



# Unified School District 232

## De Soto High School Goals and Strategic Plan 2019-2023

### Goal 1A: Improve achievement for all students while reducing the achievement disparities of various disaggregated groups. *(Relevance, Student Engagement)*

#### Action Plan:

Objective: *DHS' 5-year effectiveness rate for post-secondary success will exceed 72% by the 2022 reporting year. (62.9% -2017, 70.4% - 2018)*

**Strategy #1 Systems are in place to support governance, curriculum and instruction, data collection and analysis, professional learning, and student and parent outreach to ensure improved academic performance and college and career readiness for all students**

Action Steps	Timeline	Staff	Progress
The DHS Site Council, BLT (A&A), and administration assume responsibility and ownership of implementing a long-term plan by collaborating and planning logistics, student access, and influencing school protocols concerning college and career readiness for all students.	2019-2020 school year	Site Council, BLT (A&A), and administration	<b>Site Council</b> – dates/agendas <ul style="list-style-type: none"> <li>• 9/11/19 - SIP Presentation &amp; Discussion</li> <li>• 11/13/19 - SIP Progress, Feedback on Activities, SECD Survey Results</li> <li>• 2/19/20 - NSC Data Discussion</li> <li>• 9/23/20 - SIP Review &amp; Discussion – Progress, Data, Planning</li> </ul> <b>BLT</b> - Dates/agendas <ul style="list-style-type: none"> <li>• 9/9/19 - SIP - Shared Vision of College and Career Readiness, Budgeting, Professional Development.</li> <li>• 10/7/19 - SIP - Canvas, IPS Thursdays, October 24<sup>th</sup>, Spotlight DHS, Spending (Department Accounts, Student Fees, Building PD Funds), PLC time</li> </ul>

			<ul style="list-style-type: none"> <li>• 11/11/19 - SIP - Cords, AVID update, <ul style="list-style-type: none"> <li>○ Culture Committee - Oct 24, Spotlight-DHS, Field Trips, Angst</li> <li>○ Systems Committee - File Management, Calendaring,</li> <li>○ Instruction Committee - Canvas Training, Organizational Tools,</li> <li>○ Site Council</li> </ul> </li> <li>• 12/9/19 - SIP review, MTSS Bathrooms <ul style="list-style-type: none"> <li>○ Systems – want to implement Outlook as calendar application (9), need to work on file management</li> <li>○ Instruction – Providing PD on Calendaring and file management, added long term project planning, and needed Canvas work time with a peer.</li> <li>○ Culture – working to finalize Spotlight parameters, wall poster for seniors.</li> </ul> </li> <li>• 1/13/20 - SIP Review <ul style="list-style-type: none"> <li>○ Committee Reports (Systems, Instruction, Culture)</li> <li>○ Schoolwide data analysis</li> <li>○ Postsecondary data discussion</li> <li>○ AVID</li> </ul> </li> <li>• 2/10/20 <ul style="list-style-type: none"> <li>○ District Funds</li> <li>○ Systems - Student Survey</li> <li>○ Leadership - Staff Survey (Start.Stop.Keep)</li> <li>○ District Staff Recognition</li> </ul> </li> <li>• 3/9/20 <ul style="list-style-type: none"> <li>○ IPS Feedback</li> <li>○ Input on Detentions &amp; ISS Expectations</li> <li>○ Systems <ul style="list-style-type: none"> <li>▪ Student Survey</li> <li>▪ Seminar/Schedule 2021-2022</li> <li>▪ Staffing</li> </ul> </li> <li>○ Instruction</li> </ul> </li> </ul>
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DHS uses a school improvement site plan as a 'living document' that is discussed at each Site, BLT, and team meeting and is revised according to ongoing review of student data.	2019-2020 school year	Site Council, BLT (A&A), and administration	<p>Goals have been referenced and included in Committee Meeting documents, PD documents – reviewed feedback from students, teachers, and administrators on potential adjustments/changes.</p> <p>Discussion on 2.10.2020 asked BLT to begin thinking about potential changes to the School Improvement Plan for 2020-2021.</p> <p>9.23.20 Site Council Review</p>
DHS performance, course enrollment, and staffing data are analyzed to ensure all students have access to and success in relevant rigorous advanced courses.	2019-2020 school year	Administration, counselors, and teachers	<p>2/19/20 Site Council Meeting participants discussed post-secondary success and National Student Clearinghouse data.</p> <p>2/24/20 Faculty Meeting participated in discussion about District and DHS Data. We reviewed cohort postsecondary readiness scores and the NSC data on postsecondary success (70% go, 90% stay for year 2, 49% earn degree after 6 years).</p> <p>4/20/20 A&amp;A(BLT) reviewed course enrollment and staffing data.</p>
DHS invites regular and ongoing parent engagement opportunities designed to increase positive parent/school partnerships.	2019-2020 school year	Administration, counselors, and teachers	Skyward/Canvas Information Meeting, AVID Parent Meeting, Growl Newsletter (updated), Site Council, Booster Club, IEP/Gifted Meetings, Twitter, Angst Video, Future Wildcat Night, 8 <sup>th</sup> Grade Parent Coffees - cancelled.

