baseline FY17: 70%) Goal 77% <p>Decrease by 10% the retention rate of SWD students, excluding GAA</p>	<ul style="list-style-type: none"> Focus on Cross-Curricular Literacy Skills and Math Instruction (CCC) Project-Based Learning that Blends Content-Area Skills Test-Taking Strategies Focus on Vocabulary Acquisition Create Classroom Assessments that Allow Meaningful Teacher Feedback on Student Learning in Order to Meet the Rigor of the GMAs Professional Learning on Meeting the Needs of SWD Learners Inclusion of APP teachers into subject-area CCC groups for purpose of common planning and assessment creation 	<p>Craig Martin/ CCC Leaders</p> <p>CCC Leaders</p> <p>CCC Leaders</p> <p>CCC Leaders</p> <p>CCC Leaders</p> <p>Craig Martin/ SPED Teacher Leaders</p> <p>CCC Leaders/ Katie Van Rooyen</p>	<p>Monthly from August 2017-May 2018</p> <p>Weekly for CCC groups each semester</p> <p>October 2017</p> <p>Weekly for CCC groups each semester</p>	<p>Professional Learning PowerPoint/ Sign-in Sheets/ Handouts</p> <p>Lesson Plans</p> <p>CCC Minutes</p> <p>Classroom Assessments</p> <p>TKES Observations</p> <p>Course Extension Packets Prepared by CCC Groups</p>	<p>Leaders Demonstrate:</p> <ul style="list-style-type: none"> Protected Time for Meetings Professional Learning Concerning SWD Achievement <p>Teachers Demonstrate:</p> <ul style="list-style-type: none"> Lesson Plans with Literacy and Math Instructional Components <p>Students Demonstrate:</p> <ul style="list-style-type: none"> Increased Writing, Math, and Vocabulary Skills Increased Achievement on GMAs Decreased retention rates 	<p>Milestone Score Reports</p> <p>Classroom Assessment Results</p> <p>Report Cards</p>	<p>No Cost</p>	<p>BCSS Indicators: CIA, LSAS, CCRS</p> <p>AdvancED: Purpose and Direction (S1.2, 1.3)</p> <p>Governance and Leadership (S2.4, 2.5, 2.6)</p> <p>Teaching and Learning (S3.1-3.11)</p> <p>Using Results for Continuous Improvement (S5.1, 5.2, 5.4, 5.5)</p> <p>Resources and Support Systems (S4.4, 4.7)</p> <p>GA Standards: Curriculum (S1)</p> <p>Assessment (S1)</p> <p>Leadership (S1, S2, S4)</p> <p>Family and Engagement (S3)</p> <p>Planning and Organization (S1, S4)</p> <p>School Culture (S2, S3, S4)</p>

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	<ul style="list-style-type: none"> • Use of Study Skills classes as a support for core courses. • Use of "Advisement" period for remediation in each class • Real-time remediation by teachers in each course 	<p>Study Skills Teachers</p> <p>Advisors/ Content Area Teachers</p> <p>WBHS Teachers/ Craig Martin</p> <p>WBHS Teachers/ CCC Leaders/ Dept. Heads</p>	<p>Daily</p> <p>Every day (excluding Wednesdays) per semester</p> <p>December 2017 and May 2018</p> <p>Daily</p>					
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GOAL AREA II: FAMILY AND STAKEHOLDER ENGAGEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>Increase to 85% the percentage of parents who agree to the following on the CNA:</p> <p>-WBHS regularly informs parents about student progress, and</p> <p>-WBHS teachers update gradebooks in a timely fashion</p> <p>Minimum of 20 parent/ community outreach events in 2017-2018</p>	<ul style="list-style-type: none"> Teachers log total number of parent contacts into a form on Google Drive Place on syllabi for updated contact info (email address, phone number, etc.) Planned nights for seniors and underclassmen to discuss college/career readiness, MOWR opportunities, and other appropriate information Junior Meetings conducted by the counselors (all parents invited) Senior quarterly checks with administration and counselors Various community outreach events, including Blood Drive, FFA Dinner, Graduation, Homecoming, Special Ed. transition nights, course reveal night, etc. 	WBHS Administration/D ept. Heads	August 2017- May 2018	Parent Contact Logs on Google Drive	<p>Leaders Demonstrate:</p> <ul style="list-style-type: none"> Monitoring Google Drive Form Discussions with Teachers Noncompliance Documented in TKES Presence/Support in Senior Meetings <p>Teachers Demonstrate:</p> <ul style="list-style-type: none"> Increased Parent Contacts <p>Students Demonstrate:</p> <ul style="list-style-type: none"> Increased Engagement in the Classroom Decreased Behavioral Issues 	Administration and Department Heads monitor Google Drive form	No Cost	<p>BCSS Indicators: CC, PS</p> <p>AdvancED: Governance and Leadership (S2.5)</p> <p>Teaching and Learning (S3.8)</p> <p>GA Standards: Professional Learning (S2, S6)</p> <p>Leadership (S1, S2, S3, S4)</p> <p>Planning and Organization (S1, S5)</p> <p>School Culture (S2, S3, S4)</p>
		WBHS Administration/D ept. Heads	August 2017; May 2018	Teacher Syllabi				
		WBHS Counseling Department	August 2017-May 2018	Remind101 Texts				
		WBHS Counseling Department	October 2017 (1st round); March 2018 (2nd round)	Sign-in Sheets/PowerPoints from senior and underclassmen nights				
		WBHS Counseling Department	Once per nine weeks (October/ December 2017; March/May 2018)	WBHS Social Media Platforms (Facebook and Twitter)				
	Monthly throughout the year	Parent Link Calls/Emails	Junior Meeting planning forms	Senior Quarterly Check Reports				

