

HCPS School Improvement Plan

Year: 2019-2020

School: Highland High School

Principal: Tim Good

The School Improvement Plan (SIP) will support the three school goals as designed and discussed by the HHS staff.

- 1. Increase academic achievement for all students in all subjects to continue growth and improvement in each core content area. With the implementation of block scheduling continued focus on student engagement and improved student attendance.*
- 2. Improve school climate and safety by focusing on student and staff morale, student conduct, and respect for each person within our school community.*
- 3. Improve communication and collaboration with the HCPS staff and our local community of parents, volunteers, and supporters.*

Areas needed to be included in the SIP.

1. Safety
2. Communication
3. Academics

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Goal: The following chart outlines goals to continue growth in academic achievement, create a safe and positive learning environment and prepare our students with 21st century skills.

Summary: Briefly describe the school’s comprehensive approach to produce gains in this area.

Strategies: List as many as you need to accomplish the goal	Time-line	Is professional development needed	Projected outcomes
School Resource Officer	By 2021		Increased security and safety for the students, staff and school grounds. The school resource officer will also instruct classes on Virginia rules and driver education.
Add locker room, weight room, storage space between the 2 gyms	By 2025		Upgrades to the weight room, locker rooms and additional storage that is needed. The space can include a community room
Renovate current locker room and weight room to meet needs of storage with new lockers and redesign of shower area	By 2025		
Build outdoor classroom pavilion area with concession area / restrooms between	By 2022		Provides outdoor learning space for hands-on activities for all content areas. Enhances the outlay of the campus with

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baseball / softball fields and close to marsh area			concession/restroom/pavilion area for school and community activities
Upgrade security camera system inside and outside of the building	By 2020		Provide better coverage throughout the building and parking lots. This will help to prevent incidents and provide 24/7 surveillance.
Continue upgrades in the shop to aid in proper ventilation and upgrade necessary equipment	By 2021		These upgrades are needed for proper ventilation and to continue to provide the students with training on 21 st century skills on equipment that will translate to the work force
New carpet in main office	By 2020		Worn carpet in main office, replace with carpet or tile
Projector and video screen in HHS gym	By 2021		Screen and projector would be used for several events including class day, graduation, 8 th grade stepping up & the maple queen pageant. This would also allow for community movie nights and other events.

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Instructional Area: SAFETY & SCHOOL CLIMATE

Goal:					
Collect feedback and understanding of safety & school climate from all stakeholders (students, staff, parents & community)					
Summary: Briefly describe the school’s comprehensive approach to produce gains in this area.					
School safety and a positive climate are essential to ensure the best learning environment for our students.					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Survey all stakeholders on school safety & climate	T. Good	Minimal	By Jan. 15, 2020	No	Identify the needs & concerns for improvement in school safety & climate
2. HHS Staff will determine next steps for implementation	T.Good Selected Teachers	\$0 - \$500	By March 15, 2020	No	Create action items to address the needs & concerns from the survey

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Goal:					
Insure staff in all areas of the school can communicate in the event of an emergency					
Summary: Briefly describe the school’s comprehensive approach to produce gains in this area.					
Faculty & staff should be able to communicate with the main office while in the classroom, shop, or outside					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Identify the areas & staff that need additional equipment (walkie talkies, phones)	T.Good HHS Staff Admin Team	\$0	By Jan. 2020	No	Determine the best mode of communication in the event of an emergency if staff & students are in the gym, shop, outside. Also ensure effective communication with the elementary school and central office
2. Purchase & distribute to high needs areas the communication equipment (walkie-talkies)	T. Good Admin Team	\$500 - \$1000 pending # needed	By April 2020	No	Ensure effective and efficient communication in the event of an emergency

Goal:

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Design and implement a school wide discipline plan including a positive behavior incentive plan

Summary: Briefly describe the school's comprehensive approach to produce gains in this area.

Encourage consistent handling of disciplinary infractions among all staff and provide incentives for positive behaviors.

Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Data & discovery with HHS staff	T. Good Teachers	\$0	By Dec. 2019	No	Identify the targeted outcomes for disciplinary consequences and positive behavior incentives. Research ESD plans from other schools/divisions.
2. Design the HHS school-wide discipline plan	T. Good Teachers	\$0	By March 2020	Yes	This collective effort will include disciplinary outcomes for consistency among staff as well as positive behavior incentives.
3. Implementation of the HHS school-wide discipline plan	T. Good Teachers	\$250	By Aug. 2020	No	Full implementation will be for the 20-21 school year, however, parts of the plan may go into place during the 19-20 school year as determined by the Focus Group

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Instructional Area: Year: 2019-2020
COMMUNICATION

