

# William Floyd School District

## Secondary School Improvement

### Plans

## 2011-2012



W.F.H.S.



W.F.M.S.



W.P.M.S.



Contained in this document are the School Improvement Plans (S.I.P.) submitted by each of the building principals from the secondary schools in the William Floyd School District for the 2011 – 2012 school year.

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|---------------------------------|-------------------------------|
| 1. William Floyd High School:   | Principal Mrs. Barbara Butler |
| 2. William Floyd Middle School: | Principal Mrs. Carolyn Schick |
| 3. William Paca Middle School:  | Principal Mr. Ed Plaia        |

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# William Floyd High School

## William Floyd High School

Goal: Increase Graduation Rate

Objective(s): Increase performance in Academic Core Areas; minimize variance in overall student/teacher performance

Evaluation Indicators: (Evidence that the goal has been reached or progress has been made)

- Increase of student performance on state assessments, for all subgroups and as a whole
- Graduation rate increases to meet Race To the Top targets

<u>Key Strategies and Activities</u>	<u>Lead Role</u>	<u>Target Date</u>	<u>Status of Progress</u>	<u>Completion Date</u>
<i>What will be done?</i>	<i>Who is ensuring activity is completed on time?</i>	<i>When will activity be complete?</i>	<i>1. What is the status of the activity? 2. Any challenges or barriers with completing on time?</i>	<i>What date was activity actually completed?</i>
Strategy 1: Common Core Integration	Barbara Butler	Ongoing	Following Timeline	none
Activity 1A: Set up School Inquiry Team	Barbara Butler	September	Team has been designed. Meetings occur Bi-weekly	9/1/11 and ongoing
Activity 1B: Professional Development	School Inquiry Team	Ongoing	Turn Key trainers are being trained faculty meetings 9/6 & 9/21 department meetings	9/6 and 9/21
Activity 1C: Teach Like a Champion	Barbara Butler & all A.P.s	11/8/2011	Preparing for implementation	
Strategy 2: Staffing	Barbara Butler		Assign teachers to course	
Activity 2A: Shifts of which teachers are teaching which courses	Chairpersons	September	Completed	9/1/2011
Activity 2B: Special Ed. Integration	Barbara Butler	September	Special Ed. Teachers participate in and are observed by their content AP as well attend all content area department meetings	9/1/2011
Collect Core Lesson Plans	School Inquiry Team	11/1/11 & 5/15/12	Review at 11/2 meeting and additional May meeting for second lesson	1/15/12 & 5/15/12
Strategy 3: departmental Exams	Chairpersons	Ongoing	Aligning instruction for consistency throughout departments	
Activity 3A: Social Studies, Math, LOTE	C. Clasen S. Batista M. Coogan	Mid Year 3rd QTR 4th QTR	Teams are meeting to create/revise departmental midterms, end of 3rd Quarter assessment, end of year assessment (final exam)	

Activity 3B: English	P. Scotto	3rd QTR	Looking into interim assessments 4th QRT final for non-regents classes	Jun-12
Activity 3C: Science	L. Lackemann	After each unit	Teams are meeting to create common unit exams	Jun-12
Activity 3C-A: Implementing Science Options for Graduation Requirements	Barbara Butler Lisa Lackemann	June	students who will be positively affected have been identified	Jun-12
Activity 3D: Item Analysis & Review	Chairpersons School Inquiry team	After each unit	An Item analysis by teacher will be created & reviewed after every departmental or quarterly exam	
Strategy 4: Right Reason Technology	M.Gode	Ongoing	Using Right Reason Technology students will be able to take classes to make up previously unsuccessful coursework or earn additional credit	
Activity 4A: Credit Recovery	M. Gode	Every QRT	Students assigned during the day and after school coursework	
Activity 4B: Credit Advancement	M. Gode	Every QRT	Students assigned after school course work	

**William Floyd High School**

Goal: College & Career Readiness

Objective(s): Prepare students to enter college and careers at an appropriate academic level

