

# **NORTHEAST HIGH SCHOOL**



**SCHOOL IMPROVEMENT PLAN  
2010/2011**



# Northeast High School

**PMOC:** Kathy Kubic, Jason Williams, Kellie Katzenberger, Chessil Johnson, Sue Chittim, Sue Smith, Carolyn Braun, Carolyn Brunnett, Sandy LePori-Myers, Parent, Ryan Martin

Academic Charter		Safe and Supportive Charter	Eagle Pride Charter
<b>Liaison</b> – Jason Williams	<b>Liaison</b> – Susan Chittim	<b>Liaison</b> – Chessil Johnson	<b>Liaison</b> – Kellie Katzenberger
<b>Project Mgr-</b> Jacob Boylan	<b>Project Mgr-</b> Buddy Green	<b>Project Mgr-</b> Carol Newman	<b>Project Mgr-</b> Jacqueline Dunn
<b>Process Mgr-</b> M. Weisgerber	<b>Process Mgr-</b> Amanda Travers	<b>Process Mgr-</b> Pat Lang	<b>Process Mgr</b> – Clare Hatcher
<b>AP/SAT</b>	<b>HSA/Eligibility</b>	Michele Tringali - SRO	Sheila Adcock
Donna Bagley	Bonnie Bowen	Tammy Littleton	Barb Ashman
Daniel Blocklin	Steve Gorrick	Alberta Cuffey-Yoloye	Kelly Breen
Marlena Clementson	Monica Lynch	Marjorie Bennington	Patti Delfs
Alex Groff	Amanda Travers	Dr. Michael Hodge	Kristi Ellenberger
Jill Harvey	Chantal Grunert	Rebecca Niederkruger	Ken Fowler
Mary Kasper	Monica Lynch	Diana Peckham	Kevin Gast
Monica Lynch	Ann Strom	Kristin Webster	James Gondak
Ryan Marsh	Greg Solomon	Rosina Madej	Nicole Hardy
Jackie Wilford	Stephanie Herzberger	Rebecca Witt	Ruth Heisey
Kim Alexander (Parent)	Joe Hershfeldt	Maryland Watson	Sarah Jester
Brenden Lee (Student)	Marlena Clementson	William Farrant	Greg Kalberer
	Kevin Pound	Michele Bodine	Deborah Larkin
	Jessica Kennedy-Coyne	Michael Ashburn (parent)	Julia Lebowitz
	Parent: Sheila Kotowski	Paige Booker (student)	Kenny Miller
	Student: Sarah Dobry (11)	Jordan Allen (student)	Caitlin Moler
	Student: Morgan Dietz (11)		Nicole Payne
			Sue Rossi
			Kevin Rutledge
			Carolyn Seibert
			Dan Stinchcomb Tim VanCisin
			Steve Zichos Susan Newman
			Parent- Terri Smith
			Students- N. Smith, A. Takahashi

## Northeast High School School Improvement Plan at a Glance

### Goal 1: Academic Achievement Charter

**All diploma bound students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science, and Social Studies by the 2011/2012 school year. Achievement disparities among all No Child Left behind (NCLB) groups of students will be eliminated.**

**Indicator 1:** 98% of all NHS students will graduate.

**Indicator 2:** By the end of the 2011/2012 school year, 100% of Northeast High School students will declare their intent for a post secondary opportunity.

**Indicator 3:** By end of the 2011/2012 school year, 80% of all NHS seniors will have completed at least one AP or Honors course, 100% of all AP students will have sat for the AP exam, and 75% of those students will have a 3 or better on the AP exam.

**Indicator 4:** By the end of the 2011/2012 school year, 95% of all diploma bound NHS students will participate in the PSAT.

**Indicator 5:** By the end of the 2011/2012 school year, 75% of all NHS students will take the SAT, ACT or Accuplacer. The senior class average will meet or exceed the annual national average for critical reading, writing and mathematics on the SAT and all content areas for the ACT.

**Indicator 6:** 100% of all NHS students will pass the Maryland High School Assessments or equivalent.

**Indicator 7:** 85% of 9<sup>th</sup> graders will have a Grade Point Average (GPA) of 2.0 or above.

**Indicator 8:** 95% of all students will successfully complete Algebra I by the end of 9<sup>th</sup> grade.

### **Goal 2: Safe and Supportive Environment Charter**

All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 1:** 20% fewer students will receive a referral based on the 2008/2009 school year.

**Indicator 2:** Less than 242 students, or 10% fewer, will be suspended based on the 2009/2010 school year.

**Indicator 3:** .8% or fewer students will be placed on extended suspension or expelled based on the 2008/2009 school year.

