

Continuous Improvement Plan



Dover Area High School
2017-2018

UPDATED JUNE 25, 2017

Executive Summary

The Dover Area High School *Continuous Improvement Plan* is an effort of the DAHS Instructional Team, and reflects the vision and core beliefs of the school, district, and community. The plan identifies five goals centered on the following areas where we seek to improve:

1. Data Analysis Process
2. MTSS - Tier I
3. MTSS - Tier II/III
4. PBIS
5. Danielson Framework

It is the belief of the DAHS Instructional Leadership Team that the goals and strategic actions identified within the *Continuous Improvement Plan* assist us in meeting the needs of each and every learner. Additionally, these goals and actions support our vision of all students graduating on time and life ready, provide a framework for meeting our core readiness goals, and reflect our core beliefs.

The goals have been developed through the SMART goal process, demonstrating a need for continual development, assessment, and reflection. The strategic actions have been planned to allow for gradual implementation of major efforts, and provide the basis for our professional learning plans for the 2017-18 school year. The *Programming Guide* at the end of the document reflects the team's strategic planning necessary to achieve our goals.



Dover Area High School
An Innovative Learning Community

MISSION

Empowering and educating all learners to shape the 21st Century.

VISION

Every student at Dover Area High School will graduate on time and life ready.

CORE READINESS GOALS

College & Career Readiness

Ensure that students are prepared for whichever pathway they choose beyond high school.

Personalized Learning

Provide opportunities for students to individualize and take ownership in the learning process.

Digital Citizenship

Promote digital citizenship and purposeful use of technology.

Community

Connect to the school community, promote a sense of service, develop student leadership, and facilitate a positive student culture.

BELIEFS

At Dover Area High School, we believe...

- Every student can and will learn.
- Every student should have access to a rigorous, relevant, and appropriate education.
- An ideal learning environment is: learner-centered; differentiated; collaborative; connected; and supportive.
- Positive relationships are critical in supporting student, staff, and school success.
- Every learner has a right to a safe and supportive learning environment.
- Staff, parent, community, and student voice are to be valued.
- Technology cannot replace great teachers. However, technology in the hands of great teachers can be transformational.
- It's about people, not programs.
- Collaboration and conversation are essential elements of learning and growth.
- Continual improvement requires us to challenge our norms and practices.

Continuous Improvement Plan

Dover Area High School (2017-18)

SMART GOAL 1: DATA ANALYSIS PROCESS

Implement the “Analyze, Plan, Monitor” process for all teams, professional learning communities, and instructional departments.

Strategic Actions	Timeline	Responsible Parties	Data Sources/Assessment
Develop “Analyze, Plan, Monitor” data analysis process	June 2017	Instructional Leadership Team	Plan
Develop a one-page summary reference page of the process	July 2017	Instructional Leadership Team	Reference Page
Provide DAHS staff guided training on the process	August 14, 2017	Instructional Leadership Team	Professional Learning Plan
Utilize the process in all school team, professional learning communities, and instructional department meetings	August 2017 - June 2018	Department Chairs PLC Facilitators Team Chairs	Agendas/Minutes Data Analysis Plans
Review implementation of process	January 2017 & May 2018	Department/PLC Chairs Instructional Leadership Team	Feedback

SMART GOAL 2: MTSS TIER I

Develop standards-aligned and differentiated curriculum for all content courses utilizing a common curricular framework centered on the principles of Understanding by Design.

Strategic Actions	Timeline	Responsible Parties	Data Sources/Assessment
Develop a common curriculum mapping framework	June 2017	Principal Assistant Superintendent Department Chairs	Mapping Framework
Develop a common curriculum unit planning	June 2017	Principal	Curriculum Unit Planning

framework		Assistant Superintendent Instructional Leadership Team	Framework
Provide training to content-level leaders (Department Chairs) on curriculum frameworks	August 2017	Principal	Training Materials
Provide training to content-level leaders (Department Chairs) on Understanding by Design	August 2017	Principal	Training Materials
Develop a curriculum development calendar for the 2017-18 school year	August 2017	Principal Department Chairs	Calendar
Provide training to all DAHS staff members on the curriculum development process	August 2017	Principal Department Chairs	Training Materials
Develop curriculum maps for all courses offered at Dover Area High School <ul style="list-style-type: none"> Utilize August in-service to provide initial development Utilize CLC time to provide continual development time* 	August 2017 - September 2017	Department Chairs DAHS Staff	Curriculum Maps
Preliminary review of curriculum maps	September 2017 - October 2017	DAHS Administration Assistant Superintendent	Feedback Documentation
Develop curriculum unit plans based upon updated curriculum maps and UbD principles*	October 2017 - January 2018	Department Chairs DAHS Staff	Curriculum Unit Plans
Review curriculum documents (maps and plans)	February 2018	Department Chairs DAHS Administration Assistant Superintendent	Feedback Documentation
Send curriculum to Curriculum Committee (DASD Board of Directors)	March 2018	DAHS Administration	Board Committee Agenda
Curriculum to DASD Board of Directors for approval	April 2018	DAHS Administration Assistant Superintendent	Board of Directors Agenda
Migrate approved curriculum to PDF format and post on DAHS website under "Curriculum"	June 2018	DAHS Administration	Website

SMART GOAL 3: MTSS TIER II/III

Develop and implement concise and understandable supports to reduce Tier II/III student identification (attendance, behaviors, and discipline).

