



Waconia High School

2018-2019 School Improvement Plan

Student Achievement Goals:

- The percentage of 11th grade WHS students who will Meet All Four College and Career Readiness Benchmarks on the ACT will increase from 37% of students on the 2018 ACT to 40% on the 2019 ACT test.
- The Waconia High School graduation rate as determined by the MDE School Report Card will increase in all identifiable demographic areas (All Students 95.1%, Sped 64.5% & Free/Reduced 84.4%) by 2% by the end of the school year.

Staff Development Goals:

- 2018-19 Staff Development Goal: Build PLC Leadership capacity to support the Guaranteed and Viable Curriculum (GVC) and Multi-Tiered Systems of Support (MTSS) Model. We will move from “Initiating” to “Developing” as measured by the PLC and MTSS rubrics and move from “Developing” to “Sustaining” on the GVC rubric by the end of the 2018-2019 school year.

2018-2019 Continuous Improvement Action Plan

Staff Development Area: Multi-Tiered Systems of Support (MTSS)				
Improvement Map Area: WILD Time			Level: Implementation	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
Create an environment by the end of Tri 1 that all teachers are creating and students are signing up for sessions.	End of Tri 1	WILD Team		Mid Year: End-of-Year:
PLC discussions are focused on identifying students for WILD support/remediation and re-teaching	End of Tri 2	WILD Team		Mid Year: End-of-Year:
Survey staff and students on WILD Time	Mid-Tri 3	WILD Team		Mid Year: End-of-Year:

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Staff Development Area: PLC Leadership				
Improvement Map Area: Establishing a focus on learning			Level: Implementing	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
Review and Refine Mission, Vision with all Staff <ul style="list-style-type: none"> • Work in building level PD meetings • Watch PLC/ Solution tree video • Review and discuss District Strategic plan, Mission & Vision • Discuss Strategic Theory of Action what Collective Commitments the building will develop to support the mission & vision 	Building level PLC meetings and staff level PLC meetings 8/28, 9/4 & 10/16 PLC Lead Meeting 10/1	WMS Admin & PLC Leads		Mid Year: By MEA break the staff will know the Collective Commitments through a staff survey End-of-Year: Staff will responds in the developing area of the PLC leadership rubric
Introduce Schoology common documents and protocols <ul style="list-style-type: none"> • Establishing Norms • PLC Goals • SLG Goals • Using Data to review Assessment data • Aligning assessment with GVC • Other weekly PLC meeting protocols • Develop protocols for how WILD time fits with PLC 	PLC lead meeting 9/10, 9/11, 10/1	T&L team and Building Admin		Mid Year: Mid year reflection with PLC Leads on the protocols being used End-of-Year: Staff will responds in the developing area of the PLC leadership rubric

<p>Develop an observational tool for admin to provide feedback and gather data for PLC improvement</p> <ul style="list-style-type: none"> • Share PLC observation tool with PLC leaders for feedback • Begin using the observation tool and feedback with PLC Leaders at remaining PLC meetings 	<p>Dec, Jan, Feb & March PLC Lead meetings</p>	<p>WMS Admin/PLC Leads</p>		<p>Mid Year: PLC leaders understand the PLC observation tool and provide feedback</p> <p>End-of-Year: Staff will responds in the developing area of the PLC leadership rubric</p>
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2018-2019 Continuous Improvement Action Plan

Staff Development Area: Guaranteed and Viable Curriculum (GVC)				
Improvement Map Area: Using Priority Standards, Learning Targets and Success Criteria			Level: Developing	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
Reflect and revise GVC based on <ul style="list-style-type: none"> • ACT Benchmark reports • MCA results 	Early Release 10/5, 2/15 & 4/19	T&L team and Building Admin		Mid Year: Teachers understand the connections of GVC with a the school collective commitments through a building survey and assessment using the principal building walkthrough tool End-of-Year: By the end of the year teachers will assess the school as Sustaining on the GVC Rubric
Intrateam grading and success criteria adjustments	Early Release 10/5, 2/15 & 4/19	T&L team and Building Admin		Mid Year: Teachers understand the connections of GVC with a the school collective commitments through a building survey and assessment using the principal building walkthrough tool End-of-Year: By the end of the year teachers will assess the school as Sustaining on the GVC Rubric

Team reflection and intrateam assessment on standard attainment and grade distribution	Early Release 2/15	T&L team and Building Admin		<p>Mid Year: Teachers understand the connections of GVC with a the school collective commitments through a building survey and assessment using the principal building walkthrough tool</p> <p>End-of-Year: By the end of the year teachers will assess the school as Sustaining on the GVC Rubric</p>
Integration of GVC and mapping planning protocols	11/13 & 12/11	T&L team and Building Admin		<p>Mid Year: Teachers understand the connections of GVC with a the school collective commitments through a building survey and assessment using the principal building walkthrough tool</p> <p>End-of-Year: By the end of the year teachers will assess the school as Sustaining on the GVC Rubric</p>
Integration of GVC in assessment planning protocols	11/13 & 12/11	T&L team and Building Admin		<p>Mid Year: Teachers understand the connections of GVC with a the school collective commitments through a building survey and assessment using the principal building walkthrough tool</p> <p>End-of-Year: By the end of the year teachers will assess the school as Sustaining on the GVC Rubric</p>

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Building Level Project:			Level:	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
				Mid Year: End-of-Year:
				Mid Year: End-of-Year:
				Mid Year: End-of-Year:
				Mid Year: End-of-Year:
				Mid Year: End-of-Year:

2018-2019 Waconia High School Professional Development Calendar

Topic	Date and Time	Location	Who's Involved (Include Planning Team)
Developing school-wide collective commitments	Whole School PLC meetings 8/28, 9/4, 10/16		Building Admin
Productive and Positive Goal Setting meeting	Whole school PLC meeting 9/7		Teaching and Learning
PLC Leadership meeting and professional growth	9/10, 10/1, 10/29, 12/3		Building Admin and Teaching and Learning
GVC Reflection, Revision and Development	Early Release Extended PLC October 5th, 1:00-3:00		Teaching and Learning
	November 26th, 7:30-3:30		Teaching and Learning
GVC Reflection, Revision and Development	Early Release Extended PLC February 15th, 1:00-3:00		Teaching and Learning
GVC Reflection, Revision and Development	Early Release Extended PLC April 19th, 1:00-3:00		Teaching and Learning