Three-Year Academic Plan 2017-2020

Waipahu High School

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Submitted by **Keith Hayashi**	Date
	4/22/2019

Approved by CAS Keith Hui	Date
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Where are we now?	

Prioritize Complex Area's needs as identified in one or more of the following needs assessments:
 	
● Comprehensive Needs Assessment
 	
● WASC Self Study
▪ 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
 	
● Other
	1. Need:
	
	    a. <u>Waipahu High School</u>: Contributing or Root Cause(s) which caused this Learning Need(s):
	    (for alignment, please cite page number in Comprehensive Needs Assessment and attach a copy)
	WHS 2017-2018 Strive HI Results
	
	2. Need:
	    a. <u>Waipahu High School</u>: Contributing or Root Cause(s) which caused this Learning Need(s):
	    (for alignment, please cite page number in Comprehensive Needs Assessment and attach a copy)
	WHS Comprehensive Needs Assessment SY19-20 (CNA)
	
	WHS WASC Self Study
	
	WHS WASC Visiting Committee Exit Report
	
	WHS WASC Visiting Committee Critical Areas for Follow-Up

	Addressing Equity: Sub Group Identification See CNA under "Where is our school now"

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	In order to address equity, list the targeted subgroup(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified subgroup(s) and their needs. Waipahu High School Trend Report SY1516 WHS 2016 Trend Report SY 1617 WHS 2017 Trend Report SY 1718 WHS 2018 Trend Report

ORGANIZE: Identify your School priorities and leads	
School Priorities/Strategies/Initiatives **Academy Structure, DDIC, T&Lhttps**	**Name and Title of School Accountable Lead**
1. Research-Based & Evidence-Based [Well Rounded] {CCSS}	1. WHS ART Team
2. Social Emotional Learning [Whole Child], PBIS, Transitions (8th-9th grade, post secondary)	2. Counselors, WHS ART Team, Academy Leads
3. Inclusive Practices [Equity] {CSSS-RTI}	3. SSC, WHS Admin Team
4. 9th Grade On Track [Transitions]	4. WHS ART Team, Counselors, SSC, Academy Leads

5. ART {FI/DT}	5. WHS ART Team
6. I & M	6. Resource Teacher
7. CCSS, C3, NGSS, Differentiation, SGI	7. Resource Teacher, WHS Admin Team
8. 21st Century Grant	8. Assistant Principal

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Goal 1: **Student Success.** All students demonstrate they are on a path toward success in college, career and citizenship.

   Ⅹ *Objective 1:* *Empowered -* *All students are empowered in their learning to set and achieve their aspirations for the future.*

   Ⅹ *Objective 2: Whole Child – All students are safe, healthy, and supported in school, so that they can engage fully in high quality educational opportunities.*

   Ⅹ *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.*

   Ⅹ *Objective 4:* *Prepared and Resilient – All students transition successfully throughout their educational experiences.*

Outcome: By the end of three years,	**Rationale:**
Waipahu High School students will demonstrate progress toward success in college, career, and citizenship as measured by school level targets.	Based on identified school level targets, there is demonstrated need across varied levels of measures including but not limited to: - Chronic Absenteeism - Math, ELA, & Science - ELA & Math MGP - ELA & Math Gap - School Climate - Inclusion Rate - Innovation - Family and Community Engagement

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Planning				Funding	Interim Measures of Progress
Desired Outcome	**Enabling Activities** *(Indicate year(s) of implementation in next column)*	**School Year(s) of Activity**	**Accountable Lead(s)**	**Source of Funds**	**Define the relevant data used to regularly assess and monitor progress**
By the end of the 2017-2020 school year, Waipahu High School will use gold standard project based learning to ensure schools develop systems to support projects, teachers design and implement projects and students progress to deeper learning competencies.	1. (School Design (SD)-Teacher Collaboration (TC)-Student Voice (SV)) Waipahu High School 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. (WASC A2)	2018-2019 -Leadership Workshops -PBL 101 Workshops 2019 - 2020 -Leadership Workshops -PBL Implementation	ADMIN Team PBL Leadership Team		Based on ● Education Northwest Measurements ○ Student Artifacts ○ Student Surveys ○ Student Presentations ○ Teacher Artifacts ○ Teacher Surveys ○ Teacher Presentations ○ Annual Learning Fairs
By the end of the 2017-2020 school year, Waipahu High School will utilize the framework of "Teaching and Learning" to meet the needs of the whole child.	2. (SD-TC-SV) Waipahu High School will continue to focus on implementing the Teaching and Learning System as a campus-wide initiative. Teaching & Learning System ● Universal Concepts ● Thinking Skills ● Relationships (WASC A3, A4)	2017 - 2020	ADMIN Team ART Team NCTs/SIRTs	Title 1	Based on ● Admin/NCT Walk By Data ● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)

