George P. Butler High School

2015-2016 School Improvement Plan

Dr. Stacey Mabray, Principal

School: George P. Butler High School   **Principal: Stacey Mabray, Ed.D**

Date: January 28, 2015 (modified 9.29.2015)

School Improvement Goal Area I: High Academic Achievement for All				
Performance Measure (with unit of measure)	**Baseline**	**Target Year 1**	**Target Year 2**	**Target Year 3**
Percentage of students graduating on time with cohort	**35.9%**	**43.93**	**51.96**	**60%**
Percent of students achieving a Lexile measure greater than or equal to 1275 on the American Literature EOCT	**13.7%**	**16.7%**	**19.7%**	**22.7%**
Percent of students scoring at Meets or Exceeds on the Georgia High School Writing Test	**84.2%**	**87.2%**	**90%**	**93%**
Percent of graduates earning high school credit(s) for accelerated enrollment via ACCEL, Dual HOPE Grant, Move On When Ready, Early College, Gateway to College, Advanced Placement courses, or International Baccalaureate courses	**29.9%**	**32.9%**	**35.95**	**38.9%**
Percent of graduates earning credit in a physics course	**79.2%**	**82.2%**	**85.2%**	**88.2%**
Percent of graduates earning 3 or more high school credits in the same world language	**29.9%**	**32.9%**	**35.9%**	**38.9%**
Percent of students achieving typical to high growth on ELA EOC assessment	**61%**	**66%**	**71%**	**76%**
Percent of students achieving typical to high growth on Math EOC assessment	**62%**	**67%**	**72%**	**77%**
Percent of students achieving typical to high growth on Science EOC assessment	**49%**	**59%**	**69%**	**79%**
Percent of students achieving typical to high growth on Social Studies EOC assessment	**48%**	**58%**	**68%**	**78%**

Decrease the number of students who are absence for more than 10 days	**479 (66%)**	**239 (33%)**	**180 (25%)**	**107 (15%)**
Increase the average score of on the SAT Reading	**401**	**430**	**459**	**488**
Increase the average score for SAT Math	**405**	**431**	**458**	**485**
Increase the average score of the SAT Writing	**388**	**416**	**444**	**472**

Performance Measure is aligned to the RCSS Performance Objective of:
- Implement rigorous and relevant curriculum and instructional strategies to provide a foundation to maximize student achievement and prepare student to be college and career ready.
- Improve student support systems' effectiveness

Performance Measure	Initiative based on root cause analysis	Actions	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for implementing initiative and actions
Percent of students achieving a Lexile measure greater than or equal to 1275 on the American Literature EOCT Curriculum & Instruction Structure	School-wide Vocabulary Acquisition Project	Department Data Talks Collaborative Book Study (Lexile In Action & Marzano Academic Vocabulary) School-wide Plan Development PL (staff directed) Implementation Programmatic Implementation	N. Thrash (ELA/Science Dept. Action Research Project)	Lexile Levels (current & rising 8th graders) Progress Monitoring of Project Implementation IC Observations Peer Observations	Nov. 2014-June 2016
	High School Reading Program	Program Vetting & Review Program Selection PL Implementation Programmatic Implementation	J. Wright D. Reynolds	Lexile Levels (current & rising 8th graders)	Jan 2015-July 2018

Percent of students scoring at Meets or Exceeds on the Georgia Milestones Curriculum & Instruction	High School Expository Writing Initiative	ELA Department Data Talks ELA Action Research Project School-wide Plan Development PL (staff directed) Implementation Programmatic Implementation	D. Reynolds ELA Department	Baseline Writing Sample Rubric Scores Progress Monitoring Data	Nov. 2014-June 2016
Percent of graduates earning high school credit(s) for accelerated enrollment via ACCEL, Dual HOPE Grant, Move On When Ready, Early College, Gateway to College, Advanced Placement courses, or International Baccalaureate courses Structure (Resources) Professional Learning	AVID	AVID Exploratory Committee Presentation Exploratory Committee Debriefing AVID Site Visit District Support Sessions AVID Implementation Team Selected AVID Timeline Development AVID Summer Institute	S. Mabray	Exploratory Team Feedback Site Visit Notes District Support Session Notes Feeder pattern data for student selection	Jan 2015-July 2018
Percent of CTAE Pathway Completers earning a national industry recognized credential, or an IB Career-Related Certificate, or a	Butler Success L.A.B.s (**L**ife **A**fter **B**utler)	Guidance Counselor Advisement Interest Surveys Survey Analysis L.A.B. Topic Scheduling Program Implementation	A. Rocker T. Nelson	Interest Survey Data Program Participation LAB Evaluations	August 2014-July 2018

passing score on a GaDOE recognized end of pathway assessment Percent of graduates earning credit in a physics course Percent of graduates earning 3 or more high school credits in the same world language	Teachers As Advisors Program	Program Training Program Professional Learning Program Implementation	K. Mathews S. Dukes	<mark>Transcript Audit</mark> Data Pathway Completers Master Schedule Tallies	June 2015-July-2018
	Program Recruitment Plan	Bulldog University Program Branding Strategy Program Recruitment Fair Rising 8 Grade Advisement Program	S. Dukes K. Mathews A. Rocker T. Nelson I. Coleman	Student Surveys Parent Surveys Program Evaluations	Nov 2014-June 2018
EOC Growth Goals	Instructional Academies	Afterschool Academy Intersession Academy Bulldog University	D. Reynolds I. Coleman S. Dukes	Program Applications Program Attendance Program Surveys	Oct 2014-June 2018
	Flexible Learning Plan	FIP	S. Mabray D. Reynolds I. Coleman Y. Spiller A. Thrash		
	Academic Recovery Projects	Unit/Grade Recovery Credit Recovery	S. Mabray A. Rocker T. Nelson M. Adair Pollard	Grades (Progress Report & Report Card) Contract	August 2014-June 2018

