

Federal Hocking Local Schools  
Student Success Plan  
***Draft Only, 12/15/15***

Introduction

Just as our district has both a staffing and facilities plan, the Board of Education has requested a long-range plan for student success. Over the past five years we have made significant strides in unifying our approach across all three schools in math, reading, writing, social studies, and science. For example:

- This year we will complete a full cycle of text and material adoptions in all areas;
- We have revamped our approach to mathematics including the math coaching project though concerns with this approach are still expressed;
- Our elementary schools have common approaches to reading through leveled books and writing through writing workshops;
- The middle and high school continue to implement the reading and writing across the curriculum approach;
- We now use standards based report cards through 4<sup>th</sup> grade and will be expanding this approach;
- We have established a technology improvement fund and will be implementing new uses of technology;
- We have collaboratively developed and continue to refine a teacher assessment plan that focuses on professional development.

The direction of this plan is to build upon these initiatives, not to add additional new approaches. We have experienced significant success in our graduation rate and meeting standards in particular areas. This plan presents a path to continue and expand upon these successes by developing local benchmarks, increasing student engagement and achievement, and providing consistent staff support and professional development.

Overall Goals

Three overall goals drive this plan:

1. Establish an authentic 'local' report card that provides the community and staff with meaningful indicators and targets of success.
2. Work to maintain or improve student engagement and achievement in all areas.
3. Provide staff development and support in the service of increased student engagement and success.

All of these are outlined in what follows and will be pursued in a manner consistent with the District Operating Principles.

**Goal One: Establish an authentic 'local' report card that provides the community and staff with meaningful indicators and targets of success.**

For the most part, indicators of district success are left to reporting on the report card provided by the Ohio Department of Education. In our recent survey of families, many indicated a concern about the District's rating on this report card. While this report card should not be ignored, it does not tell the entire story about the work of the district. Additionally, Ohio is constantly changing how student success is measured and thus the reports from the state are very inconsistent.

Our first goal, to be implemented by the end of the 2015-16 school year, will be to establish what we believe counts as student success, establish a way of reporting that, and gather baseline information this year for this report. This will serve as an annual reporting tool that we can use to design program improvements and identify positive outcomes in the district. The process can be conducted as follows:

1. Establish what measures we already have available and what measures are important to the district in terms of establishing student outcomes (proposed completion date, May 2016).
  - There is a wide range of information about our students' engagement and academic success that are available to us. These include student involvement in extracurricular programs, attendance, graduation rates, college going and career plans, promotion to grade level, standards based report cards, reading levels, writing samples, math assessments, and more.
  - There are also state standards that, while they should not drive the curriculum, provide some information.
  - Through discussions with the board, administration, parents, and staff we can establish which of these would provide meaningful measures of district success.
2. We can develop a system of providing this information in a common report, annually, for all members of our community (proposed completion date, June 2016).
3. Baseline information for this 'local' report card should be available by the end of this school year. This will be gathered and fed into the targets for Goal Two, maintaining and expanding student engagement and achievement (proposed completion date, June 2016).
3. This report can be annually updated and shared with our community as a way of checking in on our success and making plans for the future (proposed release of first 'local' report card, August 2016). (Note, this could be delayed or amended based on when the state releases their report card.)

**Goal 2: Improve or maintain student engagement and achievement in all areas.**

Using the base line information we can gather from this and past academic years, we will create our own targets for student success and develop plans to begin meeting these targets. Of course, there is a bit of 'building the car while driving it' as we will not have complete information from this year until the summer; but we want to make plans and begin putting the staffing and programs into place for this well in advance of the summer.

Based upon student information from this and past years, as well as feedback from staff on our initiatives in math, reading, and writing, we will target particular areas for monitoring (those areas in which we are doing well, such as graduation rate) and improvement (those areas we want to target). (Proposed completion date, March 2016)

Utilizing this information, recommendations about staffing, programming, etc. will be made to the board for implementation in the 2016-17 school year. Additionally, targets for maintaining or improving student engagement and achievement will be established for a three-year period to be annually reported to the Board and the FH community. (These recommendations will come to the Board throughout the spring, with all recommendations acted upon by May, 2016.)

**Goal 3: Provide staff development and support in order to provide staff with the tools to maintain and enhance student engagement and achievement.**

The single most important component in insuring student engagement and success is an outstanding teaching force. In order to support the teaching staff in their work, several steps will be taken including the following:

- The district will continue with the text and material adoption plan as approved by the board over our five-year cycle.
- A district staff development plan for 2016-17 and 2017-18 will be developed (completion date, May 2016) which will include the content of the professional development, the way in which such professional development is provided, and a feedback process for staff to provide direct for improving and expanding professional development in the district.

## **Student Engagement and Success Plan Timeline**

*December 15, 2015:*

- Present first draft to building principals and school board

*December 18, 2015:*

- Send draft plan to all staff for feedback
- Post on district web site for feedback

*January 2016:*

- GW to all three schools for a day for feedback
- Begin gathering baseline information from all schools

*February 2016:*

- Final plan to board
- Meet with PTOs to get feedback on 'local' report card
- Recommendations to board on keyboarding and cursive writing
- Recommendations to board on positions for 2016-17

*March 2016:*

- Outline of 'local' report card
- Complete gathering of baseline information

*April 2016:*

- Final adoptions in Reading, Elective areas, and Science

*May 2016:*

- Two year professional development plan

*June 2016:*

- Compile all baseline information for 2015-2016 school year
- Set targets for sustaining and improving student engagement and success

*August 2016*

- First report to community with new 'local' report
- Implementation of plans to reach targets for student engagement and success