

Action Plan – Organizational Restructuring

Goal: In April of 2007, the changes in organization will positively impact AYP by creating structures for collaborative decision making, cooperative learning and decisions based on student level, as well as school-wide data.

Strategy: Implement a New Organizational Structure at UTHS

Description of Proposed Action/Activity (What is going to be done to address this goal?)	Results (What will be the evidence of the impact on the goal)	Person(s) Impacted (Who will be involved?)	Resources (Funding Source & Cost)	Timeline (When will the activity occur? Target Dates?)
a) Create an administrative team that works collaboratively to improve the learning environment and student achievement. <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Hire administrative staff that supports school improvement efforts. <input type="checkbox"/> Meet bi-monthly to discuss ways to improve student achievement and the learning environment. b) Study UTHS data and best practices as UTHS plans for future school improvement efforts. <ul style="list-style-type: none"> <input type="checkbox"/> Evaluate progress toward activities identified by the 2007 planning committee <input type="checkbox"/> Identify members for the new school improvement/planning team <input type="checkbox"/> Collect and analyze Explore, PLAN and ACT data provided by GAINS. <input type="checkbox"/> Analyze the SEC survey results <input type="checkbox"/> Research best practices c) Implement the full Freshman Academy so ninth grade students will successfully transition from their eighth grade feeder school into the high school. <ul style="list-style-type: none"> <input type="checkbox"/> Data folders <input type="checkbox"/> Teacher advocates <input type="checkbox"/> Academic intervention <input type="checkbox"/> Relationships 	a) A 5% increase in meets and exceeds levels on the PSAE in 2008, as compared to 2007. Improvement in the percentage of students, teachers and parents that respond positively to SLC survey questions regarding climate and discipline at UTHS. b) All students in 9 th , 10 th and 11 th grade will show a 2 point growth in Explore, PLAN, ACT tests. c) A 5% increase in students earning enough credits to become sophomores, as compared to previous years.	a) Administrative staff b) Representative committee of teachers and administrators c) SLC coordinator, principal, associate principal, assistant principal, 9 th grade teachers, parents, students	a) Anticipated costs for the administrative team are included in the 2007-2008 budget. b) RESPRO c) SLC Grant	a) Bi-monthly meetings during the 2007-2008 school year b) Bi-monthly meetings <ul style="list-style-type: none"> • Aug. 10th • Sept. 30th • Dec. 15th c) Weekly teacher meetings

Action Plan –Structural Restructuring

Goal: In April of 2007, the changes in systems will positively impact AYP by creating structures to effectively monitor the curriculum, instructional practices, professional development and the progress of individual students. All changes focus on improving achievement in mathematics and reading among all students with specific attention to students with disabilities, economically disadvantaged students and the Hispanic and African American subgroups.

Strategy: Implement New Structures at UTHS

Description of Proposed Action/Activity (What is going to be done to address this goal?)	Results (What will be the evidence of the impact on the goal)	Person(s) Impacted (Who will be involved?)	Resources (Funding Source)	Timeline (When will the activity occur?)
a) Develop individual data folders for all freshman students and identify teacher advocates for each freshman student. <ul style="list-style-type: none"> <input type="checkbox"/> Teachers update folders and review student progress weekly <input type="checkbox"/> Teachers meet weekly to discuss student progress and to identify struggling students. 	a) 100% of freshman students will have individual data folders completed by their teacher advocate.	a) Freshman Academy teachers, SLC Coordinator	a) SLC Grant	a) July 30 th training and weekly throughout the school year
b) Refine the process for optimal 9 th grade student placement in classes. <ul style="list-style-type: none"> <input type="checkbox"/> Develop a timeline for incoming student testing and meetings with middle school teachers. <input type="checkbox"/> Meet with the counselors to discuss how to improve the process 	b) Ninth grade level change requests and D/F rate during the 2008-2009 school year will decrease by 10%, as compared to the previous year.	b) Assistant Principal for Curriculum and Assessment, Counselors, Middle School Teachers, Parents, Students	b) No direct cost	b) 2007-2008 school year
c) Develop a plan to create a reading culture. <ul style="list-style-type: none"> <input type="checkbox"/> Assemble a committee to research reading culture best practices. <input type="checkbox"/> Suggest ways to support a school-wide reading initiative. <input checked="" type="checkbox"/> Add a second reading specialist to support the initiative. 	c) Reading scores will show a 2 point growth during the 2007-2008 school year, as measured by the Explore, PLAN, ACT and/or a 1 grade level increase on the Gates –McGinitie Reading Tests	c) Principal, Associate principal, Assistant principal for Curriculum and Assessment, Reading Specialists, Teachers, Librarian	c) RESPRO	c) 2007-2008 school year
d) Create an intervention continuum to guide ninth grade teachers through appropriate interventions if students are not making adequate progress. <ul style="list-style-type: none"> <input type="checkbox"/> Create the continuum <input type="checkbox"/> Utilize the continuum to identify services for students that are struggling. <input type="checkbox"/> Document interventions in data folders. <input type="checkbox"/> Implement UT Early Prevention Program (2nd 	d) 100% of students that are earning a D or an F in a course will be identified by their teacher advocate and appropriate intervention will be instituted until the grade in the course(s) improves to a C- or better.	d) SLC Coordinator, Principal, Associate Principal, Assistant Principal for Curriculum and Assessment, Freshman Academy teachers, counselors	d) SLC grant	d) 2007-2008 school year