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Goal:					
Develop a communication plan to improve communication & collaboration between all stakeholders					
Summary: Briefly describe the school's comprehensive approach to produce gains in this area.					
HHS desires to have input and communication with all stakeholders (staff, students, parents, community & volunteers)					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Develop a communication plan with specific leadership roles that reaches all stakeholders as determined by the HHS Staff	T. Good Selected Staff	\$0	By Oct 30, 2019	No	Determine the best methods to reach all stakeholders (publications, email, radio, newspaper, district calendar, facebook, etc..) and determine a staff member to be the leader for each type of media
2. Implement recommendations from HHS Staff	T. Good	\$0 - \$500	By Dec 2019	No	Consistent information easily accessible to the community

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Goal:					
Parent / Community Nights that provide career & college readiness information					
Summary: Briefly describe the school's comprehensive approach to produce gains in this area.					
Communication, Collaboration, and resources for students, parents and community members					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Create a calendar of events	T. Good HHS staff	\$0	By Nov 30, 2019	No	Determine the focus of each event for students, parents and community
2. Have 3 events during the 19-20 school year	T. Good HHS staff	\$100	By May 30, 2020	No	Hold community events to bring awareness to career, technical and college opportunities for our students.

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INSTRUCTION

School: Highland High School

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Instructional Area:

Goal:					
Provide professional development for faculty/staff focused on effective instructional strategies for block scheduling.					
Summary: Briefly describe the school's comprehensive approach to produce gains in this area.					
Improve differentiation strategies within the classroom and encourage implementation of these strategies in each classroom					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Determine the professional development needs of faculty/staff both individually and as a group.	T. Good HHS Staff	\$0	By Oct 15, 2019	No	Identify the professional development needed to assist teachers to transition to teaching on block scheduling
2. Explore the methods for providing the recognized professional development (Instruction on the Block)	T. Good Admin Team	\$0	By Dec. 15, 2019	No	Explore and determine the exact professional development that will most benefit staff including conferences and observation at other schools
3. Schedule, offer and/or require the specific professional development noted	T. Good Admin Team	Pending	2019-20 School Year	Yes	Target instructional strategies and PD to help with teaching on the block

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Goal:					
Vertical Planning in all content areas					
Summary: Briefly describe the school’s comprehensive approach to produce gains in this area.					
Improving academic content skills should occur K-12.					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Determine times for vertical planning teams	T. Good HHS Staff	\$0	By Oct 31, 2019	No	Identify time for vertical planning
2. Implement vertical planning at the HHS level	T.Good HHS Staff	\$0 – unless materials are needed	2019-2020 school year	No	Team planning
3. Implement vertical planning teams with HHS & HES	T. Good Admin Team	\$0 – unless materials are needed	June 2020 and beyond	No	Team planning

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Goal:					
Develop CTE programs to meet the needs of students and prepare them for further training / workforce					
Summary: Briefly describe the school's comprehensive approach to produce gains in this area.					
Work Place Readiness skills are essential for all students.					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Identify the goals for each CTE program	T. Good CTE Teachers	\$0	By Jan. 2020	No	Determine goals and strategies for each program to grow and develop students that are ready for the work force and meet the credentialing requirements.
2. Schedule Professional Development to enhance the curriculum	T. Good CTE teachers	Cost by Conference	By March 2020	yes	Determine and schedule needed PD to meet the goals for each program.
3. Implement any curriculum changes	T. Good CTE teachers	pending	2020-21 school year and beyond	no	Implement changes to curriculum to meet the CTE standards and provide new opportunities for students

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Instructional Area: **REMEDIATION**

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Goal:					
Identify at-risk students and place students in targeted remediation					
Summary: Briefly describe the school's comprehensive approach to produce gains in this area.					
Improving necessary skills to help students improve academic skills					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Use data (SOL and benchmark testing) and classroom observations to identify students in need of targeted remediation	T. Good HHS Staff	\$0	By Nov 15, 2019	No	List of at-risk students
2. Design Remediation Schedule	T. Good HHS Staff	\$0	By Dec 15, 2019	No	Design Remediation schedule (during and after school hours)
3. Implement Remediation Schedule	T. Good HHS Staff	\$1000 for after school remediation	By January 2020	No	Targeted remediation in action

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Instructional Area: School Climate

Goal:					
Provide positive reinforcements and “incentives” for students and staff					
Summary: Briefly describe the school’s comprehensive approach to produce gains in this area.					
Improving necessary skills to help students improve academic skills					
Strategies: List as many as you need to accomplish the goal	Person Responsible	Cost	Time-line	Is professional development needed	Projected outcomes
1. Determine plan through HHS staff collaboration	T. Good HHS Staff	\$0	By Oct 15	No	Generate ideas : celebrate birthdays, good behavior & grades, good attendance, etc..
2. Design Program to provide celebration items in line with effective school wide discipline plan	T. Good HHS Staff SCA	\$0	By Dec 1	No	Schedule celebration at end of each grading period, holidays, birthday announcements and celebrations
3. Implement Celebration Events	T. Good HHS Staff	\$500 for prizes and celebrations	By Jan 15	No	Celebrate Success (A/B Honor Roll, positive behavior, etc.....!)