Three-Year Academic Plan SY 2021 - 2024

Three-Year Academic Plan
2021-2024

Kailua High School
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Kailua, Hawaii 96734
(808) 266 - 7900
<www.kailuahighschool.com>

Submitted By: Stacey Oshio

Date: 4/10/23

Approved By: Lanelle Hibbs

Date: 4/14/23
### Where are we now? (Title I -SW1)

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

- **Comprehensive Needs Assessment (Title I Schools)**
- **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

<table>
<thead>
<tr>
<th>2016-17 WASC Self Study School Needs and CNA Needs:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. There is a need to analyze data and implement strategies to close the achievement gap between disadvantaged and non-disadvantaged students and to increase student achievement in all core areas. (WASC/CNA)</td>
</tr>
<tr>
<td>2. There is a need to develop and implement a data team process and a schoolwide RTI system to address the needs of all students. (WASC)</td>
</tr>
<tr>
<td>3. There is a need to refine the process of collecting, analyzing, and using data in all areas of instruction to ensure a rigorous academic culture, driving school improvement and supporting student academic and personal success. This should be done in a timely and consistent manner and nurtured in all classes using research based practices and standard based grading. (WASC/CNA)</td>
</tr>
<tr>
<td>4. Continue to try initiatives such as the Surfrider Way to encourage a more positive school culture and pride in the school community, resulting in increased participation in student activities. (WASC)</td>
</tr>
<tr>
<td>5. There is a need to develop a technology plan supported by PD to increase teacher use of technology. (WASC)</td>
</tr>
<tr>
<td>6. Increase student engagement. (CNA)</td>
</tr>
<tr>
<td>7. Increase sense of belonging for students and staff. (CNA)</td>
</tr>
</tbody>
</table>

### Addressing Equity: Subgroup Identification

In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.**

1. SPED
2. EL
3. SES (Title I)
4. ALPSS (Alternative Learning Program Support and Services)
<table>
<thead>
<tr>
<th>Name and Title of ART Team Accountable Lead</th>
<th>Responsible for implementation of the school’s strategies and initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pasion, Kamei</td>
<td>MTSS</td>
</tr>
<tr>
<td>Cummings, Grimble</td>
<td>ILT</td>
</tr>
<tr>
<td>Sahara, Chang</td>
<td>Culture</td>
</tr>
<tr>
<td>Unten, Harada</td>
<td>Technology</td>
</tr>
<tr>
<td>Agena, Shiroma</td>
<td>Future</td>
</tr>
<tr>
<td>Rezentes, H.</td>
<td>Systems</td>
</tr>
</tbody>
</table>
Three-Year Academic Plan SY 2021 - 2024

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, Title I - SW 3

Kailua High School will ensure student success by focusing on increasing student engagement through problem-based and project-based activities and increased use of technology. In addition, Kailua High School will focus on closing the achievement gap, in turn, raising student achievement, by concentrating on the continued use of our action teams to refine our instructional practices. We hope to increase the rigor in all classes so the alignment of classroom grades to standardized test scores are evident. Our school culture will evolve into one where staff, students, parents and the community finds value in and are involved and engaged in activities provided by the school.

Achievement gap scores should decrease by 5%, an increase of 5% in student achievement across ELA, Math and Science should occur and scores on the Panorama Student Survey in the area of Classroom Engagement should increase by 5%. Lastly, SQS ratings from the parent group should increase by 5% on the dimension of Involvement/Engagement.

Kailua High School will institutionalize the PDCA model for continuous improvement. P = Plan (Develop); D = Do (Implement); C = Check (Evaluate, Reflect); A = Act (Refine)

Rationale:

Our desired outcomes address the needs in student engagement and student achievement, the achievement gap, and raising rigor. The need for student engagement is based on our low scores as shown in the Panorama Student Survey. The use of problem-based and/or project-based learning, paired with the increased use of technology provides students an approach to education that allows for student choice, relevance and real-life application, through community partnerships. The need for decreasing our achievement gap is based on the steady increase in the gap for math over the last 3 years as well as the large (but steady) gap in ELA. We need to help boost our struggling students by developing and providing targeted support and increase the use of Tier 1 and 2 instruction for those students. The need for raising rigor stems from the fact that we have an inordinate amount of students receiving grades that demonstrate proficiency in the classroom but not on standardized tests. This misalignment should be addressed through the development of curriculum maps, and the continued use of action teams. Lastly, our school culture needs to develop into one that fosters participation from all role groups because based on our SQS ratings, we are low in the area of engagement and involvement.
# Three-Year Academic Plan SY 2021 - 2024