Evaluation Indicators: (Evidence that the goal has been reached or progress has been made)

- Meet Race To The Top student performance levels of 80% or better in math and 75% or better in ELA

<b><u>Key Strategies and Activities</u></b>	<b><u>Lead Role</u></b>	<b><u>Target Date</u></b>	<b><u>Status of Progress</u></b>	<b><u>Completion Date</u></b>
<i>What will be done?</i>	<i>Who is ensuring activity is completed on time?</i>	<i>When will activity be complete?</i>	<i>1. What is the status of the activity? 2. Any challenges or barriers with completing on time?</i>	<i>What date was activity actually completed?</i>
Strategy 1: Academic Vocabulary across the disciplines	P. Scotto	10/31/2011	In progress	
Activity 1A: Distribute to staff set expectations	Barbara Butler	10/15/2011	Completed via training & e-mail Department follow-up	
Activity 1B: Lesson plan assessment Review	APs	15th of the month	APs will look at assessments monthly	ongoing
Strategy2: Common Core Integration	Barbara Butler	1/15/12 - June 15	First professional development sessions have occurred	ongoing

Activity 2A: Professional Development	Barbara Butler	9/21/11 2 times throughout October	Initial phase created for literacy across the disciplines	ongoing
Activity 2B: Lesson Implementation	SI Team	By January 12	Designing Lessons	ongoing
Strategy 3: Career Prep	Barbara Butler	Ongoing	Multiple activities in place for preparing students for careers	
Activity 3A: Career Activities-Naviance	Guidance Counselors	Jun-12	Students are being introduced to Naviance-Career inventory	
Activity 3B: Planning of Career Courses	Stan Pelech Barbara Butler	Sep-12	Construction is making progress Working on designing program	
Activity 3C: Parent Workshops	Barbara Butler	10/11, 12/11, 3/12	Understanding the college Application process being offered while parents are here for parent teacher conferences	

### **William Floyd High School**

Goal: Improve the School Culture

Objective(s): Foster the growth of a positive school environment

Evaluation Indicators: (Evidence that the goal has been reached or progress has been made)

- Less discipline referrals
- Increased school spirit

<b><u>Key Strategies and Activities</u></b>	<b><u>Lead Role</u></b>	<b><u>Target Date</u></b>	<b><u>Status of Progress</u></b>	<b><u>Completion Date</u></b>
<i>What will be done?</i>	<i>Who is ensuring activity is completed on time?</i>	<i>When will activity be complete?</i>	<i>1. What is the status of the activity? 2. Any challenges or barriers with completing on time?</i>	<i>What date was activity actually completed?</i>
Strategy 1: Positive Praise School Spirit	Barbara Butler A.P.s	Ongoing	Implementing activities below	Ongoing
Activity 1A: Staff-Character Education	Barbara Butler	Ongoing	FMOTM Recognition Cards	Ongoing
Activity 1B: Character Ed initiative	D. Gurney	Ongoing	SOTM at the end of each month character Ed committee Formed	Ongoing
Activity 1C: Teacher/student Mentor Program	M. Gode	Ongoing	assigning students to mentors	Ongoing
Strategy 2: High Expectations	Barbara Butler	Ongoing	Identifying goals	Ongoing

Activity 2A: Staff - teacher standards	Barbara Butler	9/6/11, 9/21/22, Ongoing	Provide training, frequent communication regarding expectations	Additional when necessary
Activity 2A-b: FOCUS Training for all staff	M. Walker	Ongoing	Teachers are sent in groups to be trained	Ongoing
Activity 2B: Students Accountability	A.P.s	Ongoing	Meetings regarding student status (towards graduation and cutting)	Ongoing
Activity 2C: Alternatives to Discipline	D. Katchihtes	10/31/2011	Development of detention/OSS Alternatives	Ongoing as new ideas arise
Activity 2D: Hall Sweeps/Visibility	L. Pisano	Ongoing	Have begun to implement hall sweeps and consequences	Ongoing
Activity 2F: C.I.P. Room	M. Walker	Ongoing		
Activity 2F: Cyber bullying/Hate Crimes	D. Gurney	Ongoing	Presentation for grade 9 during October and November for at risk kids	More if necessary
Strategy 1: Parent Involvement	M. Gode	Ongoing	Newsletter, collaboration with PTSO reformat parent presentations	Ongoing
Activity 1A: Publicize/Outreach	Anyone who runs a program or activity	Ongoing	Use Face book, website and other methods to encourage parental participation	Ongoing