The DHS Individualized Plan of Study process is developed, assessed, and revised to ensure that 100% of students are engaged in the process of developing a meaningful appropriate post-secondary plan tailored to their interests and skills.	2020-2021 school year	Administration, counselors, and teachers	Developed schedule and plan (initial implementation) - 2019-2020  3/9/20 A&A meeting received input from teachers regarding IPS implementation this year and began discussing changes for next year.  9/23/20 Site Council Discussion - student/parent input, include guest speaker opportunities.
100% of DHS senior students are enrolled in or completed at least one advanced level course (AP/Dual Credit, Application level CTE) that is appropriate to the student's Individualized Plan of Study (IPS).	2021-2022 school year	Administration, counselors, and teachers	
100% of DHS senior students have completed entrance requirements and been accepted to the post-secondary program appropriate to that student.	2022-2023	Administration, and counselors	

**Strategy #2 Leadership sets the vision and tone that promotes college and career readiness and high expectations for all students at DHS.**

Action Steps	Timeline	Staff	Progress
DHS embraces and communicates a shared vision of college and career readiness, which serves as a foundation for decision-making and is integrated throughout existing school documents such as the School Improvement Plan.	2019-2020 school year	Administration, counselors, and teachers	Most committee/PLC meetings center on the Future Ready purpose. Faculty Meetings, SIP, SITE council and PLCs regularly focus agenda items on topics to advance postsecondary readiness and success.
Long-term funding mechanisms are in place to support the School Improvement Plan. Building Leadership has a role in the school's budget development process and continually reviews the school's budget for line-item or specific allocations.	2020-2021 school year	Administration, BLT.	9/9/19 - A&A meeting, solicited feedback, PD line item decision making process proposed. 10/7/19 - A&A PD budgeting decision making process agreed on. 2/10 BLT discussion included information about building funds.

			9.28.20 - BLT meeting, feedback on budget reductions, PD line item discussion (on hold for 2020-2021) - encouraged AVID online trainings.
Site Team, BLT, and principal collaboratively make decisions that promote college and career readiness and high expectations of students and have a clear and concise process in place to sustain a strong collaborative team over time and through staff transitions.	2021-2022 school year	Site Team, BLT and administration	

<b>Strategy #3 The entire instructional staff utilizes best practices and 21st-century tools to ensure improved academic performance and college and career readiness for all students.</b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Staff</b>	<b>Progress</b>
Students and staff use technology resources as a tool for instruction and collaboration both synchronously and asynchronously in all content areas (Staff and Student Technology Standards, MacBook Air, Apple Classroom, Canvas, Zoom).	2019-2020 school year	Administration and teachers	Professional Development Opportunities 9/4/19 - Canvas – Quiz Tool 9/11/19 - File Management/Calendaring 10/11/19 - Canvas – Content Creation 11/6/19 Delayed Start 4 <sup>th</sup> Quarter of 2019-2020 school year Canvas Content/Quiz Collaboration
Students use organizational tools to plan and keep track of coursework, organize their thinking and learning. (File Management, Calendaring, Notetaking)	2019-2020 school year	Administration, teachers, and students	9/11/19 - File Management/Calendaring - Teachers trained,  1/2/20 - File Management/Calendaring - Freshmen teachers train students and habitually cue during SM2  3/23/2020 Building PD- Focused Notetaking Strategies (AVID) - cancelled
Students demonstrate leadership and service in activities on campus and in the community.	2019-2020 school year	Students and staff	October 24 <sup>th</sup> - Growing Futures, Down Syndrome Guild, Starside/LTMS Hype Rally, Dodgeball Tournament, Pep Assembly, Aide for TLC (StuCo - cancelled) SAFE – Seatbelt campaign Study Tables, Freshman Focus/Mentors