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<thead>
<tr>
<th>Planning</th>
<th>Enabling Activities</th>
<th>School Year(s) of Activity</th>
<th>ART Lead</th>
<th>Funding</th>
<th>Interim Measures of Progress</th>
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<tbody>
<tr>
<td>Desired Outcome</td>
<td><strong>Decrease student achievement gap and increase overall student achievement</strong></td>
<td><strong>Enable Activities (Indicate year(s) of implementation in next column)</strong></td>
<td><strong>2023-24</strong></td>
<td><strong>1.FOL C</strong></td>
<td>1. <strong>Teacher Surveys/exit pass and data from learning walks</strong></td>
</tr>
</tbody>
</table>

- **Title I SW Activities**
  - SW #1
  - SW #2
  - SW #3
  - SW #4
  - SW #5
  - SW #6
  - SW #7

- **X WASC**
  - 5 Promises
  - Hawaii
  - Equity
  - School Design
  - Empowerment
  - Innovation

- **X CNA**
  - KK Complex
  - PB
  - MTSS
  - OTHER

1. Provide effective feedback for students by:
   - increasing student voice student created SC and self-assessments,
   - monitoring the effectiveness of its use,
   - determining any changes
2. Increase the number of cycles performed per action team from school year 22-23. Support departments as they take over the action teams process
3. ELA will evaluate the effectiveness of services that provided targeted instruction to identify students using data gathered through progress monitoring
5. EL support group to continue providing targeted instruction to all EL students
6. Evaluate the effectiveness of credit recovery (school year, summer school)
7. All Biology classes will prioritize standards and have curriculum aligned to each other
8. Core departments and SPED departments will implement the co-teaching program in grades 9 to 11 and evaluate its effectiveness
9. ELA (Reading Plus), Math (iReady), Counseling (Panorama SEL) will continue to use universal screeners

- **Source of Funds**
  - **WSF**
  - **Title I**
  - **Title II**
  - **Title III**
  - **ESSER**
  - **Substitute funding to do learning walks ($3700.00)**
  - **PLC Powered Data Teams (red book money) ($1800.00)**
  - **EL Support Team supplies for instructional strategies implementation by all teachers ($5000)**

- **Define the relevant data used to regularly assess and monitor progress**
  - 2. **ILT meeting minutes and hyperdoc scheduling**
  - 3. Grades
  - 4. Pass rates
  - 5. EL Pass rates
  - 6. Pass rates
  - 7. Curriculum maps and priority standards list
  - 8. Pass rates
  - 9. RP, iReady, Panorama data
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<td>Foster positive school culture/p pride.</td>
<td>1. Live broadcast (monthly) to highlight student accomplishments, activities, upcoming events.</td>
<td>2023-24</td>
<td>1.FOL E</td>
<td>□ WSF</td>
<td>Calendar of live broadcast/events</td>
</tr>
<tr>
<td></td>
<td>•Do a Super Surfer Feature (featuring good things students are doing in school and in community)</td>
<td></td>
<td>2.FOL E</td>
<td>□ Title I</td>
<td>2.Surf Store Webpage</td>
</tr>
<tr>
<td></td>
<td>•Broadcast/Communications team that creates and posts announcements</td>
<td></td>
<td>3.FOL E</td>
<td>□ Title II</td>
<td>4.Hall monitor</td>
</tr>
<tr>
<td></td>
<td>2. Begin looking into Virtual sales.</td>
<td></td>
<td>4.FOL E</td>
<td>□ Title III</td>
<td>Meeting Agenda/Minutes</td>
</tr>
<tr>
<td></td>
<td>3. Students create webpage to purchase items from store</td>
<td></td>
<td>5.FOL E</td>
<td>□ ESSER</td>
<td>5. and 6. Calendar of recognition events and list of student being recognized</td>
</tr>
<tr>
<td></td>
<td>4. Create safe bathrooms for students by looking into having student Hall monitors</td>
<td></td>
<td>6.FOL D</td>
<td>1. ??</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Recognition of students demonstrating GLOs</td>
<td></td>
<td></td>
<td>2-3. $500</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6. Evaluate effectiveness of Behavior Matrix (PTP lessons, pre/post survey)</td>
<td></td>
<td></td>
<td>for signage/posters for promotion</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4. $200 for supplies like clipboards, pens, notepads</td>
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| Students are college and career ready. | 1. Continue Malama Honua Cohort 1, year 3  
   Continue Malama Honua Cohort 2, year 2  
   2. Continue Ready to SURF, Year 2 (Cheriesse & Shari)  
   3. Increase academies/pathways as per framework→ is it framework grade level, Pathways etc?  
   work on creating an academy or pathway framework  
   4. Continue working with Hawaii Academy's Consortium and Steele Dynamics  
   5. Study Malama Honua, Team Surf and establish Pathways and use data to improve as needed.  
   6. Increase the number of ECHS course offerings  
   7. Continue to explore ways to program students into CTE courses/pathways. | 2023-24 | 1. FOL B  
   2. FOL B  
   3. FOL A  
   4. FOL A  
   5. FOL D  
   6. FOL A  
   7. FOL B | □ WSF  
   □ Title I  
   □ Title II  
   □ Title III  
   □ ESSER  
   2. Sub/stipend days for planning ($5000)  
   4. HAC Membership fees ($500) + Steele Dynamics ($20,000)  
   7. CTE Dept stipend/sub days to plan ($1600) | 1.100% of Malama Honua students continue in program & pass with C or better  
   2.100% of R2S take part in interdisciplinary career studies  
   3.100% of 9th/10th gr take part in the PBL aspect of the New Framework.  
   4. HAC Meeting minutes  
   5.100% of Malama Honua, R2S students, Sophomores cohort 1, and Freshmen Cohort 2 take part in a Survey for the purpose of analyzing data to develop college and career pathways  
   6. Minutes/planning docs for ECHS courses  
   7. CTE Meeting minutes |
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<tr>
<td>Students receive academic and social emotional support in a timely and consistent manner.</td>
<td>1. Counseling department will continue to provide targeted interventions to identified students (Panorama SEL, SRSS-IE, Grades, Attendance, Panorama Student Success Platform) 2. PTP lessons will continue to address SEL.</td>
<td>2023-24</td>
<td>1.FOL E</td>
<td>2. FOL E</td>
<td>1. Pre/post data 2. Pre/post data</td>
</tr>
</tbody>
</table>