**Indicator 4:** The percentage of students who attend school each day will increase by 1%, based on the 2008/2009 school year.

**Indicator 5:** There will be an increase of 1% of students who will attend school on time each day based on the 2008/2009 school year.

### **Goal 3: Eagle Pride Charter**

The Northeast High School staff, students, and community will create and expand activities that support the primary academic function of the school. We will create a positive school climate for all members of the Northeast Community.

**Indicator 1:** By June 2011, 90% of Northeast High School parents and community members will indicate that NHS communicates effectively and is a welcoming environment.

**Indicator 2:** By June 2011, NHS will increase its community partnership and volunteer members by 10% from 2010 baseline data to directly support the academic environment.

**Indicator 3:** By 2011, NHS will host a minimum of two activities, meetings, parent-teacher conferences etc. in the community.

**Indicator 4:** By 2011, each feeder system will host at least one non-traditional parental involvement activity in each feeder system involving elementary, middle, and high schools.



# ACADEMIC CHARTER

**Goal 1:** All diploma bound students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science, and Social Studies by the 2011/2012 school year. Achievement disparities among all No Child Left behind (NCLB) groups of students will be eliminated.

**Indicator 1:** 98% of all NHS students will graduate.

**Annual Objective:** 94% of students will graduate in 2011

**Evidence of need:** xx% of students graduated in 2010

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Create a tracking system in the War Room to monitor at-risk senior students and denote the ethnicity of each student in a tracking column.	HQ	Kubic, Kalberer		SASI Data	Charts Completed	6/11
Create and implement an E Free! academic program to increase the percent of students who pass their classes.		Kubic	Teachers, Counselors	E Free! forms Shirts Connect Ed	Completed forms	Ongoing



# ACADEMIC CHARTER

**Goal:** All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science and Social Studies. Achievement disparities among all No child Left Behind (NCLB) groups of students will be eliminated.

**Indicator 2:** By the end of the 2011/2012 school year 100% of all Northeast High School graduating seniors will declare their intent for a post secondary opportunity.

**Statement of Need:** At the end of the 2010/2011 school year 83.4% of all NHS seniors indicated their intent to attend a 2 or 4 year college. 4.8% of NHS seniors indicated their intent to join the Armed Forces. 6% of NHS seniors indicated their intent to attend a career and/or technical school.

**Annual Objective:** By the end of the 2011/2012 school year 100% of all Northeast High School graduating seniors will declare their intent for a post secondary opportunity.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Increase school-wide use of AVID Ideologies to improve the percentage of students attending college and universities.		Weisgerber	Weisgerber AVID staff Dr. Kubic	The AVID team will create Cornell notes and Mind Maps lesson for a TAP lesson and continue AVID recruitment for sophomores entering AVID in 2011/2012.	Cornell notes and/or Mind Maps in classes. Increase AVID enrollment and student knowledge of AVID ideologies..	March 2011
2. Increase school wide utilization of the College and Career Counseling Center through an advertizing campaign, parent volunteers and teacher participation.		Dunn	Dunn Acad. Charter	Advertising campaign for CCCC; Teachers will sign up for tour times of the CCCC beginning in September 2010. Dunn will recruit parents.	Teachers will sign up classes for tours of the CCCC. CCCC will be open every period and lunch for student use.	Jan 2010
3. Increase the number of minority students attending a 2 or 4 year college by creating pull out groups of NCLB groups .	X	Dunn Gordon (Equity Liason)	Dr. Kubic Diversity Club Gordon Dunn	Class release time for targeted groups; incentives for speakers	Increase in student interest and enrollment in college.	June 2010
4. Guidance Counselors “complete three applications”		Guidance Counselors			Complete Forms for each senior.	June 2011



# ACADEMIC CHARTER

**Goal:** All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science and Social Studies. Achievement disparities among all No child Left Behind (NCLB) groups of students will be eliminated.

**Indicator 3:** By end of the 2011/2012 school year, 80% of all NHS seniors will have completed at least one AP or Honors course, 100% of the AP students will have sat for the AP exam, and 75% of those students will have a 3 or better on the AP exam.

**Statement of Need:** In the 2009/2010 school year \_\_\_% of NHS seniors completed an AP course. 92% of all students in AP courses sat for the AP exam and \_\_\_% of student who sat for an AP exam scored a 3 or better on that exam.