Students demonstrate skills in accessing digital information from multiple sources and evaluate that information critically and competently.	2019-2020 school year	Administration and teachers	3/23/20 Instruction Committee – Focused Notetaking (AVID) Professional Development - <b>Reschedule</b>
Students use Cornell notes or other focused note-taking strategies in which they consistently use higher-level questions in their notes to clarify their own thinking and demonstrate critical thinking.	2020-2021 school year	Administration, teachers, and students	3/23/20 Instruction Committee – Focused Notetaking (AVID) Professional Development - <b>Reschedule</b>
Students participate in adult organized and self-directed collaborative study groups.	2020-2021 school year	Administration, teachers, and students	
Students spend time at least weekly writing to clarify and organize learning experiences (essays, letters, and reports).	2021-2022 school year	teachers and students	
Students arrive prepared with course material, identify points of confusion, and seek clarity from instructors and peers as they take responsibility for their learning.	2021-2022 school year	teachers and students	

**Strategy #4 The DHS culture progressively shifts beliefs and behaviors resulting in an increase of students meeting college and career readiness requirements.**

Action Steps	Timeline	Staff	Progress
Teachers collaborate through formal collaborative structures (PLCs) in the design of lessons in all content courses that engage students throughout the school in relevant and rigorous assignments.	2019-2020 school year	Administration and teachers	PLC – September/Oct - Canvas Content/Quiz Collaboration
Students throughout the school participate in relevant real-world enrichment activities and projects publicly demonstrated during an evening event (Spotlight DHS).	2019-2020 school year	Administration, teachers, and students	IMP Emails, A & A, 11/6/19 (Most Likely to Succeed), PLC discussions, 2 Question Survey, 10/15/19 Culture Committee Meeting Notes
100% of DHS students throughout the school can identify one teacher who holds them to high expectations and communicates confidence in their ability to achieve.	2019-2020 school year	Administration, teachers, and students	11/6/19 - Angst Video, SECD Survey Review 4/27/20 - Student Survey
DHS ensures families throughout the school are aware and engaged in the college and career planning process, including financial aid.	2020-2021	Administration and counselors	

Students throughout the school research and attend post-secondary institutions, college fairs, campus visits (in person or virtual), and develop Individualized Plans of Study ensuring students are knowledgeable about an increased number of paths to career success.	2020-2021	Administration, counselors, and teachers	
DHS displays a variety of post-secondary institution décor, including student acceptance letters throughout the open spaces of the building.	2020-2021	Administration, counselors, and teachers	
Students participate in internships, community service, or professional learning experiences to explore careers.	2021-2022	Administration, counselors, teachers, and students	
DHS supports all seniors attending a post-secondary institution in submitting the FAFSA.	2021-2022	Administration and counselors	
100% of the DHS teachers expect all students to attend and succeed in a post-secondary institution or gain a career credential as evidenced by teacher surveys.	2022-2023	Administration, counselors, and teachers	
100% of DHS students believe their teachers expect them to attend and succeed in a post-secondary institution or gain a career credential as evidenced by student surveys.	2022-2023	Administration, counselors, teachers, and students	
At least 90% or more of seniors throughout the school complete and submit applications for grants and scholarships. There is evidence of an increase in scholarships awarded and a continued increase in average scholarship dollars received by seniors as compared to the previous year.	2022-2023	Administration, counselors, and students	

**Goal 1B: Improve achievement for all students while reducing the achievement disparities of various disaggregated groups. (Relevance, Instruction)**

Action Plan:

Objective: **By 2023, 60% or more of DHS students will perform in the College and Career Ready category on the Kansas State Assessments or ACT.**

**Strategy #1 Systems are in place to support governance, curriculum and instruction, data collection and analysis, professional learning, and student and parent outreach to ensure improved academic performance and college and career readiness for all students**

