

Highlands Intermediate School Academic/Financial Plan 2017-18

Goal 1: Student Success. All students demonstrate they are on a path toward success in college, career and citizenship.

- Objective 1: Empowered** - All students are empowered in their learning to set and achieve their aspirations for the future.
- Objective 2: Whole Child** – All students are safe, healthy, and supported in school, so that they can engage fully in high quality educational opportunities.
- Objective 3: Well Rounded** – All students are offered and engage in rigorous, well rounded education so that students are prepared to be successful in their post-high school goals.
- Objective 4: Prepared and Resilient** – All students transition successfully throughout their educational experiences.

Outcome: By the end of three years,	Rationale:
<p>Highlands Intermediate students will demonstrate progress toward success in college, career, and citizenship as measured by school level targets.</p>	<p>Based on identified Complex Area school level targets, there is demonstrated need across varied levels of measures including but not limited to:</p> <ul style="list-style-type: none"> ● Chronic Absenteeism ● Math, ELA, & Science ● ELA & Math MGP ● ELA & Math Gap ● School Climate ● Inclusion Rate ● 9th Grade Transition ● Family and Community Engagement

Planning				Funding	Interim Measures of Progress
Desired Outcome	Enabling Activities <i>(Indicate year(s) of implementation in next column)</i>	School Year(s) of Activity	Accountable Lead(s)	Source of Funds	Define the relevant data used to regularly assess and monitor progress
<i>By the end of the 2017-2020 school year, Highlands Intermediate will use processes and tools to implement and monitor their priority campus-wide initiative.</i>	Art Institutes (K-12) to focus on utilizing a data driven, systematic approach to ensure focused planning and implementation of the Data Team Process that will result in continuous school improvement.	2017 - 2020	Principal		Based on <ul style="list-style-type: none"> School-developed success criteria monitoring tool. <u>HIS ART Folder</u>
<i>By the end of the 2017-2020 school year, Highlands Intermediate will use AVID strategies to ensure student college career readiness.</i>	Implement AVID research-based and culturally relevant strategies across all content areas to prepare students for college and career by developing students' <ul style="list-style-type: none"> critical thinking literacy skills mathematical skills emphasizing opportunities to engage in project-based learning.	2017 - 2020	Site Team	WSF Substitutes 25 x \$185 = \$4,625 Stipends 10 x \$185 = \$1,850 AVID Institute, PATH training, and conference \$40,000	Based on <ul style="list-style-type: none"> AVID Certification Requirements Administrative Walkthroughs Academic Plan Evidence Binder

<p><i>By the end of the 2017-2020 school year, Highlands Intermediate will develop transitional strategies to ensure students' preparedness for intermediate, high school, and college/career.</i></p>	<p>Professional Learning Community to identify strategies to align school efforts that support student transitions.</p> <ul style="list-style-type: none"> ● from elementary to intermediate. ● from intermediate to high school. ● from high school to college/career. 	<p>2017 - 2020</p>	<p>Principal</p>		<p>Based on</p> <ul style="list-style-type: none"> ● AABC Data @ key transitional points. ● 8th grade Algebra I earned credit ● 9th grade success data ● RIASEC data for Academy enrollment
<p><i>By the end of the 2017-2020 school year, Highlands Intermediate will utilize organizational resources to meet the needs of the whole child.</i></p>	<p>Highlands Intermediate will continue to establish and monitor the implementation of school-wide learning and behavioral expectations in the Positive Behavior Intervention Support Plan, incorporating the GLOs into daily instruction, and regularly assessing student achievement of the GLOs.</p>	<p>2017 - 2020</p>	<p>PBIS Lead</p>	<p>WSF PBIS conference \$30,000</p>	<p>Based on</p> <ul style="list-style-type: none"> ● Discipline Data ● Attendance Data ● Behavior Data ● Progress Monitoring Data
<p><i>By the end of the 2017-2020 school year, Highlands Intermediate will utilize organizational resources to meet the needs of the whole child.</i></p>	<p>As part of the K-12 Construct focus on math, Highlands Intermediate will plan and implement programs for students, through</p> <ul style="list-style-type: none"> ● Math workshops ● Summer Bridge programs ● Math tutorials ● Study Skills coursework 	<p>2017 - 2020</p>	<p>Math DH SPED DH Counselors</p>	<p>WSF iReady Diagnostic Math Tests/Curriculum 200 Disadvantaged, ELL, SPED students x \$30 per student:\$6,000</p>	<p>Based on</p> <ul style="list-style-type: none"> ● Diagnostic math tests ● Disaggregated SBA data ● End of course exams data

