



## Westminster High School

### School Improvement Plan 2018-2019

#### School Vision / Mission

Westminster High School is a progressive school with a long tradition of academic excellence.  
Our mission is to prepare students for the future by fostering intellectual, social, and personal skills through a rigorous and relevant curriculum.

#### Carroll County Public Schools Vision 2018: Focus on Excellence Objectives

##### Prepare Globally Competitive Students

- Fully implement a CCPS curriculum aligned with the Maryland State Standards.
- Partner with local institutions of higher education to ensure college readiness.
- Enhance programs to ensure career readiness for all students.

##### Meet Each Student's Instructional Needs

- Close the achievement gap between highest achieving and most struggling students.
- Provide appropriate education services for students identified with Autism Spectrum Disorder.
- Enhance alternative programs responsive to the needs of at-risk students.
- Implement a Gifted and Talented Program aligned with COMAR requirements.
- Enhance alternative learning opportunities through the use of digital resources.

##### Develop and Maintain an Effective Workforce

- Attract and retain highly qualified, effective, and diverse employees.
- Promote a culture of diversity in the workplace.
- Develop an electronic observation, evaluation, feedback, and professional development system.
- Continuously monitor the organizational structure to support the Vision 2018 Plan.

##### Provide a Secure, Orderly, Modern Environment

- Reduce incidents of bullying, violence, intolerance, and behavioral disruptions.
- Improve and modernize the environment within our school facilities and school buses.
- Enhance security for all CCPS students, staff, volunteers, and visitors.



**School Needs Assessment**

**Process Data:**

Teacher Survey Data June 2018

**Outcome Data:**

Retention Data

GPA data by Grade

Suspensions by Grade; Suspensions by offense -

Attendance

Advanced Placement Trends; AP Performance by Grade; AP Scores by Exam; AP Results

Discipline Referral Data and Trends

D/F Data

Career Connection Data

**School Improvement Goals to Target Areas from Needs Assessment**

1. By June 2019, 100% of teachers will have used one technique from the Teach Like a Champion book
2. By June 2019, the percentage of FARMS students who miss 10 days of school will be reduced to 40% or below per grade level, and the percentage of FARMS students who have 10 days or more tardies will be reduced to 20% or below per grade level
3. By June 2019, the total number of freshman students earning a final mark of a D or F will reduce by 3%.



| Pillar  | Goal  | Strategies   | Progress monitoring  |
|---|---|--|--|
| <p>I: Provide opportunities for student success</p> | <p>By June 2019, 100% of teachers will have used one technique from the Teach Like a Champion book</p>  | <ul style="list-style-type: none"> <li>• Teachers will be given opportunities during PD and Faculty meetings to collaborate with one another about the success and struggles of their technique</li> <li>• Teachers will be able to sign-up for peer observation and peer collaboration</li> <li>• Presentations from staff about the success of their strategies will be presented during faculty meetings</li> <li>• During department meetings teachers will inform the group of their successes and struggles</li> </ul> | <ul style="list-style-type: none"> <li>• The SIT Co-Chairs will create a list (which will go on the S drive) to inform teachers who is doing which technique.</li> <li>• Administration will help set up peer observation and peer collaboration groups</li> <li>• During department meetings teachers will discuss their successes and struggles about their technique</li> <li>• During SIT meetings the department representative will update the team about the progress they have made</li> </ul> |
| <p>I: Provide opportunities for student success</p> | <p>By June 2019, the percentage of FARMS students who miss 10 days will reduce by 40% or below per grade level, and 10 day tardies will reduce by 20% or below per grade level.</p> | <ul style="list-style-type: none"> <li>• Teachers will know which students in their class/advisory are FARMS students</li> <li>• Teachers will create a relationship with these students and parents to encourage the importance of attendance</li> </ul>  | <ul style="list-style-type: none"> <li>• Using the data from the SIT meetings presentations to the staff will be given at faculty meetings</li> <li>• Advisors will inform the SIT Co-Chairs of any struggles the students are having if they are not able to make the connection.</li> </ul>  |



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|--|---|--|--|
|  |   | <ul style="list-style-type: none"><li>• At the monthly SIT meetings attendance data will be reviewed and students who are struggling will be mentored</li></ul>  | <p>SIT team will find a mentor to help the student</p> <ul style="list-style-type: none"><li>• The administration will look over our tardy policy and decide if it needs to be changed</li></ul>   |
| 1: Provide opportunities for student success | By June 2019, the total number of freshman students earning a final mark of a D or F will reduce by 3%. | <ul style="list-style-type: none"><li>• Each quarter the SIT will look at the D/F data to find struggling students</li><li>• Teachers will collaborate with each other to help struggling students in their class</li><li>• Any student with a D/F will be given the opportunity to meet with their teacher during flex to help understand how to increase their grade</li><li>• Peer tutoring will be offered during flex to help any student who is struggling</li><li>• Parents will be notified about their child's grade and given specific actions the student can take to improve</li></ul> | <ul style="list-style-type: none"><li>• Using the data from each quarter the SIT will identify struggling students and give their names to the peer tutor groups</li><li>• Teachers will inform administration and counselors about any student who is still not improving after they have flexed them and contacted parents</li></ul> |