Complex Area Academic Plan
2020-2021

Waipahu High School
94-1211 Farrington Hwy
Waipahu, HI 96797
(808) 307-9555
https://www.waipahuhigh.org

Submitted by Keith Hayashi

<table>
<thead>
<tr>
<th>Keith Hayashi</th>
<th>Date</th>
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<tbody>
<tr>
<td></td>
<td>5/22/2020</td>
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</tbody>
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Approved by CAS Keith Hui

<table>
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<tr>
<th>Keith Hui</th>
<th>Date</th>
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<tbody>
<tr>
<td></td>
<td>Jun 5, 2020</td>
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</tbody>
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Keith Hayashi (Jun 5, 2020 13:33 HST)
keithhui (Jun 5, 2020 15:17 HST)
## Where are we now?

Prioritize Complex Area’s needs as identified in one or more of the following needs assessments:

- Comprehensive Needs Assessment (SW 1)
- WASC Self Study (SW 1)
  - 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. **Waipahu High School**: 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 2018-2019 Strive HI Results**

2. Need:
   - a. **Waipahu High School**: 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 Assessments SY20–21 (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”

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**
  - **WHS 2018–2019 Trend Report**
## ORGANIZE: Identify your School priorities and leads

<table>
<thead>
<tr>
<th>School Priorities/Strategies/Initiatives</th>
<th>Name and Title of School Accountable Lead</th>
</tr>
</thead>
<tbody>
<tr>
<td>PBL - Concept Based Instruction/Teaching &amp; Learning Systems</td>
<td>ADMIN Team, ART Team</td>
</tr>
<tr>
<td>Academies</td>
<td>ADMIN Team, Academy Executive Director, CTE Coordinator, Academy Leads</td>
</tr>
</tbody>
</table>
| MTSS: (Student Support in Academic/social/emotional/behavioral learning and physical safety) | Academic - ART Team  
Behavioral/Social/emotional - Counseling Department  
Physical space - Principal                                                            |
| Curriculum Standards Rollout - Computer Science/NGSS/HCSSS                           | NGSS - Science AP, Science DH  
HCSSS - SS AP, SS DH  
Computer Science - Director of Extension, AIET AP                                   |
| Resource Management (I&M, EES, Title I, Title 2, 21st Century Grant)                 | I&M - I&M RT  
EES - ADMIN Team  
Title I - Title I RT  
Title IIA - Principal  
21st Century Grant - 21st Century Grant AP                                             |
<p>| WASC                                                                                  | ADMIN Team, ART Team, ART Lead                                                 |</p>
<table>
<thead>
<tr>
<th>Virtual Learning</th>
<th>ART Team</th>
</tr>
</thead>
</table>


**Academic Plan SY 2020-2021**

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

- **Objective 1: Empowered** - All students are empowered in their learning to set and achieve their aspirations for the future.
- **Objective 2: Whole Child** – All students are safe, healthy, and supported in school, so that they can engage fully in high quality educational opportunities.
- **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.
- **Objective 4: Prepared and Resilient** – All students transition successfully throughout their educational experiences.

**Outcome:** By the end of three years, Waipahu High School students will demonstrate progress toward success in college, career, and citizenship as measured by school level targets.

**Rationale:** 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
## Academic Plan SY 2020-2021

<table>
<thead>
<tr>
<th>Desired Outcome</th>
<th>Enabling Activities</th>
<th>School Year(s) of Activity</th>
<th>Accountable Lead(s)</th>
<th>Source of Funds</th>
<th>Interim Measures of Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waipahu High School students will participate in Academies experiences.</td>
<td>1. Waipahu High School will continue to build and refine the academies experience for all students by  - Measure against the National Standards of Practices (NSOP) by the National Career Academy Coalition (NCAC)  - Provide PD for teachers on Academy Structure  - Continue Early College alignment with Academy Structure  - Alignment of AP courses with Academy Structure  - Collaborate with feeder schools for alignment (WASC A2, A5) (SW 5, 6)</td>
<td>2020 - 2021</td>
<td>Academy Executive Director ADMIN Team Leadership Team Early College Director</td>
<td>Title 1 CTE/Carl Perkins</td>
<td>Based on  - Meeting NCAC Certification requirements  - NSOP Evidences  - Early College Data  - AP Data  - Dual Credit Data</td>
</tr>
<tr>
<td>Waipahu High School will ensure schools develop systems to support projects, teachers design and implement projects and students progress to deeper learning competencies.</td>
<td>2. Waipahu High School will evaluate, design and implement conditions that foster project based learning in school communities, and teacher training will focus on Concept-Based Instruction (CBI) to promote cross curricular connections that will support student outcomes in achieving high levels of deeper learning competencies through authentic learning tasks. (WASC A2) (SW 6)</td>
<td>2020 - 2021</td>
<td>ADMIN Team ART Team PLC Teams</td>
<td>Title 1</td>
<td>Based on:  - PBL Complex Area Sharing  - Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)</td>
</tr>
</tbody>
</table>
Academic Plan SY 2020-2021