<p><i>By the end of the 2017-2020 school year, Highlands Intermediate will continue to use instructional strategies and tools to implement and monitor school wide initiative.</i></p>	<p>Highlands Intermediate will continue to implement and monitor the implementation of argumentative writing across all content areas.</p>	<p>2017-2020</p>	<p>Literacy Coach</p>		<p>Based on</p> <ul style="list-style-type: none"> • Student writing samples • Academic Plan Evidence Binder • Student Learning Outcomes (SLO)

Goal 2: Staff Success. Highlands Intermediate School has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

- ❑ **Objective 1: Focused Professional Development** – Develop and grow employees to support student success and continuous improvement.
- ❑ **Objective 2: Timely Recruitment and Placement** – Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.
- ❑ **Objective 3: Expanded Professional Pipeline** - Expand well-qualified applicant pools for all Hawaii educator positions and expand the number of candidates who are prepared to support student success objectives.

Rationale:	Outcome: By the end of three years,
<p>Based on identified Complex Area school level targets, there is demonstrated need across varied levels of measures including but not limited to</p> <ul style="list-style-type: none"> ● Chronic Absenteeism ● Math, ELA, & Science ● 3rd Grade Literacy ● ELA & Math MGP ● ELA & Math Gap ● School Climate ● Inclusion Rate ● Family and Community Engagement 	<p>Highlands Intermediate School staff will</p> <ul style="list-style-type: none"> ● use highly effective research-based and evidence-based instructional techniques to effectively further student success. ● examine, collaboratively, the impact of instructional beliefs and practices.

Planning				Funding	Interim Measures of Progress
Desired Outcome	Enabling Activities <i>(Indicate year(s) of implementation in next column)</i>	School Year(s) of Activity	Accountable Lead(s)	Source of Funds	Define the relevant data used to regularly assess and monitor progress
<i>By the end of the 2017-2020 school year, Highlands Intermediate School will provide Induction and Mentoring support for beginning teachers and mentors.</i>	Professional Learning Communities and Professional Development to focus on the Induction and Mentoring Program. <ul style="list-style-type: none"> ● Beginning Teacher PD ● Monthly Forums ● NHQT Assistance in Praxis preparation ● Modeling and observing in the classroom 	2017 - 2020	Administration	WSF Literacy Coach \$60,000	Based on <ul style="list-style-type: none"> ● NHQT Data ● Teacher PD Evaluation Data ● Faculty Agendas/minutes ● Study Skills Matrix ● Academic Plan Evidence Binder
<i>By the end of the 2017-2020 school year, Highlands Intermediate School will implement the Hawaii Common Core Standards with high yield instructional and assessment strategies to impact student progress.</i>	Professional Learning Communities and Professional Development to focus on curriculum, instruction, and assessment aligned to Hawaii Common Core Standards to ensure College & Career Readiness. <ul style="list-style-type: none"> ● Pearl City Complex K-12 Math Construct ● Focus on Disadvantaged, ELL, SPED with differentiated strategies 	2017 - 2020	SRS CA Team Math DH	WSF Substitutes 30 x \$185 = \$5,550	Based on <ul style="list-style-type: none"> ● CFA results ● Survey of Stakeholders ● iReady Data ● SBA results ● Strive HI results ● Administrative walkthroughs ● Algebra Readiness Assessment Data

Goal 3: Successful Systems of Support. The system and culture of **Highlands Intermediate School** works to effectively organize financial, human, and community resources in support of student success.