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By the end of the 2017-2020 school year, Waipahu High School will use strategies (including AVID strategies) to ensure student college career readiness.	3. (TC) Waipahu High School will continue to implement research-based and culturally relevant strategies including AVID strategies across all content areas to prepare students for college and career by developing students' ● critical thinking ● literacy skills ● mathematical skills (WASC A3)	2017 - 2020	ADMIN Team ART Team NCTs/SIRTs AVID site team	Title 1	Based on ● Admin/NCT Walk By Data ● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC) ● AVID Certification Requirements ● Complex Area Walkthroughs

By the end of the 2017-2020 school year, Waipahu High School will maintain existing and develop transitional strategies to ensure students' preparedness for high school and college/career.	4. (SD-TC-SV) Waipahu High School will continue to maintain, refine, and develop strategies that support student transition.
	● Intermediate to high school efforts:
	  ○ Math Core
	  ○ Literacy Core
	  ○ SPED transition
	  ○ Summer Bridge
	● High school to college/career efforts:
	  ○ Academy Enrollment
	  ○ Student 10 Year Plan
	  ○ Dual Credit Course
	  ○ Industry Certifications
	  ○ Advisory Boards
	(WASC A5)
		2017 - 2020	ART Team
			
			Academy Leads
			
			Counselors
			
			Early College Director
			
			Waipahu Complex SRS
				Title 1	Based on
					● 8th Grade Orientation (students & parents)
					● Summer Bridge Enrollment
					● Freshman Parent Orientation
					● College Readiness & Academic Success Hawaii (CRASH)
					● 9th Grade Data
					● Academy Enrollment
					● AP Data
					● Early College Data
					● Graduation Rate
					● College Going Rate

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By the end of the 2017-2020 school year, Waipahu High School will utilize organizational resources to meet the needs of the whole child.	5. (SD-TC-SV) Waipahu High School will continue to establish and monitor the implementation of school-wide learning (RTI-A) and behavioral (RTI-B) expectations. (WASC A3, A5)	2017 - 2020	ADMIN Team Academy Leads Counselors Waipahu Complex SRS	WSF	Based on ● Discipline Data ● Attendance Data ● Behavior Data ● Progress Monitoring Data through the Data Driven Instructional Cycle (exploring use of Tiered Fidelity Inventory) ● Quarterly Grade Analysis Data ● LDS On Track Data ● 9th Grade On Track Data
	6. (SD-TC-SV) Waipahu High School will continue to provide students with opportunities geared towards college and career readiness through ● National Honor Society (NHS) ● Phi Theta Kappa (PTK) ● National Technical Honor Society ● Industry certification ● AP credit earned ● Early College ● Dual Credit opportunities ● AVID Program (WASC A5)	2017 - 2020	Academy Leads Counselors Complex Principals Waipahu Complex SRS	Title 1 CTE	Based on ● Membership ● By-laws ● Selection process ● Induction ceremony ● AP Data ● Early College Data ● AVID Data ● CTE Completers

	7. (SD-TC-SV) Waipahu High School will continue to implement the Academy structure: ● Continue Early College alignment with Academy Structure ● Alignment of AP courses with Academy Structure ● National Career Academy Coalition (NCAC) certification ● PD for teachers on Academy Structure (WASC A2, A5)	2017-2020	Academy Leads Academy Director Early College Director DHs	Title 1 CTE	Based on ● Early College Data ● AP Data ● Meeting NCAC Certification requirements
By the end of the 2017-2020 school year, Waipahu High school will utilize organizational resources to meet the needs of the whole child.	8. (TC-SV) Waipahu High School will provide co and extra-curricular opportunities for students, through ● Clubs ● Athletics ● Competitions (Beyond the classroom walls) ● Performances (on and off campus) ● Conferences/Conventions (WASC A5)		Athletic Director Club Advisors Academy Teachers Student Activities Coordinator	Title 1	Based on ● Rosters ● Student Participation Summary ● Competition Results ● Programs/Brochures

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Waipahu High School will continue to provide an array of services in Hawaiian Education.	Waipahu High School will provide Hawaiian Education by continuing to offer ● Modern History of Hawaii to all juniors ● Elective courses in Hawaiian Language, Culture and Dance ● Academy of Natural Resources (ANR)	2019-2020	**Social Studies AP** **Foreign Language AP** **Art & Comm AP** **ANR AP**		Based on: ● Modern History of Hawaii Course Syllabus and Enrollment ● Hawaiian Language Course Syllabus and Enrollment ● Hawaiian Dance Course Syllabus and Enrollment ● ANR Program of Studies