<table>
<thead>
<tr>
<th>Waipahu High School students will receive rigorous, equitable, and sustainable academic instruction that is aligned to standards, in all academic areas to include</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Computer Science</td>
</tr>
<tr>
<td>● Hawaii Core Standards in Social Studies (HCSSS)</td>
</tr>
<tr>
<td>● Next Generation Science Standards (NGSS)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. Waipahu High School will provide students with academic instruction aligned to standards, with the addition of the following courses:</th>
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</thead>
<tbody>
<tr>
<td>● Computer Science courses focused on programming, networking, and Artificial Intelligence.</td>
</tr>
<tr>
<td>● Social Studies courses grounded in HCSSS standards</td>
</tr>
<tr>
<td>● Science curriculum grounded in NGSS standards (SW 6)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2020 - 2021</th>
<th>ADMIN Team</th>
<th>P20 Grant Title I</th>
<th>Based on</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART Team</td>
<td>Leadership Team</td>
<td></td>
<td>● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>● Concentrator for Computer Science</td>
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<td></td>
<td></td>
<td></td>
<td>● Dual credit enrollment</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>● Biology EOC proficiency rate</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4. Waipahu High School will continue to utilize the Teaching and Learning System to enable students to build processes in understanding and applying inter-connected systems to meet the standards.</th>
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<tbody>
<tr>
<td>(WASC A3, A4) (SW 6)</td>
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</table>

<table>
<thead>
<tr>
<th>2020 - 2021</th>
<th>ADMIN Team</th>
<th>Title I</th>
<th>Based on</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART Team</td>
<td>NCTs/SIRTs</td>
<td></td>
<td>● Admin/NCT Walk By Data</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>● Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)</td>
</tr>
</tbody>
</table>
### Academic Plan SY 2020-2021

**Waipahu High School** will use strategies to ensure student college and career readiness.

5. 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) (SW 6)

<table>
<thead>
<tr>
<th>Year</th>
<th>Team/Committee</th>
<th>Title 1</th>
<th>Based on</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 - 2021</td>
<td>ADMIN Team ART Team NCTs/SIRTs</td>
<td></td>
<td>• Admin/NCT Walk By Data</td>
</tr>
<tr>
<td></td>
<td>AVID site team</td>
<td></td>
<td>• Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• AVID Data</td>
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<td></td>
<td></td>
<td></td>
<td>• Complex Area Walkthroughs</td>
</tr>
</tbody>
</table>

### Waipahu High School will maintain existing and develop transitional strategies to ensure students’ preparedness for high school and college/career.

6. 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) (SW 5, 6)

<table>
<thead>
<tr>
<th>Year</th>
<th>Team/Committee</th>
<th>Title 1</th>
<th>Based on</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 - 2021</td>
<td>ART Team Academy Leads Counseling Dept. Early College Director Waipahu Complex SRS</td>
<td></td>
<td>• 8th Grade Orientation (students &amp; parents)</td>
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<td></td>
<td></td>
<td></td>
<td>• Summer Bridge Enrollment</td>
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<td>• Freshman Parent Orientation</td>
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<td></td>
<td>• College Readiness &amp; Academic Success Hawaii (CRASH) Attendance</td>
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<td></td>
<td>• 9th Grade On Track Data</td>
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<td></td>
<td></td>
<td></td>
<td>• Academy Enrollment</td>
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<td></td>
<td></td>
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<td>• AP Data</td>
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<td></td>
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<td></td>
<td>• Early College Data</td>
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<td></td>
<td></td>
<td></td>
<td>• Dual Credit Data</td>
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<td></td>
<td></td>
<td></td>
<td>• Graduation Rate</td>
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<td></td>
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<td></td>
<td>• College Going Rate</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• Industry Certifications Data</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• ACT Scores</td>
</tr>
</tbody>
</table>
**Academic Plan SY 2020-2021**

| 7. Waipahu High School will continue to establish and monitor HMTSS services in order for students to receive support services (WASC A3, A5) (SW 6) | 2020 - 2021 | ADMIN Team | WSF | Based on  
| | | Academy Leads | |  
| | | Counseling Depts. | |  
| | | Waipahu Complex SRS | |  
| 8. Waipahu High School students will experience/participate in social emotional learning opportunities through the Choose Love program, and understand school-wide learning and behavioral expectations. (SW 6) | 2020-2021 | ADMIN Team | Title 1 | Based on  
| | | Counseling Dept. | |  
| 9. 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 | 2020 - 2021 | Academy Leads | Title 1 | Based on  
| | | Early College Director | CTE |  
| | | Counseling Dept. | |  
| | | Waipahu Complex SRS | |  
10. Waipahu High School will continue to provide students with co- and extracurricular opportunities through
   ● Athletics
   ● Clubs
   ● Band/Choir
   ● Competitions (Beyond the classroom walls)
   ● Performances (on and off campus)
   ● Conferences/Conventions