# William Floyd Middle School

**William Floyd Middle School**

Need: To increase the number of students performing at levels 3 & 4 on the ELA and Math Assessments

Goal: To develop our teacher’s professional knowledge of the common core standards

Objective #1: To implement a professional development program to strengthen instruction

Objective #2: To increase our teacher’s ability to create and implement lessons based on the common core standards

Objective #3: To continue to fine tune and develop programs to support struggling students

<u>WHAT</u>	<u>WHO</u>	<u>WHEN</u>	<u>RESOURCES</u>	<u>PERSON RESPONSIBLE</u>	<u>OVERALL ASSESSMENT</u>
Professional Development series focused on developing teachers knowledge of common core state standards	All WFMS Professional Staff	Once a week for 10 weeks during school year	ASCD Book <u>Understanding common Core Standards</u> By: John Kendal	WFMS Leadership Team	Number of lessons presented by WFMS teachers designed with common core standards
Increase number of informal observations	WFMS Leadership Team Staff	Entire School Year	Informal observation worksheet	WFMS Leadership Team	Number of informal lessons observed
Create and begin to implement inquiry based teams to identify data based instructional changes for academic improvement	BOCES Staff WFMS Staff WFMS Leadership team	Entire School Year	Professional materials provided by BOCES trainers	WFMS Leadership Team	Number of observations by inquiry team
Teachers will develop lessons which will support the common core standards	WFMS	Ongoing throughout the year	Common core standard exemplars	English/Math Chairperson WFMS Leadership Team	Review of created common core lessons observations of said lesson
Fully implemented response to intervention instructional mat.	Students enrolled in AIS Math/ELA	Entire School year	Rally ELA/Math Materials	AIS Teachers	Report Cards and progress reports for AIS students ELA/Math assessment scores

Right Reason Tech.	Targeted remedial students	Entire School year	Laptops Right Reason tech. software	WFMS Teachers WFMS Leadership Team Robert Hagan	All state assessments and regents results
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**William Floyd Middle School**

Need: To improve the overall cultural climate at WFMS

Goal: To utilize positive intervention system to motivate students to develop strong character

Objective #1: To implement a positive behavioral intervention system (PBIS)

Objective #2: To create an environment in which students with behavioral issues can maximize their learning potential

Objective #3: To develop a system for students to easily report bullying incidents

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>RESOURCES</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
Begin to implement positive behavior intervention (PBIS)	All WFMS Personnel	Entire School Year	Charts, Posters PBIS inform. Packet	PBIS Team (Teachers/Leadership team)	Number of disciplinary referrals/comparison to previous years data
Student of the month	All WFMS Teachers	Entire school year	Nomination forms	WFMS Leadership team	Collection of student of the month photos
"Focus" sessions	Selected EFMS students  Carolyn Schick	Once a month through-out the school year	None	Carolyn Schick	Number of student suggestions and implementation of targeted interventions
Right reason Tech.	Students in ISS	During ISS assignment Entire school year	Laptop computers  Right reason Tech. Software	WFMS Leadership team  ISS supervisors	Review of report cards/progress reports of students who received ISS
Bullying intervention Program	All WFMS Students	Entire School year When bullying occurs	Bullying reporting template	WFMS Leadership Team	Number of bullying incidents reported  comparison data

Situation Boxes	WFMS Students	Entire School year	Locked boxes strategically placed throughout the school	WFMS Leadership Team	Number of responses extracted from situation boxes
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**William Floyd Middle School**