**Annual Objective:** By the end of the 2010/2011 school year 75% of all NHS seniors will have completed at least one AP or Honors Course, 90 % of the AP students will have sat for the AP exam, and 65% of those students will have a 3 or better on the AP exam

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Conduct a fundraising campaign and find financial aid for students who need assistance paying for AP exams.	X	Dr. Kubic	Dr. Kubic Acad. Charter AP Teachers		Low income students will take the AP exam.	March 2011
2. Improve AP summer assignments and ensure that they align with Board of Education policy on summer assignments.		Dr. Kubic Williams	Acad. Charter AP Teachers Williams	Teachers will be trained by the PowerPoint presentation on summer assignments.	Student scores will improve with the proper utilization of summer assignments.	March 2011
3. Create a Northeast High School AP Course evaluation form that can be used by AP teachers at the conclusion of each year for student feedback and debriefing.			E. Gordon AP Teachers	AP Teachers meeting	AP teacher performance will increase with reflection. Teaching styles will adapt to the needs of students.	April 2011



# ACADEMIC CHARTER

**Goal:** All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science and Social Studies. Achievement disparities among all No child Left Behind (NCLB) groups of students will be eliminated.

**Indicator 4:** By the end of the 2011/2012 school year, 95% of all diploma bound NHS students will participate in the PSAT.

**Statement of Need:** In the 2009/2010 school year 88% of all diploma bound NHS students participated in the PSAT.

**Annual Objective:** In the 2010/2011 school year, 92% of all diploma bound NHS students will participate in the PSAT.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Conduct a College, Career and Armed Forces Fair following PSAT administration on Oct. 13, 2010 as an incentive for students to attend school on PSAT day.		Dr. Kubic E. Gordon J. Dunn D. Bagley	J. Dunn AP Teachers Acad. Charter Guidance	Food; incentives; special schedule for day; guest speakers	Representative of colleges and the Armed Forces had been confirmed for Oct. 13 <sup>th</sup> . Gather prizes and incentives for students.	Oct. 13, 2010
2. Conduct a PSAT Blitz. Recruit National Merit Scholar groups for PSAT Blitz.		D. Bagley	D. Bagley	Posters; NCLB group data for PSAT Blitz	Student preparedness for PSAT will increase.	Oct. 13, 2010
3. Provide separate testing situations for National Merit Scholar potential groups, PSAT cohort, and NCLB groups for focused attention.	X	D. Bagley J. Dunn	D. Bagley J. Dunn Academic Charter	Classrooms for testing; student incentives. Lab for cohort use of Quick Start.	Students will test in specific testing groups. Students will prepare for PSAT in cohort groups.	Oct. 13, 2010
4. Improve communication with students, staff and parents by holding a student-parent information dinner, providing online monthly newsletter, Bb.		D. Bagley J. Dunn	Guidance	Blackboard training for staff. Online newsletter.	Student involvement in PSAT will increase as parent awareness and interest improves.	Nov. 2010



# ACADEMIC CHARTER

**Goal:** All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science and Social Studies. Achievement disparities among all No child Left Behind (NCLB) groups of students will be eliminated.

**Indicator 5:** By the end of the 2011/2012 school year, 75% of all NHS students will take the SAT, ACT or Accuplacer. The senior class average will meet or exceed the annual national average for critical reading, writing and mathematics on the SAT and all content areas for the ACT

**Statement of Need:** By the end of the 2009/2010 school year, 100% of graduating seniors had taken the SAT, ACT or Accuplacer.

**Annual Objective:** 100% of all NHS students will take the SAT, ACT or Accuplacer. The senior class average will meet or exceed the annual national average for critical reading(503), writing(497), and mathematics(518) on the SAT and all content areas for the ACT

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Establish pull out groups for subgroups that historically have low SAT registration and scores.	X	Guidance	Dr. Kubic Guidance	Data; advertising campaign ;incentives; release from class time; tutoring; SAT review and prep sessions.	Data will be collect on low scoring SAT student. A focus group will be created for these students to motivate and offer special help. Subgroup registration for the SAT will increase.	May 2011
2. Continue implementation of a daily SAT preparation course combined with AP US History course wherein the first 6 to 7 weeks of the semester focus solely on SAT preparation.		Guidance	Dr. Kubic Guidance	SAT review and prep sessions; Assistance with SAT registration.	Students sit and successfully complete October SAT exam.	Oct. 2010



# ACADEMIC CHARTER

**Goal 1:** All diploma bound students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science, and Social Studies by the 2011/2012 school year. Achievement disparities among all No Child Left behind (NCLB) groups of students will be eliminated.