Strategic Actions	Timeline	Responsible Parties	Data Sources/Assessment
Establish MTSS Core Team <ul style="list-style-type: none">• MTSS Point of Contact• PBIS Representative• School Psychologist• Counselors• Departmental Representative	August 2017	Academic Facilitator	Team Roster
Provide high-level training for all DAHS staff on MTSS	August 2017	Academic Facilitator Principal	Training Materials
Develop deeper level training on MTSS to all DAHS staff within content areas	September 2017	MTSS Core Team	Training Materials
Provide deeper level training on MTSS to all DAHS staff within content areas	October 2017	MTSS Core Team	Training Feedback
Develop a Tier II/III intervention information sheet for identified students	September 2017	Instructional Leadership Team	Tier II/III Intervention Sheet
Review and provide feedback on the Tier II/III information sheet	October 2017	MTSS Core Team	Feedback
Implement the Tier II/III intervention information sheet for identified students	November 2017 (Q2)	MTSS Core Team	Implementation
Develop a Staff Teaming Directory for all school teams	August 2017 - September 2017	Administration	Teaming Directory
Develop a teaming calendar for MTSS Core Team, Student Support Team, and Attendance Teams (Minimum monthly meeting)	August 2017	Administration Team Leaders	Calendar
Develop an identification instrument for Tier II/III students	September 2017	MTSS Core Team	Identification Instrument

SMART GOAL 4: PBIS

Define and implement school wide positive behavior intervention strategies to positively influence school climate.

Strategic Actions	Timeline	Responsible Parties	Data Sources/Assessment
Establish a school wide PBIS committee <ul style="list-style-type: none"> • Dean of Students (Chair) • Assistant Principal • Departmental Representatives • Student Representatives 	August 2017	Dean of Students	Committee Roster
Develop the matrix of behavioral expectations, including definitions of expectations	August 15, 2017	Instructional Leadership Team	Matrix
Develop Advisory lessons related to behaviors in each of the core building locations	July 2017 - August 2017	Academic Facilitator Instructional Leadership Team	Lessons
Deliver Advisory lessons related to behaviors in each of the core building locations	August 22 - 25, 2017	DAHS Staff	Lesson Feedback
Develop a celebration system to recognize students who exemplify expected behaviors	September 2017	PBIS Committee	Celebration System Celebration Calendar
Implement positive referral program to recognize positive behaviors	August 2017	Instructional Leadership Team Administration	Positive Referral Program
Provide training to DAHS Staff regarding positive behavior interventions and strategies	August 15, 2017	Instructional Leadership Team	Training Materials
Develop a PBIS Handbook outlining rationale, procedures, matrices, and outcomes	October 2017 - May 2018	PBIS Committee	PBIS Handbook

SMART GOAL 5: DANIELSON FRAMEWORK

Develop an evidence list for each of the indicators within the 4 domains of the Danielson Framework to support effective and meaningful teacher growth.

Strategic Actions	Timeline	Responsible Parties	Data Sources/Assessment
Gather feedback on evidence examples for each of the 4 Domains within the Danielson Framework	September 2017 - May 2018	Principal DAHS Staff	DASD Evidence Documents

Continuous Improvement Plan Mapping

Dover Area High School 2017-18

GOAL	JUNE 2017	JULY 2017	AUG 2017	SEPT 2017	OCT 2017	NOV 2017	DEC 2017	JAN 2018	FEB 2018	MARCH 2018	APRIL 2018	MAY 2018	JUNE 2018	
"Analyze, Plan, Monitor" Data Analysis Process	Process Summary Documentation													
			Inservice	Utilization in all professional learning teams and school committees/teams										
								Review				Review		
Curriculum Development	Common Unit & Mapping Framework		Calendar											
			DCs & All Staff				Review Process							
			Curriculum Maps	Curriculum Unit Plans						Final Review	Curriculum Committee	Bd. of Directors	Post to Website	
Tier II/III Identification and Intervention			Teaming Directory; Calendar; ID Sheet											
			High Level	Deeper Level			Interv. Sheet	Tier II/III Intervention Sheet & Individual Student Teaming Meetings						
			New Teaming			Interv. Sheet		Teaming Process				Process and Interventions		
PBIS		Matrix; Lessons; Celebration System		PBIS Handbook										
			Positive Behavior Strategies					Strategy Review						
		Advisory Lessons		Utilization of Intervention Strategies & Quarterly Celebrations										
			Lessons		Data		Process		Data			Data		
Danielson Framework	TBD													

KEY

	Development
	Professional Learning
	Implementation
	Review and Reflection