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<u>Goal 2:</u> **Staff Success**. **Waipahu High School]** has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

- X ***Objective 1: Focused Professional Development*** *– Develop and grow employees to support student success and continuous improvement.*
- X ***Objective 2: Timely Recruitment and Placement*** *– Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.*
- X ***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:**
The Waipahu High School staff will ● use highly effective research-based and evidence-based instructional techniques to effectively further student success ● examine, collaboratively, the impact of instructional beliefs and practices	Based on identified school level targets, there is demonstrated need across varied levels of measures including but not limited to ● Chronic Absenteeism ● Math, ELA, & Science ● ELA & Math MGP ● ELA & Math Gap ● School Climate ● Inclusion Rate ● Innovation ● Family and Community Engagement

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Planning				Funding	Interim Measures of Progress
Desired Outcome	**Enabling Activities** *(Indicate year(s) of implementation in next column)*	**School Year(s) of Activity**	**Accountable Lead(s)**	**Source of Funds**	**Define the relevant data used to regularly assess and monitor progress**
By the end of the 2017-2020 school year, Waipahu High School will provide Induction and Mentoring support for beginning teachers and mentors.	1. (SD-TC) Waipahu High School and Professional Development to focus on the Induction and Mentoring Program. ● Beginning Teacher PD ● Mentor PD ● Induction and Mentoring Forums ● NHQT ● SPED Mentors (WASC A2)	2017 - 2020	I & M RT SPED RT I & M Assistant Principal District RT	Title 1	Based on ● NHQT Data ● Teacher PD Survey Data ● Participation Data ● Mentor/Beginning Teacher Survey
By the end of the 2017-2020 school year, Waipahu High School will implement the Hawaii Common Core Standards, NGSS, C3 Framework with high yield instructional and assessment strategies to impact student progress.	2. (TC) Waipahu High School and Professional Development to focus on curriculum, instruction, and assessment aligned to Hawaii Common Core Standards, NGSS, HCPS III, and C3 framework to ensure College and Career Readiness. ● DDIC/PLC Team ● Waipahu Complex K-12 Math Core ● Waipahu Intermediate and High School ELA Articulation (WASC A3, A4)	2017 - 2020	Waipahu Complex SRS Math Coaches ELA Coach ADMIN Team District RTs	Title 1	Based on ● Survey of Stakeholders ● SBA results ● Strive HI ● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC) ● PLC Meeting Minutes ● Admin/NCT Walk By data

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By the end of the 2017-2020 school year, Waipahu High School will implement instructional strategies and differentiated assessments to impact student progress in exceptional populations	3. (TC) Waipahu High School and Professional Development to focus on curriculum, differentiated instruction, and appropriate assessments for exceptional student populations. (WASC A2-A5)	2017 - 2020	SPED/ELL AP SPED/ELL RT District SPED/ELL RT	Title 1	Based on ● IEP Completion ● WIDA results ● SBA results ● Strive HI ● PD Plan

By the end of the 2017-2020 school year, Waipahu High School will use processes and tools to implement and monitor their priority campus-wide initiative.	4. (SD-TC) Waipahu High School and Professional Development will continue to use the Teaching and Learning System as a campus-wide initiative that will result in continuous school improvement utilizing a data driven, systematic approach to ensure focused planning.
	
	Teaching & Learning ~~Framework~~ System
	● Universal Concepts
	● Thinking Skills
	● Comprehension Model
	● Relationships
	● Data Driven Instructional Cycle
	    ● Standards Study Session
	    ● Assessment Planning
	    ● Data Teams
	    ● Lesson Planning
	        ○ Instructional
		2017 - 2020	ADMIN Team
			
			ART Team
			
			NCTs/SIRTs
			
			District FI/DT RT
				Title 1	Based on
					● Implementation Continuum
					● Admin/NCT Walk By Data
					● PLC Meeting Minutes
					● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)