- ❑ **Objective 1: Innovation** – Foster innovation and scaling of effective instructional and operational practices to meet and exceed our educational goals.
- ❑ **Objective 2: Adequate and Expanded Resources** – Secure adequate resources to support school and community-based plans for student success.
- ❑ **Objective 3: Efficient and Transparent Supports** – Increase efficiency and transparency of instructional and operational supports to promote student learning and help schools while stewarding public education resources.

Outcome: By the end of three years,	Rationale:
<p>Highlands Intermediate School will work with financial, human, and community based resources to strengthen the system for student success.</p>	<p>Based on identified Complex Area school level targets, there is demonstrated need across varied levels of measures including but not limited to</p> <ul style="list-style-type: none"> ● Chronic Absenteeism ● Math, ELA, & Science ● 3rd Grade Literacy ● ELA & Math MGP ● ELA & Math Gap ● School Climate ● Inclusion Rate ● Family and Community Engagement

Planning				Funding	Interim Measures of Progress
Desired Outcome	Enabling Activities <i>(Indicate year(s) of implementation in next column)</i>	School Year(s) of Activity	Accountable Lead(s)	Source of Funds	Define the relevant data used to regularly assess and monitor progress
<i>By the end of the 2017-2020 school year, Highlands Intermediate will receive accreditation by the Western Association of Schools and Colleges (WASC).</i>	Highlands Intermediate will continue to plan and implement recommendations from the 2017 accreditation visit.	2017- 2020	Principal		Based on <ul style="list-style-type: none"> ● Final WASC report
<i>By the end of the 2017-2020 school year, all Pearl City schools will utilize organizational resources to meet the needs of the whole child.</i>	All Pearl City Schools will continue engaging with the Leeward Community Children’s Council <ul style="list-style-type: none"> ● attendance at meetings and/or activities ● apply meeting details as necessary, according to the school/student needs and progress. 	2017 - 2020	Principal		Based on <ul style="list-style-type: none"> ● Meeting Attendance ● Meeting Minutes ● Principal Reports
<i>By the end of the 2017-2020 school year, Highlands Intermediate School will utilize organizational resources to meet the needs of the whole child.</i>	Highlands Intermediate will <ul style="list-style-type: none"> ● utilize UpLink funding to provide programs and opportunities (before and/or after school) for students to participate in activities to supplement their learning. 	2017 - 2020	UpLink Coordinator	UpLink \$105,000	Based on <ul style="list-style-type: none"> ● Student Participation Rate ● Demographics ● Site Activity Offerings ● Grades, Behavior Data <u>UpLink Progress Monitoring</u>

<p><i>By the end of the 2017-2020 school year, all Pearl City-schools will utilize organizational resources to meet the needs of the whole child.</i></p>	<p>All Pearl City schools will continue to participate in extra-curricular activities</p> <ul style="list-style-type: none"> ● Pearl City <ul style="list-style-type: none"> ○ Intramurals - Basketball, Volleyball, Track & Field ○ Fine Arts - Music Festival 	<p>2017 - 2020</p>	<p>Principals</p>		<p>Based on</p> <ul style="list-style-type: none"> ● Participation Data ● Community Attendance Data
<p><i>By the end of the 2017-2020 school year, all Pearl City schools will utilize organizational resources to meet the needs of the whole child.</i></p>	<p>All Pearl City Complex schools will continue to work with community associations</p> <ul style="list-style-type: none"> ● Representation at monthly community meetings. ● Support and participate in community activities and resources. 	<p>2017 - 2020</p>	<p>Principals</p>		<p>Based on</p> <ul style="list-style-type: none"> ● Principal Reports ● School Publications ● Community Publications ● myPearlCity.com website