

Meeting High Academic Standards - Long Term Goal

Subject & Targeted Group

Objective

Evidence of Objective

1. HS Grade Promotion

EHS will increase the promotion and graduation rates to 100% and decrease the dropout rate to 2% by 2014.
2012 AYP graduation target 86.4%

Dropout Rate
Graduation Rate
Promotion Rate

Races: All

Grades: All

Subgroups: FARM,LEP,Special Education

Evidence of Need: 2011 data:
Promotion rate: grade 9- 86 , grade 10- 91.5 , grade 11- = 95.0
Graduation rate (4 yr adjusted cohort): 78.13
Dropout rate: 3.21

Corresponding Root Cause: Students are failing courses that are required for graduation and promotion. Students do not acknowledge the necessity of a high school diploma. The 9th grade class has the highest retention rate.

Objective Attachment: N

<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
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1. Grade recoup	Start Date: 10/27/11 Check Date 1: 11/03/11 Check Date 2: 01/31/12 Check Date 3: 04/10/12 Check Date 4: 06/29/12 End Date: 06/29/12	Classroom Teachers	Assist. Principal Classroom Teachers Counselors ICAB	Grade Report Summaries
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Counselors, administration, and ICAB will identify students who have failed a marking period with a 60-64.9%. Teachers will be informed of potential grade recoups students. Teachers will allow students to make up work after the marking period is over in order to bring their grade up to a D. Students cannot recoup HSA classes.

The grade recoup coordinator (Sharon Thomas) will be in charge of monitoring grade recoup.

Strategy Attachment Included: N

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<p>2. Credit recovery</p> <p>Counselors and administration will identify students who are eligible to earn credit for a failed course. Lead teachers will provide work for students, monitor their progress, and grade the assignments. Students may be placed in support hall to complete their work. Once the student has completed the work at a proficient level the credit will be recovered.</p> <p>The lead teacher, principal, and guidance office will sign off that the student has recovered the credit.</p> <p>Strategy Attachment Included: N</p>	<p>Start Date: 08/22/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/29/12 End Date: 06/29/12</p>	<p>Assist. Principal Guidance Office Lead Teachers</p>	<p>Assist. Principal Counselors Lead Teachers</p>	<p>Grade Report Summaries</p>
<p>3. Guidance conferences/progress monitoring</p> <p>Guidance counselors will monitor targeted students who are in danger of being retained.</p> <p>Strategy Attachment Included: N</p>	<p>Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/30/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/29/12</p>	<p>Counselors</p>	<p>Assist. Principal Counselors</p>	<p>Grade Report Summaries Report Card Changes/Analysis of Failures</p>

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<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
4. Saturday school	Start Date: 09/16/11 Check Date 1: 10/27/11 Check Date 2: 01/30/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/15/12	Assist. Principal Counselors	Assist. Principal Counselors	Attendance List Grade Report Summaries
Target students will be invited to attend Saturday School in order to provide time to complete missing assignments. Students will be targeted based on behavior, grades, attendance.				
Strategy Attachment Included: N				
5. Freshman Academy	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/30/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/15/12	Assist. Principal Building Coordinator Classroom Teachers Counselors	Assist. Principal Building Coordinator Classroom Teachers Counselors Principal	Attendance List End-of-Unit Test Exams/Mid-term IEP Monitoring
Freshman Academy Teams will meet during period 5/6 every day to discuss student progress, IEP implementation, student behaviors, Saturday School attendance, and assignment dates. The 9th grade counselor, assistant principal, and building coordinator will also attend the team meetings.				
Strategy Attachment Included: N				