Increase in SAT Scores	SAT Initiative	SAT Courses Comprehensive SAT Implementation Plan	S. Mabray S. Dukes	Diagnostic Test PSAT scores SAT Test	March 2014-June 2018
	B.A.L.L (Bulldog Academic Learning Lab) for Scholar Athletes	Create & Implement a standardized mechanism for developing college entrance exam test taking skills targeted specifically for athletes	S. Mabray M. Newton S. Dukes	Diagnostic Test PSAT scores SAT Test	March 2014-June 2018

School Improvement Goal Area II: Communication & Collaboration Within the Community

Performance Measure (with unit of measure)	Baseline	Target Year 1	Target Year 2	Target Year 3
Increase the number of parental contacts	----	150	300	450
Increase student involvement	4	10	16	22
Increase business and community partnerships	0	3	6	9
Increase staff communication	----	100%	100%	100%

Performance Measure is aligned to the RCSS Performance Objective of:
- Increase student, parent, staff, and community involvement in Richmond County School System
- Expand active school and community partnerships
- Improve communications, proactive responses, and transparencies.

Performance Measure	Initiative based on root cause analysis	Actions	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for implementing initiative and actions
Increase the number of parental contacts	Parent Involvement	Progress Report Nights Parent University (part of Bulldog University) Volunteer Training Parent Conferences	I. Coleman S. Dukes	Program Attendance Program Evaluation	July 2014-June 2016
Increase student involvement	Principal's Chat	Quarterly Chat to students of ACE (Academics, Culture, & Expectations) Data	S. Mabray	Grade Level Failure Rates Discipline Data	Aug 2014-June 2018
	Student Activities	Establish Homeroom Representatives Program (iRep) Establish Student Council Institute Registered Clubs System	S. Dukes	Interest Surveys Survey data analysis Participation Rates	Aug 2014-June 2018

	B.A.L.L (Bulldog Academic Learning Lab) for Scholar Athletes	Design programmatic framework Identify community resources Develop student workshops Develop parent workshops Develop & Implement Athletic Coaches Prof Learning Session Implement student & parent workshops	S. Mabray S. Dukes I. Coleman	Academic Advisement Data Interest Survey Data Program Evaluations	March 2015-June 2018
Increase business and community partnerships	Feeder Facilitators	Planning Meeting with feeder pattern family facilitators Community event idea brainstorming Community event planning Community event implementation Community event evaluation	I Coleman Feeder Principals Feed Family Facilitators	TBD	January 2015-June 2016
	Community Partnerships	Identify potential community partners Identify needs of the community partnership needs of the school Create a strategic partnership agenda Determine programmatic emphasis	I. Coleman School Council	TBD	July 2015-July 2016
	Bulldog Legends/ Alumni Round-Up	Solicit Bulldog Alumni to present life workshops to students Schedule speakers/legends for club day activities	S. Mabray	Student Interest Surveys Evaluation	February 2015-July 2018

	Mentoring	Develop programmatic framework Solicit individuals/organizations Conduct volunteer training Implement Mentoring PRogram	S. Mabray I. Coleman	Mentoring Inventory Student Interest Survey Mentor Reflections Mentee Reflections	March 2015-July 2018
Increase staff communication	Comprehensive Communication Plan	Establish & Implement daily staff newsletter (Bulldog Bark) Establish & implement Remind 101 Group for instant messaging Establish & implement Global Calling System (Shoutpoint)	S. Mabray	Staff Surveys	August 2014-July 2018

School Improvement Goal Area III: Safe, Orderly, and Healthy Environment				
Performance Measure (with unit of measure)	**Baseline**	**Target Year 1**	**Target Year 2**	**Target Year 3**
Percentage of Highly Qualified Special Education Teachers	23%	50%	75%	100%
Decrease the number of Out of School Suspensions	582	400	300	200

Performance Measure is aligned to the RCSS Performance Objective of:
- Ensure safe, effective, and efficient operational processes
- Ensure effective and efficient Human Resources processes
- Improve retention of highly qualified and highly effective staff

Performance Measure	Initiative based on root cause analysis	Actions	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for implementing initiative and actions

Percentage of Highly Qualified Special Education Teachers	SpED teacher certification & placement	Analyze Rising 8th Grade IEPs High School-Middle School Staff IEP Collaboration Analyze HS Master Schedule Teacher Recruitment	S. Mabray R. Prescott	Course Requests Master Schedule Teacher Certification	Jan 2015-June 2016
Decrease the number of Out of School Suspensions	PBIS	PBIS Training for faculty & staff Develop PBIS School-wide Plan Implement PBIS Plan	S. Mabray K. Mathews E. Bland D. Phillips	Discipline Data	June 2015-June 2018