



Three-Year Complex Area Academic Plan 2017-2020

Highlands Intermediate School

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	April 10, 2017; Revised March 12, 2018

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Where are we now?	
<p>Prioritize School’s needs as identified in one or more of the following needs assessments:</p> <ul style="list-style-type: none"> ● WASC Self Study <ul style="list-style-type: none"> ▪ WASC Category B: Standards Based Student Learning: Curriculum, instruction ▪ WASC Category C: Standards Based Student Learning: Instruction ▪ WASC Category D: Standards Based Student Learning: Assessment and Accountability 	<p>1. Need: The school’s leadership needs to place a greater emphasis on evaluation processes to determine the measurable effect Academic Plan activities, school programs and professional development efforts have on student performance (beginning with Math). <i>Highlands Intermediate School Strive HI Results</i></p> <p>2. Need: The school’s vision and mission statements, although used by the leadership in making decisions and implementing programs, needs to be communicated to faculty, staff, and students regularly to provide justification and context for all instructional and curricular decisions and activities. <i>2017 WASC Accreditation Critical Area of Need</i></p> <p>3. Need:</p>
Addressing Equity: Sub Group Identification	
<p>In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.</p> <p>Highlands Intermediate School Strive HI Results</p> <p><i>Disadvantaged, ELL, and SPED students are considered High Needs students. The proficiency gap between High Needs students and Low Needs students continue to increase in Math, based on Smarter Balanced Assessment results.</i></p>	

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ORGANIZE: Identify your Complex Area priorities and leads	
Priorities/Strategies/Initiatives	Name and Title of Accountable Lead
1. Research-Based & Evidence-Based [Well Rounded] {CCSS}	1. Curriculum Coordinator
2. Social Emotional Learning [Whole Child] {EES}	2. Principal
3. Inclusive Practices [Equity] {CSSS-RTI}	3. Student Support Coordinator, SPED DH
4. 9th Grade On Track [Transitions]	4. Counselor
5. ART {FI/DT}	5. ART Lead
6. I & M	6. Vice Principal
7. CCSS - Math	7. Math DH
8. CCSS - ELA	8. ELA DH
9. CCSS – Social Studies	9. Social Studies DH

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10. CCSS- Science	10. Science DH
11. CCSS-Fine Arts	11. Fine Arts DH
12. CCSS-PE/Health	12. PE/Health DH

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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

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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. (TC, SD)	2017 - 2020	Principal		Based on <ul style="list-style-type: none"> School-developed success criteria monitoring tool. HIS ART Folder
<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 <u>project-based learning</u> . (2017 WASC Critical Area)(SD, TC)	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

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<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>(SD, TC)</p>	<p>2017 - 2020</p>	<p>Principal</p>		<p>Based on success criteria set by te:</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 <u>GLOs into daily instruction</u>, and regularly assessing student achievement of the GLOs. <u>HIS will focus on decreasing trend of suspensions.</u> (2017 WASC Critical Area) (SD, TC, SV)</p>	<p>2017 - 2020</p>	<p>PBIS Lead</p>	<p>WSF PBIS conference \$30,000</p>	<p>Based on success criteria set by state:</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 <u>K-12 Construct focus on math</u>, 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 WASC Critical Area)(SD, TC)</p>	<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 success criteria set by state:</p> <ul style="list-style-type: none"> • Diagnostic math tests • Disaggregated SBA data • End of course exams data

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<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. (TC)</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)
<p><i>By the end of the 2017-2020 school year, Highlands Intermediate School will use gold standard project based learning to ensure the school develops systems to support projects, teachers design and implement projects and student progress to deeper learning competencies.</i></p>	<p>(School Design (SD)-Teacher Collaboration (TC)-Student Voice (SV)) School team will evaluate, design and implement conditions that foster project based learning in school communities, teacher training will focus on collaboration to design and implement projects that support student outcomes in achieving high levels of deeper learning competencies through authentic learning tasks.</p>	<p>2018-2020 Cohort 1</p>	<p>HIS Leadership Team</p>		<p>Based on</p> <ul style="list-style-type: none"> • Education Northwest Measurements <ul style="list-style-type: none"> ○ Student Artifacts ○ Student Surveys ○ Student Presentations ○ Teacher Artifacts ○ Teacher Surveys ○ Teacher Presentations ○ Annual Learning Fairs

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.

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- **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.

Outcome: By the end of three years,	Rationale:
<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. 	<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
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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
<p><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></p>	<p>Professional Learning Communities and Professional Development to focus on the Induction and Mentoring Program.</p> <ul style="list-style-type: none"> ● Beginning Teacher PD ● Monthly Forums ● NHQT Assistance in Praxis preparation ● Modeling and observing in the classroom <p>(TC)</p>	2017 - 2020	Administration	WSF Literacy Coach \$60,000	<p>Based on</p> <ul style="list-style-type: none"> ● NHQT Data ● Teacher PD Evaluation Data ● Faculty Agendas/minutes ● Study Skills Matrix ● Academic Plan Evidence Binder
<p><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></p>	<p>Professional Learning Communities and Professional Development to focus on curriculum, instruction, and assessment aligned to Hawaii Common Core Standards to ensure College & Career Readiness.</p> <ul style="list-style-type: none"> ● Pearl City Complex K-12 Math Construct ● Focus on Disadvantaged, ELL, SPED with differentiated strategies <p>(SD, TC)</p>	2017 - 2020	SRS CA Team Math DH	WSF Substitutes 30 x \$185 = \$5,550	<p>Based on success criteria set by state:</p> <ul style="list-style-type: none"> ● CFA results ● Survey of Stakeholders ● iReady Data ● SBA results ● Strive HI results ● Administrative walkthroughs ● Algebra Readiness Assessment Data

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<p><i>By the end of the 2017-20 school year, Highlands Intermediate will examine and address the need for a schoolwide grading policy in the evaluation of student work. (2017 WASC Critical Area)</i></p>	<p>HIS faculty and administration will examine <u>current practices of grading</u> student work, and develop a school wide policy to uniform grading across all content areas.(2017 WASC Critical Area) (TC)</p>	<p>2017-2020</p>	<p>Leadership Team</p>		<p>Based on the development of a uniform Grading Policy to be implemented in 2020-21 school year.</p>

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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

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<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. (SV) 	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 UpLink Progress Monitoring

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<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 <u>with parents</u> and community associations</p> <ul style="list-style-type: none"> ● Representation at monthly community meetings. ● Support and participate in community activities and resources. <p>(2017 WASC Critical Area)</p>	<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
<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 <u>evaluate the following programs</u> to determine its impact on student learning and development:</p> <ul style="list-style-type: none"> ● Middle School teaming(2018) ● Co-teaching Inclusion (2018) ● Study Skills (2019) ● Data Teams (2019) 	<p>2017 - 2020</p>	<p>ART</p>		<p>Based on</p> <ul style="list-style-type: none"> ● Parent, teacher, student surveys ● SQS data ● Student Work ● SBA test data ● Course Marks data ● Attendance data

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	<ul style="list-style-type: none">• Argumentative Writing (2020)• Math Core (2020) (2017 WASC Critical Area) (SD)				<ul style="list-style-type: none">• Academic Plan Evidence Binder
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