**Planning**

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<tr>
<th>Increase student engagement</th>
<th>Funding</th>
<th>Interim Measures of Progress</th>
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<tr>
<td>1. Make adjustments on year 2 activities for improvement with recognition activities. 2. Every classroom will have GLOs posted. 3. Provide schoolwide training on GLOs.</td>
<td>2023-24</td>
<td>1. Student feedback 2. Walkthroughs - check for posters</td>
</tr>
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<tr>
<td>4.</td>
<td>Improve attendance rates or Implement attendance program (home visits, Court referrals, EA for attendance)</td>
<td>4. FOL A</td>
</tr>
<tr>
<td>5.</td>
<td>Evaluate our program to address the needs of students for successful transition to Grade 9 (summerbridge, 8th grade fly up)</td>
<td>5. FOL D</td>
</tr>
<tr>
<td>6.</td>
<td>Survey staff on new bell schedule to check for use of time to develop and implement PBL for interdisciplinary learning.</td>
<td>6. FOL D</td>
</tr>
<tr>
<td>7.</td>
<td>Teachers will incorporate standards-based PBL grade level curricula and/or for individual classes.</td>
<td>7. FOL B</td>
</tr>
</tbody>
</table>

#### Goal 2: Staff Success
Kailua High School has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

#### Outcome: By the end of three years, Title I-SW 3
Kailua High School staff will have a high-performing culture where all staff members have the training, support and professional development to contribute effectively to student success. Targeted professional development will be provided to address the issues of student engagement, student achievement, rigor, and increased use of technology. In addition, more PD on strategies to decrease the achievement gap will be provided.

#### Rationale:
There are many initiatives and programs utilized at Kailua High School. Some of these were started before or touched upon at some point but never fully gained momentum to the point of mastery by the staff. Further, although many veteran teachers remain, new teachers are constantly entering the school community. Thus, a need for targeted PD for all teachers exists for many of the initiatives and programs including but not limited to: technology, action teams, problem based/project based learning, and student engagement. Consistent, ongoing PD must be implemented using a “teachers teaching teachers” framework, with regularly scheduled refresher training, follow up training and reflections by teachers because the staff needs the constant recycling of material in order to truly understand and implement it.
## Three-Year Academic Plan SY 2021 - 2024

### Planning

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<th>Source of Funds</th>
<th>Interim Measures of Progress</th>
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<tbody>
<tr>
<td>Teacher and staff collaboration increases</td>
<td>1. Continue to provide PD on and time to implement the Action Team Process.  2. Content area teachers will participate in vertical and horizontal articulation with feeder schools and WCC.</td>
<td>2023-24</td>
<td>1.FOL A  2.FOL A</td>
<td>□ WSF  □ Title I  □ Title II  □ Title III  □ ESSER</td>
<td>1. PD slide 1.s, agendas, minutes, sign in sheets and Action Team Process docs such as minutes, GO, timeline, etc.  2. Curriculum maps; meeting minutes</td>
</tr>
</tbody>
</table>