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<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
6. Mentor Program	Start Date: 09/23/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/29/12	Classroom Teachers Counselors	Counselors SIT	Attendance List Grade Report Summaries
<p>Targeted students will be assigned a staff, student, or community mentor to guide them through the school year. 9th graders will be paired with a 12th grade mentor who will provide academic assistance during their service learning period. Staff members volunteer to serve as mentors for students in grades 9-12 at the recommendation of SST or counselors. Students are also mentored by members of the community through our partnership with Gore.</p>				
<p>Elkton High School's mentor program is nationally certified. In 2011 the program had 60 mentor/mentee pairs. Strategy Attachment Included: N</p>				

Meeting High Academic Standards - Long Term Goal

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Evidence of Objective

2. HSA

Elkton High School will meet or exceed the 2012 AYP Reading Proficiency AMO: 86.3%.
 Elkton High School will meet or exceed the 2012 AYP Math Proficiency AMO: 82.5%.
 100% of students will pass the Biology HSA by 12th grade.

Races: All

Grades: All

Subgroups: FARM,LEP,Special Education

Evidence of Need: 2010-2011
 Reading AYP Percent Proficient: 84.8
 Mathematics AYP Percent Proficient: 94.3

Biology % of student passing HSA by 12th grade: 82.3%

Corresponding Root Cause: The curriculum is designed to provide students with the content necessary to pass the HSA's; however, students are still not meeting with success.

Objective Attachment: N

<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
1. Improve instructional materials and resources	Start Date: 09/30/11 Check Date 1: 11/30/11 Check Date 2: 01/31/12 Check Date 3: 03/30/12 Check Date 4: 05/31/12 End Date: 06/29/12	Classroom Teachers Lead Teachers	Lead Teachers	Department/Team Meeting Minutes

Lead teachers and HSA teachers will organize and evaluate resources for HSA instruction. They will create electronic resources to share with the department. Test taking skills and practice materials will be organized and evaluated. Departments will hold monthly meetings to review, share and update material.

Strategy Attachment Included: N

Meeting High Academic Standards - Long Term Goal

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<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
2. Appropriate Assistance	Start Date: 09/05/11 Check Date 1: 10/03/11 Check Date 2: 01/09/12 Check Date 3: 04/16/12 Check Date 4: 06/01/12 End Date: 06/29/12	Classroom Teachers Lead Teachers	Assist. Principal Counselors Lead Teachers	Attendance List
Students will be provided with appropriate assistance to help them pass the HSA. The support hall, individualized instruction, and academic lab will be used to assist students. Administrators will develop plan for students who need to pass the HSA.				
Strategy Attachment Included: N				
3. Collaboration	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/29/12	Classroom Teachers Special Ed Teacher	Building Coordinator Lead Teachers	End-of-Unit Test IEP Monitoring Lesson Plans Review
Content and special education teachers will investigate best practices during study groups and planning periods. The 9th grade Freshman Academy teams will work collaboratively with a special education teacher and intervention teachers to provide assistance in the Algebra HSA classes.				
Strategy Attachment Included: N				

Meeting High Academic Standards - Short Term Goal

Subject & Targeted Group

Objective

Evidence of Objective

1. HS English

Elkton High School will improve English 10 High School Assessment scores for targeted students.

HSA
Scantron data
Unit Assessments/Benchmark

Races: All

Grades: All

Subgroups: Special Education

Evidence of Need: The English 10 HSA scores for students in the special education subgroup are low. In 2010 45.5% of special education students passed the English 10 HSA.

Corresponding Root Cause: Special education students are not acquiring skills necessary to pass the HSA though current interventions such as Read 180.

Objective Attachment: N

<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
1. English 10 class	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/15/12 End Date: 06/30/12	Classroom Teachers Special Ed Teacher	Assist. Principal Classroom Teachers Principal	End-of-Unit Test Grade Report Summaries

Targeted students who took Read 180 in 9th grade will take a yearlong block English 10 class. The class will focus on reading strategies to prepare students for the English HSA.

