



OLYMPIA COMMUNITY UNIT SCHOOL DISTRICT NO. 16

2016-2017 School Improvement Plan

Goal Setting Action Plan

SCHOOL NAME: OLYMPIA HIGH SCHOOL 9-12	TEAM MEMBER (S): SILT Team members			
COLLEGE AND CAREER READINESS STANDARDS				
DISTRICT GOAL: #1 Goal – Student Learning – We have high expectations with clear learning targets and make data-based decisions in response to individual student needs.				
SCHOOL GOAL #1: – Teachers will utilize skills based grading practices and build a skills based curriculum that can be assessed utilizing skills based measures.				
DATA SOURCE: District data gathered from ACT, ACT Aspire, PARCC, Semester grade distribution, Semester Exam grade distribution and senior exit interviews.				
WHAT? What actions need to be taken to complete the task?	WHO? Who needs to be involved with each action?	TIMEFRAME? When will each action be conducted?	RESOURCES? What tools/strategies need to be collected developed or organized to complete the task?	RESULTS? What data or documents will indicate closure or success for each action?
Monthly SILT Goal	Dr. Jodlowski Mr. Hurley SILT members	August 2016 – May 2017	Each month a monthly goal will be introduced at the SILT meeting and members of the team will share these with their departments.	<ul style="list-style-type: none"> • Work in PLC with a summary of learning. • Application of various skills based practices.
Professional development based on skills based measures and student growth goals	Dr. Jodlowski, Mr. Hurley SILT members	SIP Days, PLC's, Academy	August – Writing as it relates to skills based learning August – Developing student growth goals September – Uniform method of sharing PLC's – Development of Skills	<ul style="list-style-type: none"> • Student growth goals • Surveys

			based curriculum and use of learner characteristics February – Presentation of skills based reporting and collection of feedback on student led conferences	
Teacher observation	All teachers and instructional coaching team members	Ongoing throughout the year	Release time	<ul style="list-style-type: none"> Feedback
Instructional coaching needs based survey	Dr. Jodlowski, Mrs. Uhlman	August	Survey Monkey	<ul style="list-style-type: none"> Data to determine teacher needs.
Development of sub-committee to focus on skills based reporting and policies	Dr. Jodlowski Mr. Hurley Sub-set of SILT members	Beginning in September	Regularly scheduled meetings	<ul style="list-style-type: none"> Products developed for implementation.

COLLEGE AND CAREER READINESS STANDARDS

DISTRICT GOAL: #2 Quality Staff – We will cultivate a work environment that attracts and retains such personnel and provide professional development and training to support student achievement.

SCHOOL GOAL #2: Provide professional development opportunities to prepare teachers with the tools to meet the four essential questions of learning (what do students need to know, how do we know that students know the information, how to challenge students, and how to support students)

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Keep department PLC time sacred so that departments can focus on: <ul style="list-style-type: none"> implementation of a skills based curriculum, (which standards go in which classes, change in course offerings, writing classroom learning targets) 	SILT Department Chairs Administrators	Ongoing	Time – 2nd Wednesday of each month and selected SIP day times	End of the year departmental portfolio of curriculum, assessments, activities, etc.

<ul style="list-style-type: none"> - development of common formative and summative assessments, - providing rigorous activities to challenge students to exceed standards, and - differentiating curriculum and instruction to help students meet standards. - 				
Create an ongoing voluntary PLC that meets 1-2 times each month to discuss needed topics related to skills based grading and reporting.	SILT Teacher volunteers	Ongoing	Time	Provide a “share time” during lunch learnings.
Implementation of a structured Mentoring Program for new teachers Implementation of a structured Mentoring Program for experienced teachers	Lisa Castleman Jill Uhlman New teachers	August and monthly topics	-----	Share time for new and experienced teachers
Provide professional development for department chairs to be instructional leaders or coaches	Administrators	SILT Meetings	-----	Department chairs will be able to go back to departments and model
Provide teachers with instructional resources to participate in lesson study activities where teachers collaboratively develop a lesson, teach the lesson, and discuss the lesson	Department Chairs Administrators	Ongoing	Release time	Share time
Evaluate the recognition of teachers and students excelling in our building. Strive to ensure that teachers and students are recognized equitably.	SILT	Ongoing	-----	-----

GOAL 3

DISTRICT GOAL #3 Goal - Positive Learning Environment-We will create a safe and secure atmosphere filled with collective responsibilities, enthusiasm, and collaboration.

SCHOOL GOAL #3- Instill a sense of pride within our student body regarding facilities, culture, and the greater school community.

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Develop a focus on the Spartan learner characteristics	Dr. Jodlowski Mr. Hurley Teachers Advisors Supervisors	Weekly and Monthly	<ul style="list-style-type: none"> Posters and pictures around the school 	-----
Incorporate phrases to end announcements each day of the week with learner characteristics in them! 1 st day of the week to all during announcements	All staff and students	Weekly	-----	-----
Advisory discussions on goal setting.	Advisors Students	Weekly	-----	-----
Teachers will pilot communicating learner characteristics second semester with student self-reflection which transcends into a student led conference second semester	Teachers Students	February	-----	-----