**Indicator 6:** 100% of all NHS students will pass the Maryland High School Assessments or equivalent.

**Statement of Need:** Current data indicates that for the 2009/2010 HSA administration, NHS students passed the HSA at the following rate:

<b>Algebra: 67%</b>	<b>Biology: 88%</b>	<b>English: 75%</b>	<b>Government: 79%</b>
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**Annual Objective:** The HSA 2010/2011 administration for Northeast High School will pass at the following rate:

<b>Algebra: 75%</b>	<b>Biology: 90%</b>	<b>English: 80%</b>	<b>Government: 85%</b>
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<b>Action Steps</b>	<b>EQ (linked to Statement of Need)</b>	<b>Person Responsible</b>	<b>Implementation Team</b>	<b>Resources/ Staff Development Needed</b>	<b>Monitoring Procedure/ Evidence</b>	<b>End Date</b>
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<p>Implement an HSA Bridge Program that combines HSA test remediation and student Bridge Project Monitoring.</p>		<p>Susan Chittim Buddy Green Amanda Travers</p>	<p>Bonnie Bowen Steven Gorrick Jessica Kennedy-Coyne Amanda Travers Buddy Green Carolyn Braun Michael Davis Stephanie Hersberger Steve Zichos Mary Kasper</p>	<p>Student lists from EDW, remediation materials and Bridge Project Units, Bridge Training</p>	<p>Student participant lists, Student Schedules, Data on completed Bridge Projects</p>	<p>12.10</p>
<p>Use HSA subgroup data and Achievement Series data to align HSA Instructional Strategies and Interventions</p>		<p>Susan Chittim Buddy Green Amanda Travers</p>	<p>HSA co-teaching teams, HSA Academic Charter Members</p>	<p>Mike Ballard, Achievement Series Data, HSA disaggregated data for identified student groups, HSA Core Teachers, SE Teachers</p>	<p>Series of Departmental In-services for HSA core subjects to occur in August and throughout fall charter meetings</p>	<p>2.11</p>
<p>Communicate the importance of passing the HSA to parents and students.</p>		<p>Susan Chittim Buddy Green Amanda Travers</p>	<p>Academic Charter Members</p>	<p>HSA core teams, Co-Teachers, Eagle Pride Charter, Student Performance Data</p>	<p>Connect Ed Messages, Principal's News Letter, School Website, Parent Student Invitations</p>	<p>03.11</p>



# ACADEMIC CHARTER

**Goal 1:** All diploma bound students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science, and Social Studies by the 2011/2012 school year. Achievement disparities among all No Child Left behind (NCLB) groups of students will be eliminated.

**Indicator 7:** 85% of 9<sup>th</sup> graders will have a Grade Point Average (GPA) of 2.0 or above.

**Statement of Need:** 75% of 9<sup>th</sup> graders at Northeast High School earned a 2.0 or above in 2009/2010.

**Annual Objective:** 80% of 9<sup>th</sup> graders at Northeast High School will earn a 2.0 or above in 2010/2011.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Evaluate and refine 9 <sup>th</sup> grade instructional team strategies.		Susan Chittim Buddy Green Amanda Travers	Bonnie Bowen Steven Gorrick Jessica Kennedy-Coyne Monica Lynch	Time during faculty meeting, SASI E-Free 9 <sup>th</sup> Grade Team Meeting	Data charts, files in SASI, 9 <sup>th</sup> Grade Quarterly Performance Data	6.11
Create an African American Male and an Hispanic Male Mentor Team (EQ)		Susan Chittim Buddy Green Amanda Travers	Susan Chittim	Staff to mentor Funds for events	Monthly Progress Checks, Mentor Input	ongoing



# ACADEMIC CHARTER

**Goal 1:** All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in English/Reading/Writing, Mathematics, Science and Social Studies. Achievement disparities among all No child Left Behind (NCLB) groups of students will be eliminated.

**Indicator 8:** 95% of all students will successfully complete Algebra I by the end of 9<sup>th</sup> grade.

**Statement of Need:** In 2010, 83% of all students successfully completed Algebra I by the end of 9<sup>th</sup> grade.

**Annual Objective:** In 2011, 88% of all students will successfully complete Algebra I by the end of 9<sup>th</sup> grade.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Identify, monitor and remediate students that are in danger of failing Algebra. Use of short cycle assessments taken and scored in Achievement Series, data will drive remediation and instruction		Susan Chittim  Carolyn Braun		Power Teacher Progress reports, student work samples, Cognitive Tutor, Achievement Series testing and data analysis	Data from Assessments, benchmark and unit assessment data, report card grades	Ongoing
Increased use of Differentiated Instruction to increase the appropriateness of content in Algebra I		Susan Chittim  Carolyn Braun	Algebra Team	Assessment Materials, Lesson plans that support Differentiated Instruction, Resource assistance from Central Office,	Assessment data	Ongoing

				Thinking Maps as appropriate		
Partner with George Fox Middle School to ensure increased enrollment in Algebra I in the 8 <sup>th</sup> grade.		Principal Carolyn Braun	Administration Guidance DC		8 <sup>th</sup> grade enrollment data	5.11



# SAFE AND SUPPORTIVE CHARTER

**Goal 2:** All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 1:** 20% fewer students will receive a referral based on the 2008/2009 school year. At Northeast High School, the percent of students receiving a referral will drop from 45.5% in 2008/2009 to 36.4% by 2011/2012.

