

**Adopted by the Federal Hocking Board of Education
March, 2016**

**Federal Hocking Local Schools
Student Success and Engagement Three-Year Plan**

Introduction

The Federal Hocking School District operates with several long-range plans. Annually the superintendent provides the Federal Hocking School Board with five-year enrollment and staffing projections. There is also in place a multi-year facilities plan. In keeping with this, the Board has requested a multi-year plan focused on student success.

The *Student Success and Engagement Plan* is a three year plan focused on three areas including student success and engagement, tracking and reporting student and school results, and staff development and support. The following are the goals of the three-year plan. Each of these are then expanded with action steps as well as a three-year timeline for implementation and evaluation.

Goal 1: Improving student success and engagement

- A. The district will maintain and improve student academic success as measured by graduation rates, progress to graduation, local measures, and the Ohio State report card.
- B. The district will expand opportunities for students to be engaged in the life of the school community.

Goal 2: Improving the reporting of school and student progress

- A. The district will develop its own local report card to share with district residents the progress of the district.
- B. Reporting to parents on individual student progress will be refined in order to better convey to parents how their children are doing.
- C. A process of consistent sharing amongst teachers of student progress from grade to grade will be implemented.

Goal 3: Providing consistent and timely support for teachers

- A. A professional development multi-year plan will be put in place that addresses current district programs, provides time for teachers to work together, and is supported with district funds.

Action Steps by Goal

Goal 1: Improving student success and engagement

A. The district will maintain and improve student academic success as measured by graduation rates, progress to graduation, local measures, and the state report card.

Action Steps:

1. A baseline of current student academic success will be created in the spring/summer of 2016 using state testing information from 2014/15 and 2015/16 (if available), district measures (including but not limited to graduation rates, matriculation rates, reading/math/writing levels, GPAs) against which to measure future student progress.
2. Classroom materials will be developed and purchased in the areas of Math, Science, Reading, and Social Studies (2016) and Language Arts (2017). In 2016/17 the curriculum adoption/development plan will be reassessed. (Recommendations in 2016 will also include handwriting and touch typing/word processing.) A district curriculum library will be created to keep all updated materials.
3. The district-wide approach to services for special needs and gifted will be reassessed and an Assistant Superintendent for Student Services will be hired to develop and implement new plans.
4. In order to balance administrative support at all buildings, an Assistant Principal (who will also serve as the Assistant Athletic Director, see below) will be hired at the secondary school.
5. To support both the technology and the library program, a search for a district librarian/technology teacher will be undertaken in the spring of 2016. This individual will direct our library resources, provide support for instruction to students (and staff) on information technology, and assist in developing district technology standards.
6. The district will investigate the utility of a establishing a primary ED unit either on our own or in collaboration with other districts. Pending that, more careful placement and identification of students with extreme emotional and/or behavior needs will begin with the 16/17 school year.
7. Beginning in the 2016/17 school year the organization of staff (multi-aged grouping, looping, subject matter specialization) is left up to the discretion of each building principal for the length of this plan.

8. We will attempt to provide expanded physical and mental health care to students through our partnership with Hopewell Health Services.
9. We will explore expanded summer learning opportunities for students including looking at alternative school calendars.
10. Teaching staff will be added as student enrollment dictates.

B. The district will expand opportunities for students to be engaged in the life of the school community.

Action Steps:

1. A baseline of current student engagement will be created in the spring/summer of 2016 using information on student participation in extra-curricular opportunities, community opportunities for students in our buildings, and other measures.
2. An Assistant Principal/Assistant Athletic Director will be hired who, for the 2016/17 school year will focus on elementary and middle school athletics and the boosters. In 2017/18 this individual will take over the AD spot.
3. The principals, Director of Student Services, and the ADs will develop expanded athletic and academic opportunities for students commencing with the 2016/17 school year.

Goal 2: Improving the reporting of school and student progress

A. The district will develop its own local report card to share with district residents the progress of the district.

Action Steps:

1. The superintendent, with the advice and input of the school board, will select measures on which to report to the community the progress of the school district. The first of these reports will be issued in August/September of 2016 and annually thereafter.
 2. A 'student satisfaction' survey focusing on school climate will be developed and administered at the end of the 2016/17 school year.
- B. Reporting to parents on individual student progress will be refined in order to better convey to parents how their children are doing.

