

Lamoille Union High School Action Plan 2010-2012 Approved by LUSD # 18 School Board on 10/22/10

Lamoille Union High School has been identified by the Vermont Department of Education as a school in Year 2 of School Improvement under the state's accountability system based on our students' performance for the past three years on the New England Common Assessment Program (NECAP). Further, we have been identified under a Federal program as a Tier 2 school. As a Tier 2 school, we have received a substantial School Improvement Grant (SIG) to support our efforts to improve student outcomes. Therefore, our two year 2010-2012 Action Plan is designed to articulate the work we need to undertake to improve our student learning, growth, and achievement.

To support our school improvement efforts, we are initiating the Global Best Practices Survey (GBPS), a self-study facilitated by the Great Schools Partnership (GSP) to research our current practices in educating students and make recommendations for enhancing our future work. The GBPS was developed in response to numerous requests from educators looking for step-by-step guidance as they designed and implemented school-improvement efforts in their school. Many examples and suggestions for improving high schools are outlined in the tool, but its real value is providing a structure and process that teachers, administrators, school boards, parents, and community members can use initiate meaningful conversations about the programs and opportunities they are offering to students.

The GSP is a nonprofit school-support organization committed to redesigning public education to improve the quality of learning for all students. The focus of the GSP is not on a single classroom, school, or district, but to work at all levels of the educational system—from the classroom to the statehouse—in the effort to shape America's finest secondary schools. With decades of collective service in support of public schools, the GSP offers school coaching, professional development, and technical assistance to educators, schools, districts, and state agencies. The GSP also develops cutting-edge tools and resources, conduct and publish school-based research, and oversee the implementation of major public and private grants. The GSP is a National Affiliate Center of the Coalition of Essential Schools and the lead coordinator of the New England Secondary School Consortium.

For the purpose of this action plan, our needs have been determined by the LNSU board goals, AYP results, the "Commissioner's Required Actions: Title I School in Need of Improvement," School Improvement Grant requirements, and LUSD # 18 school board goals. When completed, the results from the GBPS will inform future short and long term action planning. We will not commit to any specific actions until we have fully reviewed and analyzed the GBPS report. We plan to use the rich information we expect to receive from this report to further refine and shape the action plan strategies listed below. Therefore, the Lamoille Union High School 2010-2012 Action Plan will need to be a living document that may change substantially over time as we gather more information.

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Goal 1: Demonstrate student growth using multiple assessments.				
Strategy	Evidence of Need	Parties Responsible	Timeline	Evidence Target
Improve NECAP scores in every subgroup	<ul style="list-style-type: none"> • Required Actions • School Improvement Grant 	<ul style="list-style-type: none"> • All 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • 5% increase in NECAP scaled scores in each subgroup each year
Create and administer common level assessments in reading and mathematics	<ul style="list-style-type: none"> • Required Actions 	<ul style="list-style-type: none"> • Curriculum Coordinator • Data Analyst • School Support Team • English and Mathematics Departments 	<ul style="list-style-type: none"> • Creation: Winter 2010 • Administration 2nd, 3rd, and 4th quarter for SY 2011; every quarter SY 2012 	<ul style="list-style-type: none"> • Collect and report student data as a feedback mechanism for each department • Submit reports of progress to LUSD # 18 school board and VT DOE per Required Actions and School Improvement Grant

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Goal 1: Demonstrate student growth using multiple assessments.				
Strategy	Evidence of Need	Parties Responsible	Timeline	Evidence Target
Deploy a series of incentives, accommodations, and assessment “friendly” schedules towards increased student participation and effort	<ul style="list-style-type: none"> Reported student statements Student performance on NECAP versus other academic indicators 	<ul style="list-style-type: none"> Principal Guidance Department Teachers 	<ul style="list-style-type: none"> Fall 2010 Spring 2011 Fall 2011 Spring 2012 Fall 2012 Spring 2013 	<ul style="list-style-type: none"> Anecdotal information from student body as to effectiveness of incentives, accommodations, and schedule
Purchase or develop formative, interim, and summative assessments to broaden data points beyond NECAP and provide regular information for instructional decision-making	<ul style="list-style-type: none"> Required Actions School Improvement Grant 	<ul style="list-style-type: none"> School Support Team Curriculum Coordinator Teachers 	<ul style="list-style-type: none"> Review assessments: SY 2011 Implement: SY 2012 Report: SY 2013 	<ul style="list-style-type: none"> Individual and school composite of academic targets housed in Power School
Implement attendance policy guided towards increasing student attendance	<ul style="list-style-type: none"> Longitudinal PowerSchool information 	<ul style="list-style-type: none"> School Administration Guidance Department 	<ul style="list-style-type: none"> Implement: SY 2011 Review effectiveness Spring 2012 	<ul style="list-style-type: none"> Demonstrable decrease in truancy when comparing school averages from SY 2011-SY 2012
Strive for continued performance with graduation rate and a low drop-out rate	<ul style="list-style-type: none"> State reporting data 	<ul style="list-style-type: none"> All 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> 100% graduation rate 0% drop-out rate