**Statement of Need:** 558 students or 42.3% of students received a referral in 2009/2010.

**Annual Objective:** No more than 41% of student body will receive a referral in the 2010-2011 school year.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
NHS will create a positive culture.		Pat Lang Carol Newman	Safe and Supportive Team	<ul style="list-style-type: none"> <li>• Opening pep rally</li> <li>• Announcements</li> <li>• Spirit events</li> </ul>	Decrease in referrals	June 2011
High expectations for students will be communicated to the students and community.		All Staff	All Staff	Principal Leadership Committee	Completion of newsletter and PA announcements	June 2011
NHS will implement PBIS in the 9 <sup>th</sup> grade.		PBIS Team	PBIS Team & Teachers	Reward funds	Implementation of Eagle Bucks.	June 2011



# SAFE AND SUPPORTIVE CHARTER

**Goal 2:** All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 2:** Less than 242 students, or 10% fewer, will be suspended based on the 2009/2010 school year.

**Statement of Need:** 269 students or 21% of the student was suspended in the 2009/2010 school year.

**Annual Objective:** No more than 19% of the students will be suspended by the 2010/2011 school year.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
NHS will implement PBIS in the 9 <sup>th</sup> grade.		PBIS Team	PBIS Team & Teachers	Reward funds	Implementation of Eagle Bucks	June 2011
School wide implementation of the Discipline Decision Flow Chart.		Carol Newman & Chessil Johnson	Safe and Supportive Team	Distribution of flow chart to staff	Decrease in suspensions	June 2011
Monitor behavior/mentor students with previous history of excessive referrals.		Chessil Johnson	Student Advocates	Power Teacher access	Daily interactions between advocate and assigned students/decrease in suspensions of high fliers	June 2011



# SAFE AND SUPPORTIVE CHARTER

**Goal 2:** All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 3:** .8% or fewer students will be placed on extended suspension or expelled based on the 2008/2009 school year. At Northeast High School, the percent of student receiving a referral will drop from .93% in 2008/2009 to .13% in 2011/2012.

**Statement of Need:** 18 students, or 1.4%, were placed on extended suspension in the 2009/2010 school year.

**Annual Objective:** 10 students or fewer will be placed on extended suspension or expelled during the 2010/2011 school year.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Specific instruction through TAP Lessons addressing behaviors that lead to extended suspension or expulsion		TAP Team Teachers	Teachers & Administration	TAP Lessons and materials  In-service staff on specific lessons	On-going data review of number of students referred leading to extended suspension or expulsion	June 2011



# SAFE AND SUPPORTIVE CHARTER

**Goal 2:** All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 4:** The percentage of students who attend school each day will increase by 1%, based on the 2008/2009 school year. At Northeast High School, the percent of students attending school each day will increase from 94% in 2008/2009 to 95% in 2011/2012.

**Statement of Need:** 92.9% of students attended school each day in 2009/2010.

**Annual Objective:** 94% of students will attend school each day in the 2010/2011 school year.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Winners Circle Program		Pat Lang Carol Newman	Safe and Supportive Team	Funds to Support Reward Program	Marking Period attendance data	June 2012
High expectations of the Freshman Academy on 9 <sup>th</sup> graders to attend school every day.		PBIS Team	Freshman Academy	Reward funds	Increase of 9 <sup>th</sup> grade students to first period.	June 2012



# SAFE AND SUPPORTIVE CHARTER

**Goal 2:** All students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

**Indicator 4:** There will be an increase of 1% of students who will attend school on time each day based on the 2008/2009 school year. At Northeast High School, the percent of students arriving to school on time will increase from 96.6% in 2008/2009 to 98% by 2011/2012.

**Statement of Need:** 96.2% of students attended school on time each day based on the 2009/2010 school year.

**Annual Objective:** 97% of students will attend school on time every day in the 2010/2011 school year.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
Implementation of PBIS in the 9 <sup>th</sup> grade.		Pat Lang Carol Newman	Safe and Supportive Team	Funds to Support Reward Program	Marking Period attendance data	June 2012
High expectations of the Freshman Academy on 9 <sup>th</sup> graders to attend school every day.		PBIS Team	Freshman Academy	Reward funds	Increase of 9 <sup>th</sup> grade students to first period.	June 2012



# EAGLE PRIDE CHARTER

**Goal 3:** Northeast High School staff and students will collaborate with stakeholders within the community to create a positive school climate and create activities that support the school's academic initiatives.