Action Steps	Timeline	Staff	Progress
<p>The DHS Site Council, BLT (A&amp;A), and administration assume responsibility and ownership of implementing a long-term plan by collaborating and planning logistics, student access, and influencing school protocols concerning college and career readiness for all students.</p>	<p>2019-2020 school year</p>	<p>Site Council, BLT (A&amp;A), and administration</p>	<p><b>Site Council</b> – dates/agendas</p> <ul style="list-style-type: none"> <li>• 9/11/19 - SIP Presentation &amp; Discussion</li> <li>• 11/13/19 - SIP Progress, Feedback on Activities, SECD Survey Results</li> <li>• 2/19/20 - NSC Data Discussion</li> <li>• 9/23/20 - SIP Review &amp; Discussion – Progress, Data, Planning</li> </ul> <p><b>BLT</b> - Dates/agendas</p> <ul style="list-style-type: none"> <li>• 9/9/19 - SIP - Shared Vision of College and Career Readiness, Budgeting, Professional Development.</li> <li>• 10/7/19 - SIP - Canvas, IPS Thursdays, October 24<sup>th</sup>, Spotlight DHS, Spending (Department Accounts, Student Fees, Building PD Funds), PLC time</li> <li>• 11/11/19 - SIP - Cords, AVID update,               <ul style="list-style-type: none"> <li>○ Culture Committee - Oct 24, Spotlight-DHS, Field Trips, Angst</li> <li>○ Systems Committee - File Management, Calendaring,</li> </ul> </li> </ul>



			<ul style="list-style-type: none"> <li>○ Instruction Committee - Canvas Training, Organizational Tools,</li> <li>○ Site Council</li> <li>● 12/9/19 - SIP review, MTSS Bathrooms <ul style="list-style-type: none"> <li>○ Systems – want to implement Outlook as calendar application (9), need to work on file management</li> <li>○ Instruction – Providing PD on Calendaring and file management, added long term project planning, and needed Canvas work time with a peer.</li> <li>○ Culture – working to finalize Spotlight parameters, wall poster for seniors.</li> </ul> </li> <li>● 1/13/20 - SIP Review <ul style="list-style-type: none"> <li>○ Committee Reports (Systems, Instruction, Culture)</li> <li>○ Schoolwide data analysis</li> <li>○ Postsecondary data discussion</li> <li>○ AVID</li> </ul> </li> <li>● 2/10/20 <ul style="list-style-type: none"> <li>○ District Funds</li> <li>○ Systems</li> <li>○ Leadership - Staff Survey (Start.Stop.Keep)</li> <li>○ District Staff Recognition</li> </ul> </li> <li>● 3/9/20 <ul style="list-style-type: none"> <li>○ IPS Feedback</li> <li>○ Input on Detentions &amp; ISS Expectations</li> <li>○ Systems <ul style="list-style-type: none"> <li>▪ Student Survey</li> <li>▪ Seminar/Schedule 2021-2022</li> <li>▪ Staffing</li> </ul> </li> <li>○ Instruction <ul style="list-style-type: none"> <li>▪ Focused Notetaking</li> </ul> </li> </ul> </li> </ul>
DHS uses a school improvement site plan as a 'living document' that is discussed at each Site, BLT, and team	2019-2020 school year	Site Council, BLT (A&A), and administration	Goals have been referenced and included in Committee Meeting documents, PD documents – reviewed feedback

meeting and is revised according to ongoing review of student data.			from students, teachers, and administrators on potential adjustments/changes.
DHS performance, course enrollment, and staffing data are analyzed to ensure all students have access to and success in relevant rigorous advanced courses.	2019-2020 school year	Site Council, BLT (A&A), and administration	Pre-ACT/ACT/WorkKeys Data, KAP, PSAT Data, Course enrollment, new course offerings.
Processes are in place to monitor, coach, and adjust the implementation of professional learning, and professional learning is embedded in daily routines and release days for peer observations and mentoring.	2019-2020 school year	BLT (A&A), administration, and teachers	3.3.20 - Systems Committee Meeting – discussed 3.23 PD agenda and teachers on the committee asked questions and provided feedback
DHS uses data to monitor student progress (Math, Reading, Behavior) and utilizes a web of tiered interventions to support all students toward the goal of becoming college and career ready (MTSS).	2019-2020 school year	BLT, administration, and teachers	Dec. 2019 – Data was reviewed w/ Math & ELA teams to determine S2 placement or exit in tier II courses. Ongoing – Behavior data is reviewed by Student Solutions Team in monthly meetings.
DHS invites regular and ongoing parent engagement opportunities designed to increase positive parent/school partnerships.	2019-2020 school year	Site Council, BLT (A&A), administration, and teachers	Skyward/Canvas Information Meeting, AVID Parent Meeting, Growl Newsletter (updated), Site Council, Booster Club, IEP/Gifted Meetings, Twitter, Angst Video