Strategy Attachment Included: N

Meeting High Academic Standards - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>		<i>Evidence of Objective</i>	
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
2. English 11 class	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/15/12 End Date: 06/29/12	Classroom Teachers	Assist. Principal Classroom Teachers Principal	End-of-Unit Test Grade Report Summaries
Students enrolled in this 80 minute semester block class have passed English 10 but failed the English HSA. The goal of this class is to increase student ability to pass the English 10 HSA. The class will follow the English 11 curriculum but allow time to revisit essential skills and concepts from the English 10 curriculum.				
Strategy Attachment Included: N				

Meeting High Academic Standards - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>	<i>Evidence of Objective</i>
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2. HS Grade Promotion

<p>Races: All,Asian,Black,Hispanic,Native Am.,White</p> <p>Subgroups: FARM,LEP,Special Education</p> <p><i>Evidence of Need:</i> The 9th grade has the lowest promotion rate of all four grades. Students experience setbacks throughout their high school career when they are not successful in 9th grade.</p> <p><i>Corresponding Root Cause:</i> The 9th graders experience difficulty transitioning from middle school to high school. The increased expectations and rigor cause students to fall behind and fail courses.</p> <p><i>Objective Attachment:</i> N</p> <p><i>Comment:</i> This year EHS will be implementing a supportive schedule which includes 40 minute yearlong core classes.</p>	<p>By implementing the Freshman Academy, Elkton High School will demonstrate an increase in 9th grade success. 2010 promotion rate: 83.3% 2011 promotion rate: 86%</p>	<p>Promotion Rate Unit Assessments/Benchmark</p>
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<i>PD Description</i>	<i>PD Provider</i>	<i>PD Cost</i>	<i>PD Measure of Success</i>
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<p>Professional development during period 5/6 will be implemented as needed based on the needs of each Freshman Academy team.</p>			
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Evidence of Objective

<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
1. Team planning	Start Date: 08/25/11 Check Date 1: 09/30/11 Check Date 2: 10/31/11 Check Date 3: 11/30/11 Check Date 4: 12/21/11 End Date: 06/15/12	Assist. Principal Building Coordinator Classroom Teachers Counselors Principal Special Ed Teacher	Assist. Principal Building Coordinator Principal	Department/Team Meeting Minutes

The Freshman Academy teams will meet everyday during period 5/6 to discuss student progress, IEP implementation, student behaviors, Saturday School attendance, and assignment dates. One weekly meeting will be used to discuss curriculum planning.

Strategy Attachment Included: N

2. Parent contact	Start Date: 08/22/11 Check Date 1: 09/30/11 Check Date 2: 10/31/11 Check Date 3: 11/30/11 Check Date 4: 12/21/11 End Date: 06/15/12	Assist. Principal Building Coordinator Classroom Teachers Counselors Special Ed Teacher	Assist. Principal	Department/Team Meeting Minutes
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One important aspect of student success is frequent communication with parents. The Freshman Academy teachers will track the number of contacts with parents, both positive and negative.

Strategy Attachment Included: N

3. Mentor Program	Start Date: 09/30/11 Check Date 1: 01/30/12 Check Date 2: 06/29/12 End Date: 06/29/12	Classroom Teachers Counselors	SIT	Attendance List
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9th grade students will be paired with a students or staff mentor who will assist with academic/behavior support. These students will meet at least once a month to review grades and progress.

Strategy Attachment Included: N

Learning in a Safe and Secure Environment - Long Term Goal

Subject & Targeted Group

Objective

Evidence of Objective

1. Behavior Referrals

Elkton High School will demonstrate improvement in school climate.

Attendance Data
Discipline data
Suspension reports

Races: All

Grades: All

Subgroups: LEP, Special Education

Evidence of Need: In 2010 the staff identified class cutting, tardiness, and disrespect as the most important school culture issues. A 2009 survey of parents, students, and staff identified school climate as an important focus for the school improvement plan.

Corresponding Root Cause: Consequences for misbehavior were not uniformly applied and behavior expectations were not clear.