Need: To increase positive parental involvement at WFMS

Goal: To develop ways to involve parents in their child’s education at WFMS

Objective #1: To plan activities that teacher parents strategies to assist their child in succeeding academically at WFMS

Objective #2: To develop our teachers’ knowledge of effective strategies for engaging parents and students

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>RESOURCES</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
Parents as study partners: Modeling of appropriate ways to interact/study with child at home	WFMS select teachers/parents	Before selected tests of individual teachers	Study guides/texts student materials	Various teachers (those administering test being studied for)	Test scores of students who attended study session with parent
Every WFMS teacher will create a Google site to provide parents with information related to HW, projects and general inform.	All WFMS Teachers	Training during the week of Sept. 12th-ongoing implementation throughout the school year	Computers	Ms. Interrante Technology staff Developers	Number of active google sites of WFMS teachers
Professional development Series focused on increasing teachers knowledge of parent/student engagement strategies	All WFMS Teaching staff	10 weekly sessions	BOOK: Everyday Engagement	WFMS Leadership team	Teacher/Parent survey

# William Paca Middle School

**William Paca Middle School**

Need: To improve daily attendance for students

Goal: To increase overall daily attendance for students

Objective #1: Utilize positive behavioral intervention system (PBIS) and Pupil Personnel Services Department to monitor and improve average daily attendance

<u>WHAT</u>	<u>WHO</u>	<u>WHEN</u>	<u>RESOURCES</u>	<u>PERSON RESPONSIBLE</u>	<u>OVERALL ASSESSMENT</u>
Positive Behavioral Intervention System	Committee of Volunteers	Bi-weekly	www.pbis.org, BOCES	Ed Plaia Jamal Colson	Behavior, Referrals, QRT grades and average daily attendance
Targeted Outreach check-in calls home	Guidance counselor, social worker, SDM Team	Ongoing	Attendance DATA	Rob King Jamal Colson	Daily Attendance
Small Group Intervention: at 5,10,15, abs.	Students with frequent absences	Ongoing	Incentives	Rob King Jamal Colson	Monthly attendance data Improved individual attendance
Home Visits	At Risk students	Ongoing	Attendance DATA	Rob King Jamal Colson Counselor Social Worker	Improved individual attendance
Weekly Counseling	Identified students	Ongoing	Attendance issues teacher referrals	Counselors Social Worker	Decrease in Referrals Improved grades
Shared Decision Meeting: (SDM) Attendance strategies Implementation Program	Students with extreme absences	Ongoing	Past/current Attendance data, student survey responses	Rob King Jamal Colson Gurney SDM Team	student progress on individual basis throughout the year
Mentoring	Various staff	Ongoing	Support Service Team Meetings	School Psychologist and Social Worker	Improved attendance and academic performance

**William Paca Middle School**

Need: To increase the number of students performing at the proficiency and mastery levels in ELA and Math

Goal: to increase our teacher’s proficiency in implementing and assessing the common core standards.

Objective #1: To utilize data and implement a professional development program to strengthen instruction

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>RESOURCES</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
Student usage of "all pass" to monitor student movement in the building and increase time on task for students	Students	Ongoing	"all pass"	All faculty and staff	Assessment scores
Using Professional Development to focus on developing teacher knowledge and understanding of Common Core	All faculty	October - May	NYSED Common Core	Ed Plaia A.P.s	Frequency of Common core lessons delivered by faculty
Increased number of informal observations	Administrative team	Ongoing	Informal observation work sheet aligned with the Common Core standards	Ed Plaia A.P.s	Documented number of lessons
Utilize newly created SBIT to analyze data to drive instruction	Teachers SBIT Team	Ongoing	Common Core Curricula Past exams	Sherry Batista Phil Scotto Ed Plaia	Quarterly Exams Finals State Exams
Increased vocabulary Focus	All Teachers	Ongoing	NYS Common Core Word Walls	Ed Plaia Phil Scotto Rob King Jamal Colson	Quarterly Exams Finals State Exams