<table>
<thead>
<tr>
<th>(WASC A5) (SW 5, 6)</th>
<th>2020 - 2021</th>
<th>Title 1</th>
<th>Based on</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Director</td>
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<tr>
<td>Club Advisors</td>
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<tr>
<td>Band/Choir Directors</td>
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<tr>
<td>Academy Teachers</td>
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<tr>
<td>Student Activities Coordinator</td>
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</table>

Based on
- Rosters
- Student Participation Summary
- Competition Results
- Programs/Brochures
Goal 2: 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.

× Objective 1: Focused Professional Development – Develop and grow employees to support student success and continuous improvement.
× Objective 2: Timely Recruitment and Placement – Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.
× 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,

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

Rationale:
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
### Academic Plan SY 2020-2021

<table>
<thead>
<tr>
<th>Desired Outcome</th>
<th>Enabling Activities (Indicate year(s) of implementation in next column)</th>
<th>School Year(s) of Activity</th>
<th>Accountable Lead(s)</th>
<th>Source of Funds</th>
<th>Define the relevant data used to regularly assess and monitor progress</th>
</tr>
</thead>
</table>
| Waipahu High School will implement the HMTSS system to support the whole child. | 1. Waipahu High School to implement the HMTSS system:  
   - Establish HMTSS Team to implement and monitor roll out  
   - Participate in professional development for:  
     - Overview of HMTSS  
     - Further development of one domain (e.g., Academic, SEL, Behavior, Physical Well Being) | 2020 - 2021 | ADMIN Team  
   ART Team  
   Counseling Dept.  
   Complex Area EO | Complex Area Funds | - Complex Area HMTSS Implementation Plan |
| Waipahu High School will implement strategies that address closing the achievement gap in reading. | 2. Waipahu High School will continue to provide professional development that address closing the gap in reading from 9-12 grade:  
   - PD Sessions with Stephanie Harvey  
   - Local and National Conferences w/travel  
   - Complex/Complex Area Professional Learning Communities  
   - Teaching and Learning System | 2020 - 2021 | ADMIN Team  
   ART Team  
   NCTs/SIRTs  
   Complex Area RTs | Complex Area Funds Title I | Based on  
   - Strive HI  
   - SBA results  
   - PLC Meeting Minutes  
   - Admin/NCT Walk By Data |
### Academic Plan SY 2020-2021

| Waipahu High School will implement computer science. | 3. Waipahu High School will offer professional development opportunities to build capacity in supporting Computer Science offerings for all. | 2020 - 2021 | ADMIN Team Complex Area RT | Complex Area Funds Title I WSF | Based on  
| Teachers trained on CSTA standards and concepts  
| # of students receiving CSTA training through pathway classes |
| Waipahu High School will implement the Hawaii Common Core Standards, NGSS, HCSSS, C3 Framework with high yield instructional and assessment strategies to impact student progress. | 4. Waipahu High School will offer professional development to focus on curriculum, instruction, and assessment aligned to Hawaii Common Core Standards, NGSS, HCPS III, HCSSS, C3 framework to ensure College and Career Readiness.  
- DDIC/PLC Team  
- Waipahu Complex K-12 Math Core  
- Waipahu Intermediate and High School ELA Articulation  
- Local and National Conferences w/travel (WASC A3, A4) (SW 6) | 2020 - 2021 | Waipahu Complex SRS NCTs/SIRTs ADMIN Team Complex Area RTs | Complex Area Funds Title I | 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 |
| Waipahu High School will plan and monitor Academy/PBL implementation. | 5. Waipahu High School will continue to build capacity and coordinate professional development for Concept-Based Instruction, PBL, and Academy Design  
- coordinate implementation monitoring of Concept-Based Instruction, PBL, and Academy Design (SW 5, 6) | 2020 - 2021 | ART Team Leadership Team | Complex Area Funds CTE/Carl Perkins Title I | Based on  
| Complex Area Celebration of Learning  
| Senior Exit Survey  
| NSOP |
| Waipahu High School will provide Induction and Mentoring support for beginning teachers and mentors. | 6. Waipahu High School to focus on the Induction and Mentoring Program.  
- Beginning Teacher PD  
- Mentor PD  
- NHQT (WASC A2) (SW 6) | 2020 - 2021 | I & M RT  
I & M AP  
Complex Area RT | Title 1 | Based on  
- NHQT Data  
- Participation Data  
- Mentor/Beginning Teacher Survey |
|---------------------------------|-------------------------------------------------|----------|----------------------------|---------------|-------------------|
| Waipahu High School to focus on the Induction and Mentoring Program.  
- Beginning Teacher PD  
- Mentor PD  
- NHQT (WASC A2) (SW 6) | 2020 - 2021 | SPED/EL AP  
SPED/EL RT  
Complex Area SPED/EL RT | Title 1  
Title IIA | Based on  
- IEP Completion  
- WIDA ACCESS scores  
- SBA results  
- Strive HI- Growth-to-Target EL data  
- PD Plan |
| Waipahu High School will offer professional development to focus on curriculum, differentiated instruction, and appropriate assessments for exceptional student populations.  
- EL PD with Aida Allen-Rotell  
- Local and National Conferences w/travel (WASC A2-A5) (SW 6) | 2020 - 2021 | ADMIN Team  
ART Team  
NCTs/SIRTs  
Complex Area Team | Title 1 | Based on  
- Implementation Continuum  
- Admin/NCT Walk By Data  
- PLC Meeting Minutes  
- Progress Monitoring Data through the Data Driven Instructional Cycle (DDIC) |
## Academic Plan SY 2020-2021