Objective Attachment: N

<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
1. Communicate and manage target behaviors	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/29/12 End Date: 06/29/12	Assist. Principal Classroom Teachers	Assist. Principal	Quarterly review of PBS strategies Quarterly review of suspension data

The code of conduct will be communicated to all students. The code of conduct and target students will be revised based on data tracked throughout the school year.

Strategy Attachment Included: N

2. Implement a consistent behavior management protocol	Start Date: 08/25/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/01/12 End Date: 06/15/12	Assist. Principal Classroom Teachers	Assist. Principal	Quarterly review of PBS strategies Quarterly review of suspension data
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Staff will follow the office v. teacher managed behavior matrix. MIR forms will be used in the Freshman Academy teams to document minor infractions. 10-12 grade teachers will continue to document minor infractions and refer students as necessary according to the matrix.

Strategy Attachment Included: N

Learning in a Safe and Secure Environment - Long Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>			<i>Evidence of Objective</i>
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
3. Continue and revise the students recognition/incentives system	Start Date: 08/22/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/15/12 End Date: 06/15/12	Assist. Principal Classroom Teachers Counselors Main Office	Assist. Principal SIT Goal Group	Quarterly review of PBS strategies Quarterly review of suspension data
Staff will distribute Elk Bucks, send positive postcards home, and nominate Students of the Month to recognize positive behaviors.				
Strategy Attachment Included: N				

Learning in a Safe and Secure Environment - Short Term Goal

Subject & Targeted Group

Objective

Evidence of Objective

1. Behavior Referrals

To improve school climate, Elkton High School will increase student recognition and student involvement in school activities.

Attendance Data
Discipline data
Suspension reports

Races: All

Grades: All

Subgroups: FARM,LEP,Special Education

Evidence of Need: Positive students behavior needs to be recognized.

Corresponding Root Cause: 2009 and 2010 surveys of staff, students, and parents indicate that Elkton High School needs to improve in the area of school climate.

Objective Attachment: N

PD Description

PD Provider

PD Cost

PD Measure of Success

Ongoing professional development in faculty meetings to discuss students recognition/involvement.

Learning in a Safe and Secure Environment - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>	<i>Evidence of Objective</i>		
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
1. Elk Bucks	Start Date: 09/19/11 Check Date 1: 10/27/11 Check Date 2: 01/20/12 Check Date 3: 03/28/12 Check Date 4: 06/15/12 End Date: 06/15/12	Assist. Principal Building Coordinator Classroom Teachers Counselors ESOL Teacher Main Office Principal Special Ed Teacher	Assist. Principal SIT Goal Group	Quarterly review of PBS strategies
The EHS staff will recognize students who demonstrate positive behavior (respect and responsibility) according to the behavior matrix. Students can place their Elk Bucks in a drawing every two weeks to win prizes.				
Strategy Attachment Included: N				
2. Student of the Month	Start Date: 09/30/11 Check Date 1: 10/31/11 Check Date 2: 11/30/11 Check Date 3: 12/21/11 Check Date 4: 01/31/12 End Date: 06/15/12	Classroom Teachers	Classroom Teachers	Quarterly review of PBS strategies
Staff members will nominate students who demonstrate academic achievement and positive behavior. A committee will meet to choose one Student of the Month per grade per month.				
Strategy Attachment Included: N				
3. Postive Postcards	Start Date: 09/19/11 Check Date 1: 09/30/11 Check Date 2: 10/31/11 Check Date 3: 11/30/11 Check Date 4: 12/21/11 End Date: 06/15/12	Classroom Teachers Counselors Main Office Special Ed Teacher	Assist. Principal SIT	Quarterly review of PBS strategies
In an effort to recognize positive behavior, EHS staff will send home postcards informing parents of their child's successes. It is important for the staff to maintain positive communication with the community.				
Strategy Attachment Included: N				