**William Paca Middle School**

Need: To become a school in good standing

Goal: To address the needs of low performing students in subgroups and the general student

Objective #1: Utilize small group and differentiated instruction to increase scores in Math and ELA

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>RESOURCES</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
Analyze 2010-2011 student data	All Math Teachers	September	State & Local Data	Ed Plaia Rob King Jamal Colson S. Batista	State Assessment scores Regents exams Quarterly Exams
Focus on Writing in the Common Core	All ELA & Math teachers	October - June	Common Core rubrics	Ed Plaia Phil Scotto	Student Assessments Quarterly Essays
Monthly Meetings for A.I.S.	A.I.S. Teachers	Ongoing	Student Scores	Ed Plaia Jamal Colson	Student Data
Upgrade Accountability for AIS	AIS Teachers	September - June	AIS Binder Follow-up Monthly Meetings	Ed Plaia Rob King Jamal Colson	State Anecdotal Notes Lesson Plans
New Pull-out AIS program, AIS teachers are also the teacher of record	AIS Teachers	September- June	AIS Binder Follow-up Monthly Meetings	Ed Plaia Jamal Colson	State Anecdotal Notes Lesson Plans Student grades
Create Math Support Class	Teachers	September - June	State exams and text	Ed Plaia	Benchmarks
Create ELA Support Class	Teachers	September - June	State exams and text	Ed Plaia	Benchmarks
Regents Math/Pr-Algebra (shift Pre-Algebra to ICT)	Math Teachers	September - June	Curriculum Scope and sequence	Math Teachers	Student Performance
Extra Help Individual Instruction	Teachers	Ongoing	Review material	Melissa DiDonato Ann Posiak	Student Performance Student Participation
Alignment of IEP goals with curriculum needs	S.E. Teachers	Ongoing	IEP's	Rob King	State Assessments
Strategies from <u>Teach Like A Champion</u>	Teachers	Ongoing	P.D.	Admin Team	Student Performance
Restructure Resource Room and ICT Support classes to focus on skills	Resource room /collaborative support teachers	October	Student Data from state exams and common core standards	Ed Plaia Rob King Ravi Seeram Malasia Walker	Lesson Plans Observations

**William Paca Middle School**

**Need:** To increase positive parental involvement

**Goal:** To create a nurturing environment that encourages parent involvement, leading to pride in our school and community for students and parents

**Objective #1:** To plan more activities for parental involvement and improve the frequency of communication between parents and faculty.

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>RESOURCES</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
Frequent Parent Communication	All Faculty and Staff	Ongoing	Email Connect - Ed Newsletter Letters Home	Ed Plaia Rob King	Attendance at events Feedback from parents
AIS parent nights	Parents and Teachers	September November January March April	Calculators High-interest Books	Ed Plaia Jamal Colson	Attendance at events Feedback from parents
6th and 8th Grade Orientation/transition nights	Incoming and outgoing parents, various teachers	April	Community food/donations	Ed Plaia Rob King Jamal Colson	Attendance at events Feedback from parents
Recreation Nights, Parent V. Faculty Volleyball	Parents, Students, Teachers	Bi-monthly	Gym Supplies	Ed Plaia Rob King Jamal Colson	Attendance at events Feedback from parents
All teachers will create a Google site which will provide parents with information pertaining to HW, projects, grading information, Etc.	All Teachers	PD provided by tech.dept. during week of 10/5. Ongoing communication throughout the year	Laptops, teacher resource	Tec Dept. Staff Developers	Oversee number of active sites during year

**William Paca Middle School**

Need: To decrease the number of students being suspended

Goal: To utilize character education and a PBIS system to develop strong character in students

Objective #1: Implementation of a Positive Behavioral Intervention System (PBIS) and Character Education Program