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GOAL AREA III: OPERATIONAL EFFECTIVENESS

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
Reduce the number of non-tardy disciplinary referrals at WBHS by 10% 2016-2017 Baseline: 1023 2017-2018 Goal: 920	<ul style="list-style-type: none"> Parent Contacts prior to a referral being written Continued use of the PBIS System to encourage positive behaviors (ex. teaching expected behaviors) Promote classroom management skills through weekly email tips/strategies Professional Learning on Classroom Management Referral to RTI Committee 	Al Darby	August 2017-May 2018	Parent Contact Logs	Leaders Demonstrate: <ul style="list-style-type: none"> Weekly Reports To Faculty Discussing Expected Behaviors Teacher Support with Discipline Issues PBIS Matrix/Expectations Posted in Hallways, Cafeteria, etc. Teachers Demonstrate: <ul style="list-style-type: none"> Teaching Expected Behaviors PBIS Matrix/Expectations Posted in Each Classroom Positive Recognition Students Demonstrate: <ul style="list-style-type: none"> Increased Engagement Decreased Disciplinary Behaviors 	PBIS Reports	None	BCSS Indicators: G, C, PS AdvancED: Using Results for Continuous Improvement (S5.3, 5.5) Resources and Support Systems (S4.2, 4.3) GA Standards: Instruction (S1) Professional Learning (S1, S2,) Leadership (S1, S2, S4, S5, S6, S7, S8) Planning and Organization (S1, S5, S6) Family and Community Engagement (S1, S2, S3) School Culture (S1, S2, S3, S4, S5)
		Barbara Smith		PBIS Weekly Reports		PBIS Quarterly Reports		
		Barbara Smith	Weekly Behavior Reports	USCO Reports				
		Craig Martin	Professional Learning PowerPoints/ Sign-in Sheets/ Handouts	RTI Reports				
		Barbara Smith/Patty Jo McCain	September 13, 2018	RTI Documentation				

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Professional Learning Plan to Support School Improvement Plan

Professional Learning Strategy to support achievement of SMART Goals	Captains	Professional Learning Timeline	Artifacts/Evidence of Impact on Student Learning	Monitoring Teacher Implementation of Professional Learning	Estimated Cost, Funding Source, and/or Resources
CCC Team Collaboration (PLCs)	CCC Members and Department Chairs	Weekly (August 2017-May 2018)	CCC planning forms with agenda and discussion points/next steps Increased student achievement on content-specific assessments and relevant GMAs	Administrators sit in on various CCC meetings CCC planning forms	None
TKES Orientation	Craig Martin	July 26, 2017	Increased differentiation in classroom instruction Multiple levels of assessment, both formative and summative	Agenda/PowerPoint/Sign-In Sheet Administrative Walkthroughs and Formative Observations	None
SLDS Overview	Craig Martin/Sandra Metts from DOE	August 16, 2017	Increased use of SLDS to drive instructional planning and access data relevant to SIP.	PowerPoint/Agenda/Sign-In Sheets Administrative Walkthroughs and Formative Observations CCC Data Discussions	None
Effective Classroom Management	Craig Martin/Lori Bone and Kristie Tobener	September 13, 2017	Increased academic achievement (course pass rates, etc.) due to more time spent in class/less classroom disruptions	Agenda/PowerPoint/Sign-In Sheet Administrative Walkthroughs and Formative Observations	None
Instructional Strategies for SWD Students	Craig Martin/Select SPED teachers	October 25, 2017	Decrease in SWD retention rates Increase in SWD achievement on all GMAs	Administrative Walkthroughs and Formative Observations PowerPoint/Agenda/Sign-In Sheets	None

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Digital Workshop #1	Craig Martin/Dana Turner (Digital Coach)	November 15, 2017	Increased use of digital technology integration in classroom instruction Increase in student-created work	PowerPoint/Agenda/Sign-In Sheets Administrative Walkthroughs and Formative Observations Teacher Lesson Plans	None
SLDS Data Follow-Up	Craig Martin/Sandra Metts from GaDOE	January 17, 2018	Increased use of SLDS to drive instructional planning and access data relevant to SIP	PowerPoint/Agenda/Sign-In Sheets CCC Data Discussions Administrative Walkthroughs and Formative Observations	None
Motivating the Unmotivated Student: What Works?	Craig Martin/WBHS Teacher Volunteers	February 14, 2018	Increased student engagement	Agenda/Sign-In Sheets Teacher Lesson plans Administrative Walkthroughs and Formative Observations	None
Digital Workshop #2	Craig Martin/Dana Turner (Digital Coach)	March 14, 2018	Increased use of digital technology integration in classroom instruction Increase in student-created work	PowerPoint/Agenda/Sign-In Sheets Administrative Walkthroughs and Formative Observations Teacher Lesson Plans	None
Peer Observations	Craig Martin	Forms due to department heads by April 20, 2018	Increased achievement via differentiated instruction and teaching best practices	Administrative Walkthroughs and Formative Observations Peer Observation Reports	None

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