Learning in a Safe and Secure Environment - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>			<i>Evidence of Objective</i>
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
4. Club/sport participation	Start Date: 09/01/11 Check Date 1: 09/30/11 Check Date 2: 12/01/11 Check Date 3: 03/01/12 End Date: 03/01/12			Quarterly review of PBS strategies
The Athletic Director and counselors visited the middle schools to inform students of the athletic programs and clubs offered at EHS. EHS will hold a club sign up week in September. The Athletic Director will communicate information about winter and spring sports				
Strategy Attachment Included: N				

Providing Effective Support and Services - Short Term Goal

Subject & Targeted Group

Objective

Evidence of Objective

1. PLC Implementation

All faculty will have an understanding of the Maryland Common Core State Curriculum (MCCSC) Framework in Reading/English Language Arts (standards, essential skills, and essential knowledge). Activity sign-in logs

All faculty will have an understanding of the MCCSC Framework in Mathematics (standards, essential skills, and essential knowledge).

Identified faculty will include the MCCSC argument, explanatory, and narrative writing products and processes in lesson development and implementation.

Identified faculty will include the MCCSC practices in mathematics in lesson plan development and implementation.

Identified, cross-disciplinary faculty teams will develop and integrate STEM lessons(s).

Races: All

Grades: All

Subgroups: FARM,LEP

Evidence of Need: In accordance with the state of Maryland guidelines, we are focusing on the Capacities of Literate Individuals-CCSS for ELA & Literacy, Standards for Mathematical Practice-CCSS for Mathematics, Standards for STEM Practices-CCPS.

Corresponding Root Cause: Maryland's participation in RTTT

Objective Attachment: N

PD Description

PD Provider

PD Cost

PD Measure of Success

Bi-monthly study groups, department meeting follow up of study group material.

Providing Effective Support and Services - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>			<i>Evidence of Objective</i>
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
<p>1. Study groups</p> <p>As requested by the county, bi-monthly study groups will focus on the capacities and practices.</p> <p>Sample lessons from PD Survey Instructional audit Attendance list observation tool Strategy Attachment Included: N</p>	<p>Start Date: 09/08/11 Check Date 1: 09/30/11 Check Date 2: 10/31/11 Check Date 3: 11/30/11 Check Date 4: 12/21/11 End Date: 06/29/12</p>	<p>Classroom Teachers</p>	<p>SIT SIT Goal Group</p>	<p>Defined in comments</p>
<p>2. Department meetings</p> <p>The expectation is for Lead Teachers to review the implementation of the capacities and practices in department meetings. Bi-monthly (every two months) department meetings (English teachers) focusing on RELA standards and literacy standards and their implementation in the ELA program. Bi-monthly (every two months) meetings (Math teachers) focusing on math practices and standards and their implementation in the mathematics program.</p> <p>Department meeting minutes/agenda Strategy Attachment Included: N</p>	<p>Start Date: 09/30/11 Check Date 1: 10/31/11 Check Date 2: 11/30/11 Check Date 3: 12/21/11 Check Date 4: 01/31/12 End Date: 06/29/12</p>	<p>Lead Teachers</p>	<p>Principal SIT</p>	<p>Defined in comments</p>

Providing Effective Support and Services - Short Term Goal

<i>Subject & Targeted Group</i>	<i>Objective</i>		<i>Evidence of Objective</i>	
<i>Strategy</i>	<i>Timeline</i>	<i>Person Responsible</i>	<i>Monitors</i>	<i>Intermediate Indicator</i>
3. STEM PLC	Start Date: 09/08/11 Check Date 1: 10/31/11 Check Date 2: 11/30/11 Check Date 3: 12/21/11 Check Date 4: 01/31/12 End Date: 06/29/12	Classroom Teachers	Principal SIT	Defined in comments
Create PLC of cross curricular team to discuss and create lessons that can be shared with all staff to show how the STEM integration can work throughout the different curricular areas.				
Agenda, minutes and sample lessons. Strategy Attachment Included: N				