| Waipahu High School will partner with University of Hawaii, College of Education (UHCOE). | 9. UHCOE and Waipahu High School will continue to implement the Professional Development School (PDS) process and partnership. (WASC A2) (SW 5) | 2020 - 2021 | PDS AP I&M RT PDS Liaisons Waipahu Complex SRS | Based on   |   
|                                                                                      |                                                                                                           |             |                                                            | Teacher candidate placements within Waipahu High School   |
|                                                                                      |                                                                                                           |             |                                                            | Professional development opportunities and attendance     |
|                                                                                      |                                                                                                           |             |                                                            | Mentor, candidate and cadet surveys                       |
|                                                                                      |                                                                                                           |             |                                                            | Enrollment of cadets in UHCOE and retention as Waipahu Complex cohort teacher |

| Waipahu High School will plan and monitor Virtual Learning Implementation. | 10. Waipahu High School will explore different virtual learning models and identify best practices in program implementation. | 2020 - 2021 | ART Team Director of Extension | Based on   |   
|                                                                         |                                                                                                           |             |                                                            | Implementation Plan                                       |
Goal 3: 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.

- **Objective 1: Innovation** – Foster innovation and scaling of effective instructional and operational practices to meet and exceed our educational goals.
- **Objective 2: Adequate and Expanded Resources** – Secure adequate resources to support school and community-based plans for student success.
- **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.

<table>
<thead>
<tr>
<th>Outcome: By the end of three years,</th>
<th>Rationale:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waipahu High School will work with financial, human, and community based resources to strengthen the system for student success.</td>
<td>Based on identified school level targets, there is demonstrated need across varied levels of measures including but not limited to</td>
</tr>
<tr>
<td></td>
<td>● Chronic Absenteeism</td>
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<tr>
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<td></td>
<td>● School Climate</td>
</tr>
<tr>
<td></td>
<td>● Inclusion Rate</td>
</tr>
<tr>
<td></td>
<td>● (Innovation)</td>
</tr>
<tr>
<td></td>
<td>● (Family and Community Engagement)</td>
</tr>
</tbody>
</table>
### Desired Outcome

**Waipahu High School will receive accreditation from the Western Association of Schools and Colleges (WASC).**

1. Waipahu High School and all Pearl City-Waipahu Complex schools will continue and complete the accreditation process.
   - (WASC A1-A5, B1-2)
   - **2020 - 2021**
   - **Principal**
   - **ART Team**

   - Based on
     - Mid-Cycle WASC report
     - Components of the WASC process
     - Final WASC report

**Waipahu High School will utilize organizational resources to meet the needs of the whole child.**

2. Waipahu High School and Waipahu Complex schools will apply for Waipahu Community Foundation grants annually.
   - **2020 - 2021**
   - **Principal**

   - Based on
     - Number of grant applications submitted
     - Measurable grant outcomes

3. 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
   - School Website
   - (WASC A1) (SW 7)
   - **2020 - 2021**
   - **PCNC**
   - **PCNC AP**

   - Based on
     - Participation data
     - Newsletter
     - Submittal for web posting

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Version Final [5/11/2020]
Academic Plan SY 2020-2021

| Waipahu High School will adapt and effectively respond to various challenges. | 4. Waipahu High School will effectively address challenges related to student learning, personnel, and facility issues. | 2020-2021 | ADMIN Team | ART Team | WSF Title I | Based on  
|● Unique needs and challenges |