<u>WHAT</u>	<u>WHO</u>	<u>WHEN</u>	<u>RESOURCES</u>	<u>PERSON RESPONSIBLE</u>	<u>OVERALL ASSESSMENT</u>
Student of the month: Faculty mem. Of month:	Committee Teachers, AP, and students	End of month	Core Virtues, Grades	Ed Plaia Jamal Colson	Monitor referrals, Feedback from faculty/staff
Friday shout outs	All faculty/staff	Every Friday	Core Virtues	Ed Plaia Jamal Colson	Monitor referrals, Feedback from faculty/staff
Bi-weekly PPS meetings	PPS,APS	Weekly	Core Virtues, Internet, Literature	Ed Plaia	Monitor referrals, Feedback from faculty/staff
Character Ed Push in Program	PPS Dept	Ongoing, Nov- June		Jamal Colson	
Honor Roll Recognition	Principal	Quarterly	G.P.A.'s	Ed Plaia NJHS	Monitor referrals, data on grade distribution
Teacher Supervision in Halls	Teachers	Every Period		Ed Plaia AP's	Monitor Referrals
PBIS	Committee of 8 Volunteers	Bi-Weekly	Pbis.org.,BOCES	Ed Plaia Jamal Colson	Monitor referrals, grades, and behavior
Utilize "yellow card" system, for minor infractions	All faculty/staff	Ongoing		AP's	Monitor referrals, grades, and behavior

**William Paca Middle School**

Need: To address the issue of Bullying in School

Goal: To limit the instances of bullying in the building

Objective #1: To explore the causes of bullying and equip students with the necessary means to identify and report it

<u>WHAT</u>	<u>WHO</u>	<u>WHEN</u>	<u>RESOURCES</u>	<u>PERSON RESPONSIBLE</u>	<u>OVERALL ASSESSMENT</u>
Anti-Bullying workshop by the SCPD	All students	October		Ed Plaia	Number of bullying reports
Anti-Bullying pledge	All students	September		Ed Plaia	Number of bullying reports
Anti-Bullying posters throughout the building	Students/faculty/staff	December		Ed Plaia	Number of bullying reports
Paca Leadership Group	Thirty select students	December		Rebecca Kristiansen Ed Plaia	Number of bullying reports
Student produced anti-bullying video	Students	In-production		Ed Plaia	Number of bullying reports
Assemblies on bullying	Students	Quarterly		Ed Plaia AP's	Number of bullying reports

**William Paca Middle School**

Need: To address the college and career readiness of students

Goal: To convey to all students that college is a viable option for them

Objective #1: To expose all students to college applications, college essays and to visit college campuses

<u>WHAT</u>	<u>WHO</u>	<u>WHEN</u>	<u>RESOURCES</u>	<u>PERSON RESPONSIBLE</u>	<u>OVERALL ASSESSMENT</u>
College Essay writing and college applications	All 8th grade students	November		Laurie O'Donahue SS teachers	Number of students writing college essays and completing applications
College Day: All faculty to wear college shirts	All Faculty	Monthly		Laurie O'Donahue	Number of teachers wearing college apparel
Field trips to Dowling, Stony Brook and St. Joes	8th Grade Students	April		Ed. Plaia Laurie O'Donahue	Number of students going on trips
Class visits to discuss college entrance, D1 standards and essays	8th Grade Students	November		Guidance Dept.	Number of students completing essays and applications

**William Paca Middle School**

Need: To continue to meet the needs of an increasingly diverse student body

Goal: To have all faculty and staff become aware and respectful of the diversity within the student body

Objective #1: To have a greater understanding of the changing needs of students in the building

<b><u>WHAT</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>	<b><u>PERSON RESPONSIBLE</u></b>	<b><u>OVERALL ASSESSMENT</u></b>
District Wide Diversity Initiative (FOCUS)	Faculty/Staff	Ongoing	Malasia Walker	Referrals, Attendance, grades
Diversity P.D. at the building level	Faculty/Staff	Ongoing	Ed Plaia A.P.s	Referrals, Attendance, grades
PBIS	Faculty/staff/ bus drivers	Ongoing	Ed Plaia A.P.s PBIS Committee	Referrals, Attendance, grades