Action Steps:

1. Under the direction of the Amesville principal, the current standards-based report card in grades K-4 will be re-evaluated looking for ways to make it easier for teachers to use and for parents to understand.
2. Under the direction of the Coolville principal, a standards-based report card for grades 5 and 6 will be developed. The grade 5 report card will be utilized in the 2016/17 school year. The grade 6 report card will be utilized in the 2017/18 school year but each school will be allowed to decide if they would prefer to implement it in the 16/17 school year.
3. Under the direction of the Middle and High School principal, the secondary school will explore ways to use standards-based reporting for parents.

C. A process of consistent sharing between teachers of student progress from grade to grade will be implemented.

Action Steps:

1. A district wide portfolio that follows students from grade to grade will be established in the spring of 2016 and utilized in the fall of 2016. This will be refined during each year of this plan as teachers provide feedback on the quality and usefulness of the information.
2. Time in the district calendar will be provided for teachers to meet with other teachers and share information about upcoming classes.

Goal 3: Providing consistent and timely support for teachers

A. A multi-year professional development plan will be put in place that addresses current district programs, provides time for teachers to work together, and is support with district funds.

Action Steps:

1. The superintendent will develop a multi-year professional development plan that focuses on current district initiatives (reading, writing, math and technology) as well as providing time for teachers to work with one another.
2. The district technology consultant will be retained to examine how our new technology tools are being implemented and recommend what staff development would assist with these tools.

3. The board will establish an annual professional development fund to support the plan provided by the superintendent.
4. The district will establish its own mentorship program to supplement that ODE program and it will include *all* new teachers to the district.

Federal Hocking Student Success and Achievement Plan Timeline
Spring/Summer 2016

1. Establish baseline information on student achievement and engagement.
2. Materials will be developed and purchased for math, reading, social studies, and cursive writing (K-6), science and keyboarding (K-12).
3. Job descriptions will be developed and positions posted for the Assistant Superintendent for Student Services, Assist. Principal/Asst. AD, and District Librarian/Technology Teacher.
4. The newly hired Assistant Superintendent of Student Services will, with the administrative team, develop an approach to improving services to both gifted students and students with learning needs.
5. The newly hired AP/Assist. AD will meet with the administrative team and the athletic director to begin planning for expanded student opportunities in 2016/17.
6. The K-4 standards-based report card will undergo a review and revision process and a standards-based reporting system for grades 5 and 6 will be developed.
7. Components of a local report card to the community will be developed.
8. A portfolio plan for tracking student achievement will be developed.
9. A three-year district professional development plan will be developed and funds set aside to support this plan.
10. Additional teaching staff will be hired to meet staffing demands.
11. Metrics for assessing the success of this plan will be established.

2016/17 School Year

1. The local district report card will be issued and will continue to be issued in subsequent years of this plan.
2. Language Arts materials (K-12) will be purchased.
3. The overall curriculum adoption plan will be reviewed and revised if necessary.
4. Plans in special education, gifted education, and student engagement opportunities will be implemented. This will include a recommendation on the potential of a primary ED unit.
5. Improved standards-based report cards in K-5 (and perhaps 6) will be implemented.
6. The district calendar will be examined with regards to summer learning opportunities and time for teachers to share information about upcoming students.
7. The purchases of technology, supported by the board set-aside funds, will begin and the utilization of such tools will be tracked by a district consultant.
8. Recommendations for the utilization of standards-based reporting on student progress at the middle and high school will be made to the superintendent by the middle and high school principal.
9. Student satisfaction survey will be launched.
10. Information on student success and engagement will be collected and reported and the overall plan will be adjusted to reflect what we are learning.

2017/18 through 2018/19 School Years

1. Implementation of standards-based reporting at grade 6 and any secondary grades/subjects as determined.
2. Continuation of the release of the local report card.
3. Continuation of the use of student portfolios to track progress.
4. Implementation of any recommended calendar changes.

5. All of the various plans will be tracked using agreed upon metrics and adjustments will be made to the plans as necessary.