<p>semester)</p> <p>e) Develop a new process for teacher evaluation that includes a staff evaluation rotation, standardized process and utilization of three minute walk-throughs.</p> <p>f) Evaluate and institute changes in math curriculum that includes the addition of Work Keys content. Develop the Math IA and Math IB support curriculum, as well as develop a catch-up math course for incoming ninth graders.</p> <p>g) Expand and refine the current formative and summative system of assessment</p> <ul style="list-style-type: none"> <input type="checkbox"/> Evaluate student progress toward meeting state testing standards on the ACT through analyses of Explore, PLAN and ACT data analysis by the GAINS company. <input type="checkbox"/> Develop a Work Keys Math and Reading for Information Assessment to monitor student progress toward meeting standards on Day 2 of the PSAE. <input type="checkbox"/> Develop common formative and summative assessments in all courses to monitor student progress. <p>h) Study Professional Development Schools (PDS) and explore the possibility of partnering with Western Illinois University to make UTHS a PDS site.</p> <p>i) Reevaluate and revise the current curriculum using the Surveys of Enacted Curriculum and current curriculum maps and guides to better meet the needs of the UTHS students.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Research curriculum mapping software <input type="checkbox"/> Evaluate results of the SEC and have teachers discuss results and make collaborative changes <input type="checkbox"/> Update curriculum maps in English and math <p>j) Research and implement Dual Credit/Dual enrollment classes</p>	<p>e) All teaching staff will be evaluated using a standardized process and 100% of staff will have weekly walk-throughs.</p> <p>f) Math scores will improve for all students, as measured by the Explore, PLAN and ACT. 100% of students in the Math IA and Math IB classes will earn a C or higher in their Algebra IA or Algebra IB course.</p> <p>g) Formative unit assessments and semester summative assessments will be evaluated and updated in all general level and CP classes. All students will show a 2 point improvement in Explore, PLAN and ACT testing.</p> <p>h) A committee will be formed to research PDS and Professional Learning Communities</p> <p>i) Alignment of curriculum in English, math and science to state learning standards will be evaluated using the results of the SEC survey. Maps in English and math will be updated.</p> <p>j) All students in the two dual credit courses will receive Black Hawk credit during the 2007-2008 school year. Two additional dual credit courses will be added in the 2008-2009 school year.</p>	<p>e) Administrative staff that evaluate teachers</p> <p>f) Math teachers, Assistant Principal for Curriculum and Assessment, Special Education Coordinator</p> <p>g) Assistant Principal for Curriculum and Assessment, teachers, SLC coordinator, technology coordinator and IT specialist.</p> <p>h) Principal, Dean, teachers, WIU faculty</p> <p>i) Assistant Principal for Curriculum and Assessment, math, science and English teachers</p> <p>j) Superintendent, principal, associate principal, assistant principal, BlackHawk College and Dual Credit teachers</p>	<p>e) No direct cost</p> <p>f) RESPRO, CSR, ISAMS grant and SLC Grant</p> <p>g) RESPRO, Vocational Department (Explore)</p> <p>h) PDS Grant (aka ISAMS)</p> <p>i) RESPRO</p> <p>j) No direct cost</p>	<p>e) Weekly</p> <p>f) 2007-2008 school year</p> <p>g) September 15th</p> <p>h) 2007-2008 school year</p> <p>i) 2007-2008 school year</p> <p>j) 2007-2008 school year</p>
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