**Indicator 1:** By June 2010-2011, 90% of Northeast High School parents and community members will indicate that NHS communicates effectively and is a welcoming environment.

**Statement of Need:**

- An analysis of data collected for academic school year 2008-2009 indicating that 75% of Northeast High School teachers email progress reports home.
- An analysis of data collected from the AFG Survey indicates that 70% of parents are satisfied with home-school communication

**Annual Objective:** By the end of the 2009-2010 school year, 80% of Northeast High School parents and community members will indicate that NHS teachers communicate effectively and that Northeast High School is a welcoming environment.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Establish effective means of communicating with parents outside of the building by establishing accounts through social networking and email while improving the school website to make it a functional resource for parents.		Kellie Katzenberger	Nick Smith Patti Delfs	Computer with Dreamweaver software  Mailbox for communication	Website pages  Track the following of social networks	On-going through June 2011
2. A survey will be administered to evaluate how well NHS communicates a welcoming environment.		Jacqueline Dunn	Clare Hatcher	Time to administer	Data analysis of survey given June 2010  Parent Survey on school web	On-going through June 2011
3. Principal's Welcoming Walk "Northeast Knock" will be organized.		Kellie Katzenberger	Dr. Kubic	Maps, Staff volunteers	Feedback from community survey	On-going through June 2011



# EAGLE PRIDE CHARTER

**Goal 3:** Northeast High School staff and students will collaborate with stakeholders within the community to create a positive school climate and create activities that support the school's academic initiatives.

**Indicator 2:** By June 2010-2011, NHS will increase its community partnership by 10% to include 110 community and business partners and 29 parent volunteers for a total of 2448 hours.

**Statement of Need:**

- Northeast High School needs to prepare students for a variety of post secondary goals through community partnerships in Anne Arundel County including mock interviewing and internships.
- Northeast High School has a decrease in staffing for the 2010-2011 school year which necessitates parental involvement throughout the school day to create a positive climate and to increase supervision.
- During 2009-2010 school year, Northeast welcomed 13 parent volunteers during the school day.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Increase baseline data community partners, parents and student involvement on school based committees by 10% at the end of 2010-2011.		Volunteer Coordinator/ Administrator/ Signature Program Facilitator	Faculty / Eagle Pride Committee	Data collection from faculty	End of year volunteer and partnership reports.	Quarterly Data Collection
2. Prepare students for a variety of post secondary goals through community partnerships.		Volunteer Coordinator/ Administrator/ Signature Program Facilitator	Faculty / Eagle Pride Committee Guidance	Classes willing to participate with business and community partners.	Maintain a list of community and business partners, as well as parent volunteers.  Mock interviews, speakers and college fairs	On-going through June 2011
3. Collaborate with Loyola Professional Development School to provide future teachers the opportunity to become familiar with the school community.		Sandy LePori-Myers	Stacy Williams (Loyola) Sandy LePori-Myers	Judith Beiter (Magager College/University Partnerships)	Minutes, Portfolios, Staff Development, Agendas	On-going through June 2010

- Baseline data from 2001-2002 indicate that 26 business were involved in internships and 46 were involved in mock interviews. **Annual Objective:** By June 2010-2011, NHS will increase its community partnership and volunteer members to 50 businesses and 15 parent volunteers.



# EAGLE PRIDE CHARTER

**Goal 3:** Northeast High School staff and students will collaborate with stakeholders within the community to create a positive school climate and create activities that support the school's academic initiatives

**Indicator 3:** By 2010/2011, NHS will host a minimum of two activities, meetings, parent-teacher conferences etc. in the community.

**Statement of Need:** Northeast High School recognizes the need to collaborate with stakeholders in the community to create a positive school climate.