- X Title I SW Activities
  - □ SW #1
  - □ SW #2
  - □ SW #3
  - □ SW #4
  - X SW #5
  - X SW #6
  - □ SW #7
- X WASC
- □ 5 Promises
  - □ Hawaii
  - □ Equity
  - □ School Design
  - □ Empowerment
  - □ Innovation
- X CNA
- □ KK Complex
  - □ PBL
  - □ MTSS
  - □ OTHER
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<th>Source of Funds (Check applicable boxes to indicate source of funds)</th>
<th>Interim Measures of Progress</th>
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</table>
| Teachers will be innovative and effective in their teaching practices. | 1. Teachers will receive PD from local as well as mainland presenters/vendors (travel and any/all related expenses) including such PD as AVID, NCTM, ASCD, PBL, ISTE, effective feedback, LT/SC, Stetson, EL and WIDA, Panorama, Trauma Informed, SRSS-IE, Suicide Prevention, etc. to further knowledge on various school initiatives/needs.  
2. Teachers will design and create PBL projects with students to demonstrate 21st century skills.  
3. Continue to provide PD training on tech tools (hardware and software) | 2023-24 | 1.FOL C | ☐ WSF  
☐ Title I  
☐ Title II  
☐ Title III  
☐ ESSER | 1. Sign in sheets; handouts; agendas |
| X Title I SW Activities | | | 2.FOL B | 1.PD including travel/fees and registration ($50,000)  
2.Stipends/sub days to create units ($6000) | 2. Teacher project samples/Project Planning Templates |
| ☐ SW #1  
☐ SW #2  
☐ SW #3  
☐ SW #4  
X SW #5  
X SW #6  
☐ SW #7 | | | 3.FOL A | | 3. PD Records and data |
| X WASC  
☐ 5 Promises  
☐ Hawaii  
☐ Equity  
☐ School Design  
☐ Empowerment  
X Innovation  
X CNA  
☐ KK Complex  
X PBL  
X MTSS  
☐ OTHER | | | | | |
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</table>
| Desired Outcome | **Teachers will have standards based lessons/units.**
0 X Title I SW Activities
□ SW #1
□ SW #2
□ SW #3
□ SW #4
□ SW #5
X SW #6
□ SW #7
X WASC
□ 5 Promises
□ Hawai’i
□ Equity
□ XSchool Design
□ Empowerment
□ Innovation
X CNA
□ KK Complex
X PBL
□ MTSS
□ OTHER | 1. Provide PD on and time to create and/or revise curriculum maps to ensure they support standards based grading, integrate PBL, and include the GLOs/Ha.
2. Build time for teachers to plan, implement and execute effective unit or lesson plans utilizing PD and other teaching/tech tools.
3. Utilize new learning space to foster 21st century skills to faculty and students | 2023-24 | 1. FOL B
2. FOL B
3. FOL A | □ WSF
□ Title I
□ Title II
□ Title III
□ ESSER | 1. CM hyperdoc, CM Checklist of components completed, Sign in sheets from PDs
2. Minutes and lessons completed
3. Sign in logs | Subject Line: FOL B
Title: Title I
Title: Title II
Title: Title III
ESSER: ESSER | 1. Sub/stipend days for depts to write CMs to ensure PBL/SB/GLO/Ha ($6000)
2. Money for time for lesson planning | Subject Line: FOL B
Title: Title I
Title: Title II
Title: Title III
ESSER: ESSER | 1. CM hyperdoc, CM Checklist of components completed, Sign in sheets from PDs
2. Minutes and lessons completed
3. Sign in logs | Subject Line: FOL B
Title: Title I
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Title: Title I
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ESSER: ESSER | 1. CM hyperdoc, CM Checklist of components completed, Sign in sheets from PDs
2. Minutes and lessons completed
3. Sign in logs |

**Goal 3: Successful Systems of Support.** The system and culture of Kailua High School works to effectively organize financial, human, and community resources in support of student success.
## Three-Year Academic Plan SY 2021 - 2024

**Outcome:** By the end of three years, Title I - SW 3

Student success will be supported by the systems developed (or currently in place) at Kailua High School. Fostering innovations through sharing of best practices; providing adequate resources to support KHS/community plans; and increasing the efficiency and transparency of instructional and operational support to promote student learning will continue to occur. Financial, human and community resources will be adequately allocated to programs/initiatives that are deemed effective.

**Rationale:**

There is a lack of systems and protocols in place for many of our operations and initiatives. Student success cannot happen without clear and consistent protocols that are practiced by all.