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Goal 2: Engage in vigorous professional development in established area of need.				
Strategy	Evidence of Need	Person Responsible	Timeline	Evidence Target
Complete Global Best Practices Survey (GBPS)	<ul style="list-style-type: none"> School Improvement Grant 	<ul style="list-style-type: none"> All stakeholders 	<ul style="list-style-type: none"> Fall 2010 	<ul style="list-style-type: none"> Completed GBPS report with recommendations
Use results of GBPS to inform professional development needs	<ul style="list-style-type: none"> School Improvement Grant 	<ul style="list-style-type: none"> School Improvement Team Curriculum Coordinator 	<ul style="list-style-type: none"> Winter 2010 	<ul style="list-style-type: none"> Strategic two year plan for professional development activities
Research and implement national and international best practices in instruction, instructional technology integration, and the neuroscience of learning	<ul style="list-style-type: none"> School Improvement Grant 	<ul style="list-style-type: none"> School Support Team Curriculum Coordinator 	<ul style="list-style-type: none"> Research: SY 2011 Implement: SY 2012 	<ul style="list-style-type: none"> Collect and report data concerning the impact on student achievement as demonstrated through formative and summative assessments in literacy and mathematics
Utilize a technology integrationist to provide in classroom professional development for instructors	<ul style="list-style-type: none"> School Improvement Grant 	<ul style="list-style-type: none"> School Support Team 	<ul style="list-style-type: none"> Hire SY 2012 	<ul style="list-style-type: none"> Collect and report data concerning the impact on student achievement as demonstrated through formative and summative assessments in literacy and mathematics

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Goal 3: Provide a range of academic supports during and beyond the school day.				
Strategy	Evidence of Need	Person Responsible	Timeline	Evidence Target
Utilize a mathematics specialist for students below proficiency on a range of academic indicators	<ul style="list-style-type: none"> • Required Actions • School Improvement Grant • Reported student statements • Student performance on NECAP versus other academic indicators 	<ul style="list-style-type: none"> • School Support Team • Mathematics Department 	<ul style="list-style-type: none"> • Hired Fall 2010 	<ul style="list-style-type: none"> • Report of increased student achievement performance over time on a variety of academic indicators
Utilize a reading specialist for students below proficiency on a range of academic indicators	<ul style="list-style-type: none"> • Required Actions • School Improvement Grant • Reported student statements • Student performance on NECAP versus other academic indicators 	<ul style="list-style-type: none"> • School Support Team • English Department 	<ul style="list-style-type: none"> • Hire Fall 2011 	<ul style="list-style-type: none"> • Report of increased student achievement performance over time on a variety of academic indicators
Intervention Time: maintain a time during the student contact day for intervention in mathematics, literacy.	<ul style="list-style-type: none"> • Student performance on NECAP versus other academic indicators 	<ul style="list-style-type: none"> • School Support Team • Mathematics, English Department • Teachers 	<ul style="list-style-type: none"> • Initiated SY 2010 	<ul style="list-style-type: none"> • Report of student participation, academic indicators, and anecdotal information

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Goal 3: Provide a range of academic supports during and beyond the school day.				
Strategy	Evidence of Need	Person Responsible	Timeline	Evidence Target
Homework Club: Provide free after school tutoring, organizational, and homework help to available to every LUHS student	<ul style="list-style-type: none"> • Reported student statements • Student performance on NECAP versus other academic indicators 	<ul style="list-style-type: none"> • School Support Team 	<ul style="list-style-type: none"> • Hired Fall 2010 	<ul style="list-style-type: none"> • Report of student participation
Purchase up to 30 seats of virtual learning through the VT Virtual Learning Collaborative	<ul style="list-style-type: none"> • School Improvement Grant 	<ul style="list-style-type: none"> • Principal • Technology Department 	<ul style="list-style-type: none"> • Research: SY 2011 • Implement: SY 2012 	<ul style="list-style-type: none"> • Student enrollment in virtual classes • Performance of students in virtual classes

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Goal 4: Create a sustainable system of support for instructors.				
Strategy	Evidence of Need	Person Responsible	Timeline	Evidence Target
Provide teacher mentoring for teachers that are “new to the school” and” new to the profession.”	<ul style="list-style-type: none"> • School Improvement Grant 	<ul style="list-style-type: none"> • School Support Team • Teachers 	<ul style="list-style-type: none"> • Review programs: SY 2011 • Implement program: SY 2012 	<ul style="list-style-type: none"> • Amount of teachers remaining at LUHS or within the profession
Create a Professional Development School with Johnson State College	<ul style="list-style-type: none"> • School Improvement Grant 	<ul style="list-style-type: none"> • LUHS Administration • JSC Administration 	<ul style="list-style-type: none"> • Discuss: SY 2011 • Implement: SY 2012 	<ul style="list-style-type: none"> • Established program by SY 2012
Provide substitute teachers for teacher release time to conduct peer observations, create common planning time, complete curriculum and assessment work at LUHS and LNSU level	<ul style="list-style-type: none"> • School Improvement Grant 	<ul style="list-style-type: none"> • Curriculum Coordinator • Principal • School Support Team • Teachers 	<ul style="list-style-type: none"> • Initiate: SY 2011 	<ul style="list-style-type: none"> • Track release time, maintain agendas of completed work

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Goal 5: Improve school to home communication.				
Strategy	Evidence of Need	Person Responsible	Timeline	Evidence Target
Open Power School portal to students	<ul style="list-style-type: none"> • Student requests 	<ul style="list-style-type: none"> • LUHS Administration • Technology department 	<ul style="list-style-type: none"> • Spring 2011 	<ul style="list-style-type: none"> • Power School report of use
Hold Parent Information Meetings at sending schools over the course of each school year	<ul style="list-style-type: none"> • Reduce miscommunication regarding school initiatives 	<ul style="list-style-type: none"> • LUHS Administration 	<ul style="list-style-type: none"> • Ongoing throughout school year 	<ul style="list-style-type: none"> • Meetings are scheduled and held
Maintain regular communications: newsletters, Lancer Life, website, ALERTNOW	<ul style="list-style-type: none"> • Keep communication between school and home regular 	<ul style="list-style-type: none"> • LUHS Administration 	<ul style="list-style-type: none"> • Maintain current publication schedule 	<ul style="list-style-type: none"> • Copies of materials mailed home included with consent agenda reports to LUSD # 18