	Strategies (e.g. AVID, Project Based Learning, Design Thinking) ○ Differentiation ● Monitoring (WASC A3, A4)				
By the end of the 2017-2020 school year, Waipahu High School will partner with University of Hawaii, College of Education (UHCOE)	5. (SD-TC) UHCOE and Waipahu High School will continue to implement the Professional Development School (PDS) process and partnership. (WASC A2)	2017 - 2020	I&M VP I&M RT Waipahu Complex SRS ~~DISTRICT I&M RT~~		Based on ● Teacher cadets at Waipahu High (field placed at Waipahu Complex School ● Enrollment of cadets in UHCOE and retention as Waipahu Complex cohort teacher ● Teacher candidate placements within Waipahu High School ● Professional development opportunities and attendance ● Mentor, candidate and cadet surveys
By the end of the 2017-2020 school year, Waipahu High School will implement strategies that address closing the achievement gap in reading.	6. (SD-TC) Waipahu High School and Professional Development will address closing the gap in reading from 9-12 grade: ● PD Sessions (i.e. Orton Gillingham, secondary reading strategies,...)	2019-2020	ADMIN Team ART Team SIRTs/NCTs		Based on ● Strive HI ● SBA results ● PLC Meeting Minutes ● Admin/NCT Walk By Data

	- Local and National Conferences w/travel - Complex/Complex Area Professional Learning Communities - Teaching and Learning System				

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<u>Goal 3:</u> **Successful Systems of Support.** The system and culture of **Waipahu High School** works to effectively organize financial, human, and community resources in support of student success.

- Ⅹ *Objective 1:* **Innovation** – *Foster innovation and scaling of effective instructional and operational practices to meet and exceed our educational goals.*
- Ⅹ *Objective 2:* **Adequate and Expanded Resources** – *Secure adequate resources to support school and community-based plans for student success.*
- Ⅹ *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:
Waipahu High School will work with financial, human, and community based resources to strengthen the system for student success.	Based on identified school level targets, there is demonstrated need across varied levels of measures including but not limited to - Chronic Absenteeism - Math, ELA, & Science - ELA & Math MGP - ELA & Math Gap - School Climate - Inclusion Rate (Innovation) (Family and Community Engagement)

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Planning				Funding	Interim Measures of Progress
Desired Outcome	**Enabling Activities** *(Indicate year(s) of implementation in next column)*	**School Year(s) of Activity**	**Accountable Lead(s)**	**Source of Funds**	**Define the relevant data used to regularly assess and monitor progress**
By the end of the 2017-2020 school year, Waipahu High School will receive accreditation the Western Association of Schools and Colleges (WASC).	1. (SD-TC) Waipahu High School and all Pearl City-Waipahu Complex schools will continue and complete the accreditation process. (WASC A1-A5, B1-2)	2017 - 2020	Principal ART Team		Based on ● Components of the WASC process ● Final WASC report
By the end of the 2017-2020 school year, Waipahu High School will utilize organizational resources to meet the needs of the whole child.	2. Waipahu High School and all Pearl City-Waipahu Complex schools will continue engaging with the Leeward Community Children's Council ● attendance at meetings and/or activities ● apply meeting details as necessary, according to the school/student needs and progress	2017 - 2020	CAS Principal		Based on ● Meeting Attendance ● Meeting Minutes ● Principal Reports
By the end of the 2017-2020 school year, Waipahu High school will utilize organizational resources to meet the needs of the 21st-Century Learner.	3. (SV) Waipahu High School and all Pearl City-Waipahu Complex Schools participating in the 21st Century grant will ● develop and refine program goals as necessary to increase student engagement in school and complex 21st Century and Community programs.	2017 - 2020	21st Century Grant Coordinator 21st Century Assistant Principal		Based on ● Student Participation Rate ● Demographics ● Site Activity Offerings ● Achievement Gap Rate ● 21st Century Technical Assistance Monitoring 21st Century Grant Progress Monitoring

	● utilize the 21st Century Community Learning Center Grant to provide programs and opportunities (before and/or after school) for students to participate in activities to supplement their learning.				
By the end of the 2017-2020 school year, Waipahu High School will utilize organizational resources to meet the needs of the whole child.	4. Waipahu High School and Waipahu Complex schools will apply for Waipahu Community Foundation grants annually.	2017 - 2020	Principal		Based on ● Number of grant applications submitted ● Measurable grant outcomes
By the end of the 2017-2020 school year, Waipahu High School will utilize organizational resources to meet the needs of the whole child.	5. Waipahu High School will continue to use the PCNC as a liaison to promote parent events and inform the community of school events ● CRASH nights ● Newsletters (WASC A1)		PCNC PCNC AP	Title 1	Based on ● Participation data ● Newsletter ● Submittal for web posting
By the end of the 2017-2020 school year, Waipahu High School will utilize organizational resources to meet the needs of the 21st Century Learner.	6. (SD-TC-SV) Waipahu High School and Waipahu Complex schools will implement coding programs and provide opportunities for students to learn and enhance their coding skills.	2017 - 2020	Academy AP Academy Teacher		Based on ● Coding curriculum ● Teacher Professional Development ● Enrollment and participation data in coding classes – during or after school

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