The lack of resources severely limits the school’s capacity to offer an array of courses and activities to meet the students’ interests and academic needs. KHS will continue to communicate school needs to external organizations, such as community and business partners, and Department of Education leadership, while pursuing other sources of funding for school programs. Kailua High School will continue to conduct fundraising efforts to help support school plans.

### Planning

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<th>ART Lead(s)</th>
<th>Source of Funds</th>
<th>Define the relevant data used to regularly assess and monitor progress</th>
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<tr>
<td>A system for improving school culture and pride is developed and implemented to ensure student success.</td>
<td>1. Develop an incentive/reward program for improving school culture and pride. 2. Embed GLO into systems: Course syllabus, Posted in classroom, monthly GLO activities</td>
<td>2023-24</td>
<td>1.FOL E 2.FOL E</td>
<td>☐ WSF ☐ Title I ☐ Title II ☐ Title III ☐ IDEA 1. $500 for incentives/rewards 2. $500 for monthly GLO activities</td>
<td>1. Planning meeting agenda/minutes 2. Walkthroughs - check for posters. Google doc for course syllabus. Calendar for monthly GLO Activities</td>
</tr>
</tbody>
</table>

| X Title I SW Activities | ☐ SW #1 ☐ SW #2 ☐ SW #3 ☐ SW #4 ☐ SW #5 ☐ SW #6 ☐ SW #7 |

KHS 3-Yr AcPlan Page | Version 1 05/09/22 06/14/22 09/23/22 01/23/23 and 02/10/23
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| A refresh system is put into place so that technology is continually updated on a regular basis | 1. Continue to maintain database of technology on campus with expected refresh dates and maintenance schedule.  
2. Add “Supplies” into refresh database to replenish materials for Makerspace.  
3. Per Harada on 3/1/23 - Maybe add in something about visitors to other schools’ Makerspaces | 2023-24 | 1.FOL A  
2.FOL A  
3.FOL ___ | □ WSF  
□ Title I  
□ Title II  
□ Title III  
□ ESSER | Linked database  
->Kelsy and Evan have this  
File of supplies on file - Kelsy and Evan have them  
2. Refresh database  
3. Sub paperwork and agendas |

**Title I SW Activities**
- SW #1
- SW #2
- SW #3
- SW #4
- SW #5
- SW #6
- SW #7

**WASC**
- 5 Promises
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- PBL
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- OTHER _____
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- [ ] Hawaii
- [ ] Equity
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| A school improvement system is in place that helps us monitor our processes and professional development plan. | 1. Implement a system for schoolwide processes and PD (PDCA) and refine the system as necessary. (e.g., Lit Cafes)  
2. Monitor the implementation of school-wide processes such as effective feedback, action teams and curriculum maps through walkthroughs, surveys and share out presentations. | 2023-24 | 1. FOL A  
2. FOL D | [ ] WSF  
[ ] Title I  
[ ] Title II  
[ ] Title III  
[ ] ESSER | 1. Meeting minutes, Evaluations, Ex 5 for ART, PD documentation  
2. Walkthrough data, presentation share out data from ATs, CM hyperdoc |

---

X Title I SW Activities
- [ ] SW #1
- [ ] SW #2
- [x] SW #3
- [ ] SW #4
- [ ] SW #5
- [x] SW #6
- [ ] SW #7

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Three-Year Academic Plan SY 2021 - 2024

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>☑ 5 Promises</td>
</tr>
<tr>
<td>☑ Hawaii</td>
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<td>☑ School Design</td>
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<tr>
<td>☑ Empowerment</td>
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<td>☑ Innovation</td>
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<td>X CNA</td>
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<td>☑ KK Complex</td>
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<tr>
<td>☑ PBL</td>
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<tr>
<td>☑ MTSS</td>
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<tr>
<td>☑ OTHER ________</td>
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Planning

<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>ART Lead(s)</th>
<th>Funding</th>
<th>Interim Measures of Progress</th>
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</thead>
<tbody>
<tr>
<td>A school improvement system is in place that helps us monitor parent/family/community engagement</td>
<td>1. Continue to improve the Family Resource Center and other parent/family engagement initiatives</td>
<td>2023-24</td>
<td>1.FOL E</td>
<td>☑ WSF</td>
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</tr>
<tr>
<td>☑ Title I SW Activities</td>
<td>1. Money for food and supplies for FRC events or advertisements ($300)</td>
<td></td>
<td></td>
<td>☑ Title II</td>
<td>☑ Title III</td>
</tr>
<tr>
<td>☑ SW #1</td>
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## Three-Year Academic Plan SY 2021 - 2024

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