**Annual Objective:** By 2010/2011, NHS will host a minimum of two activities, meetings, parent-teacher conferences etc. in the community.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Coordinate with the community to hold a 5 <sup>th</sup> Quarter event game to provide students with a safe and positive way to celebrate with community members after a NHS Varsity football game.		Jacqueline Dunn Kenny Miller	Faculty/ Pastor Rick Gray and other community members	Volunteers, Donation of Services, Refreshments and Prizes	Number of students participating	October 2010
2. Conduct yearlong activities to acclimate 8 <sup>th</sup> graders to high school (freshman orientation, Freshman Academy, high school student mentors and speakers and Next Step).		Greg Kalberer/ Jacqueline Dunn	Academy of Teaching Students, Loyola PDS, community members/ coaches & club sponsors	Funding for end of the year celebration	calendar	On-going through June 2011
3. Inform the NHS community (students, faculty, parents and community members) of the Signature progress.		Jacqueline Dunn	Eagle Pride Committee	Time to report findings	Conduct community meeting Social networks Newspaper	On-going through June 2011



# EAGLE PRIDE CHARTER

**Goal 3:** Northeast High School staff and students will collaborate with stakeholders within the community to create a positive school climate and create activities that support the school’s academic initiatives

**Indicator 4:** By 2010/2011, each feeder system will host at least one non-traditional parental involvement activity in each feeder system involving elementary, middle, and high schools.

**Statement of Need:** Northeast High School needs to improve communication and collaboration with the stakeholders in the local feeder elementary and middle schools to improve academic initiatives throughout the cluster as there are no current feeder school activities to target all students in the Northeast Cluster.

**Annual Objective:** By 2009/2010, Northeast High School will host at least one non-traditional parental involvement activity in the feeder system by involving the elementary, middle, and high schools to support academic initiatives and to create a positive culture in the cluster.

Action Steps	EQ (linked to Statement of Need)	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	End Date
1. Hold an outside Movie Night and increase the number of attendees by 30% over the 2009-2010 baseline of 75.		Clare Hatcher	Eagle Pride Committee	Funding for copyright, movie screen, refreshments, incentives	# of tickets given	On-going through June 2011
2. Work through NHS Cluster Business Advisory Board (BAB) to identify a community event that will include the school in the feeder.		BAB President/ Jacqueline Dunn	Feeder School Personnel & BAB	Venue	BAB Minutes	On-going through June 2011
3..Establish baseline data of the number of students involved in extra-curricular activities.		Clare Hatcher	Eagle Pride Committee	SASI data	Chart	On-going through June 2011

# Northeast High School

## School Improvement Plan: Institutionalized Strategies

### Goal 1: Academic Achievement Charter

Indicator 1: 98% of all NHS students will graduate.

- 9<sup>th</sup> Grade Academies established
- 9<sup>th</sup> Grade Tiered Intervention system created and implemented.
- Spring senior monitoring.

Indicator 2: By the end of the 2011/2012 school year 80% of all Northeast High School graduating seniors will indicate their intent to attend a 2 or 4 year college.

- Northeast High School met this goal in 2009.

Indicator 3: 80% of all NHS seniors will have completed at least one AP or Honors Course, 100% of the AP students will have sat for the AP exam, and 75% of those students will have a 3 or better on the AP exam.

- Mock AP exam day in spring
- School-wide AP enrollment campaign
- Intra-departmental AP recruiting
- Use of AP-potential list for enrollment
- Guidance department offering open enrollment for AP courses
- Seminars offered for all AP courses
- AP information night

Indicator 4: 75% of all NHS students will take the SAT, ACT, or Accuplacer. The senior class average will meet or exceed the annual national average for critical reading, writing, and mathematics on the SAT and all content areas for the ACT.

- SAT word of the day posted in hall
- SAT blitz day(Fall/Spring)
- Accuplacer offered to all Seniors during the PSAT

Indicator 5: 95% of all diploma bound NHS students will participate in the PSAT.

- All 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade students take the PSAT

Indicator 6: 100% of all students will pass the Maryland High School Assessments or equivalent.

- Initiate a series of planned purposeful interventions for our subgroups population to promote academic success.
- Train specified individuals in data analysis to correlate scores with previous reading achievement of subgroup students.
- Use data to identify specific students in each subgroup that are in danger of not passing HSA
- Strategically schedule targeted students to provide maximum resources (co-taught classes).
- Strengthen the case management process by assigning special education caseloads to maximize student/teacher contact leading up to and including the year of HSA.
- Provide instructional modifications that match the expectations of HSA.
- Train all staff on meeting modifications and goals more effectively.
- Increase special educator/general educator communication for IEP development.
- Use content standards and assessment formats when writing IEP goals.
- Use vertical teaming within departments to identify prior knowledge and processing skills required for MSA and HSA.
- Assign special educators to self-contained and co-taught assessed courses.
- Maximize effectiveness of special educators by grouping preps and assigning to departmental content planning teams.
- Establish collaborative teaching model to assist with English Reflections, Algebra Explorations, US Government Inquiry, and Biology Investigations.
- Inservice HSA DC's to filter and analyze appropriate test score data to correlate potential subgroup performance on HSA.
- Use data to identify specific students in each subgroup that are in danger of not passing HSA.
- Strategically schedule targeted students within subgroups to classes that provide maximum resources to address subgroup needs (co-taught classes, AVID, Corrective Reading).
- Strengthen the case management process by permitting the core of a special educator's caseload to be composed of students that they teach.
- Individual departments will strategize to provide instructional modifications that match the expectations of HSA.
- Content planning with special educator to meet modifications and goals more effectively.
- Devote time during IEP meetings to proactively communicate a positive message regarding expectations of performance on HSA
- Review test accommodations for reading and written responses to assure students' needs are addressed on the date of HSA
- Use vertical teaming within departments to identify prior knowledge and processing skills required for HSA.
- Staff all HSA co-taught classes with certificated special educators.
- Special educators assist general educators by identifying modifications that assist with instruction in English Reflections, Algebra Explorations, US Government Inquiry, and Biology Investigations.
- Institute a supplemental reading and math program for targeted subgroups
- Institute an in-house after school learning center targeting subgroups