**Strategy #2 Leadership sets the vision and tone that promotes college and career readiness and high expectations for all students at DHS.**

<b>Action Steps</b>	<b>Timeline</b>	<b>Staff</b>	<b>Progress</b>
The school embraces and communicates a shared vision of college and career readiness, which serve as a foundation for decision-making and is integrated throughout existing school documents such as the School Improvement Plan.	2019-2020 school year	Administration and teachers	Most committee/PLC meetings center on the Future Ready purpose. Culture Committee – All bi-weekly meetings center around Future Ready Wildcats, particularly Spotlight-DHS
Long-term funding mechanisms are in place to support the School Improvement Plan. Building Leadership has a role in the school's budget development process and continually reviews the school's budget for line-item or specific allocations.	2020-2021 school year	Administration, BLT	9/9/19 - A&A meeting, solicited feedback, PD line item decision making process proposed. 10/7/19 - A&A PD budgeting decision making process agreed on. 9.28.20 - BLT meeting, feedback on budget reductions, PD line item discussion (on hold for 2020-2021) - encouraged AVID online trainings.

Site Team, BLT, and principal collaboratively make decisions that promote college and career readiness and high expectations of students and have a clear and concise process in place to sustain a strong collaborative team over time and through staff transitions.	2021-2022 school year	Site Team, BLT, and principal	
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**Strategy #3 The entire instructional staff utilizes best practices and 21st-century tools to ensure improved academic performance and college and career readiness for all students.**

Action Steps	Timeline	Staff	Progress
Students and staff use technology resources as a tool for instruction and collaboration, both synchronously and asynchronously, in all content areas (Staff and Student Technology Standards, MacBook Air, Canvas).	2019-2020 school year	teachers and students	Professional Development Opportunities 9/4/19 - Canvas – Quiz Tool 9/11/19 - File Management/Calendaring 10/11/19 - Canvas – Content Creation 11/6/19 Delayed Start PLC – September/Oct - Canvas Content/Quiz Collaboration
Students use organizational tools to plan and keep track of coursework, organize their thinking and learning. (File Management, Calendaring, Notetaking)	2019-2020 school year	Administration, teachers, and students	9/11/19 - File Management/Calendaring - Teachers 3/23/2020 - Focused Notetaking Strategies (AVID)
Students spend time at least weekly on writing-to-learn techniques such as writing reflections of learning and/or completing learning logs.	2019-2020 school year	Administration, teachers, and students	3/23/2020 - Focused Notetaking Strategies (AVID)
Students demonstrate skills in accessing digital information from multiple sources and evaluate that information critically and competently.	2019-2020 school year	Administration, teachers, and students	3/23/2020 - Focused Notetaking Strategies (AVID)
Students use Cornell notes or other focused note-taking strategies in which they consistently use higher-level questions in their notes to clarify their own thinking and demonstrate critical thinking.	2020-2021 school year	Administration, teachers, and students	

Students participate in adult organized and self-directed collaborative study groups.	2020-2021 school year	Administration, teachers, and students	
100% of DHS teachers have been trained in high quality tier I instructional practices such as writing-to-learn techniques, inquiry practices, collaborative structures, organization, and reading to learn strategies.	2020-2021 school year	Administration and teachers	
Students spend time at least weekly writing to clarify and organize learning experiences (essays, letters, and reports).	2021-2022 school year	teachers and students	
Students arrive prepared with course material, identify points of confusion, and seek clarity from instructors and peers as they take responsibility for their learning.	2021-2022 school year	teachers and students	

<b>Strategy #4 The DHS culture progressively shifts beliefs and behaviors resulting in an increase of students meeting college and career readiness requirements.</b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Staff</b>	<b>Progress</b>
Teachers collaborate through formal collaborative structures (PLCs) in the design of lessons in all content courses that engage students throughout the school in relevant and rigorous assignments.	2019-2020 school year	Administration and teachers	PLC – September/Oct - Canvas Content/Quiz Collaboration
100% of DHS students can identify one teacher that holds them to high expectations and communicates confidence in their ability to achieve.	2019-2020 school year	Administration, teachers, and students	11/6/19 - Angst Video, SECD Survey Review by administration/Site Council