- Special education will identify and provide appropriate supports to assist teachers of elective classes that contain large numbers of Special Ed students.
  - Special educator will periodically attend department meetings of elective departments to seek input and act as consultants.
  - Monitor implementation of county curriculum and pacing guides for all assessed courses.
  - Provide opportunities for credit recovery.
  - Strengthen and integrate special education teacher membership in horizontal and vertical departmental teams.
  - Planning teams involved in the development and scoring of HSA type questions.
  - Familiarize students with the HSA format, scoring rubrics and formula reference sheets.
  - Display word wall in each HSA classroom and use other reading strategies.
  - Content planning with special educators to meet modifications and goals more effectively.
  - Communicate the importance of passing the HSA to parents and students.
  - Collect and analyze data from student responses for diagnostic purposes in order to guide subsequent instruction
  - Institute a daily content oriented reading program in each department to include:  
Critical reading, Technical readings, Focus of key vocabulary, Primary/secondary documents, Critical analysis
  - Departmental action plans for HSA prep and review
  - Incorporate sample questions from previous HSAs (mdk-12 website) into lessons on biweekly basis
  - Score student work and exams collaboratively
  - Hold horizontal HSA team meetings focused on best practices content and strategies to insure student success with HSA.
  - Encourage the implementation of targeted reading strategies specific to content area and instruction.
  - Design a school wide literacy focus to encourage students to read
  - Analyze data to determine patterns of strengths and weakness to plan appropriate instructional interventions to meet core-learning goals
  - Spiral re-teaching opportunities in Data Analysis course to review of skills based upon areas of need.
  - Explore alternative remediation efforts in HSA courses.
  - Conduct horizontal team meetings between teachers of Data Analysis and Algebra to diagnose and prescribe review efforts.
  - Structure lessons to involve opportunities for drill and practice as part of classroom routine.
  - Use teacher made assessment items based on HSA type questions/stems to determine individual student mastery of assessment limits.
  - Encourage vertical teaming within departments to identify prior knowledge and processing skills required for HSA.
  - Maintain and improve an effective co-teaching model for all assessed courses and their prerequisites
  - Identify students for “Passing the HSA” courses and remediation program to be held prior to October, January and May testing weeks.
  - Longitudinal study of grades, discipline and attendance will be conducted of selected students
  - HSA assessment competitions between departments that award prizes to students for class performance within departments
  - HSA kick off rally to generated excitement and focus attention on performance
- Conduct HSA parent nights to offer strategies for getting their students ready for the Jan and May tests

# **Northeast High School**

## **School Improvement Plan: Institutionalized Strategies**

### **Eagle Pride Charter**

Goal: The Northeast High School staff, students, and community will create and expand activities that support the primary academic function of the school. We will create a positive school climate for all members of the Northeast Community.

Indicator 1: 90% of parents and community members will indicate that NHS communicates effectively and is a welcoming environment based upon climate survey responses.

- Survey all Northeast High School students to identify the types of activities students are involved in and why
- Determine school climate based on faculty perspective

Indicator 2: NHS will celebrate student accomplishments each nine weeks and faculty accomplishments each month.

- Quarterly student event based on increased academic performance
- NHS Teacher of the Month Award
- Eagle Pride Award (NHS Teachers, Faculty, Support Personnel)

Indicator 3: The participation by the school community on the School Improvement Team and parent organizations will reflect the student demographics.

- Create a diversity club

Indicator 4: The number of students involved in extra-curricular activities will increase by 10% from the 06.07 baseline data.

- Faculty Climate survey distributed and analyzed