

# *Seminole County Public Schools*

The mission of the Seminole County Public Schools is to ensure that all students acquire the knowledge, skills, and attitudes to be productive citizens.



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**Lyman High School**

**School Improvement Plan 2017-2018**

## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year.

## Supportive Environment

1. Provide the school’s mission statement

Lyman is committed to providing educational opportunities that will prepare and empower students for an ever changing global society.

2. Provide the school’s vision statement

Lyman High School will focus on:

1. Incorporating rigor and student centered learning activities and strategies into every lesson.
2. Celebrating shared values and creating flexible avenues of support for interpersonal and academic growth.
3. Encouraging students to "Get Involved" in the plethora of extra-curricular activities that Lyman High School has to offer.

3. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress.

Teachers and administrators use multiple strategies to contact families, including but not limited to, (1) contacting families prior to the start of school to welcome the students to the new school year, (2) inviting families to curriculum nights and open house meetings to meet teachers and school staff and to learn about the curriculum, (3) providing access to school grades, progress monitoring data and other relevant achievement information through the SCPS Skyward Family Access, (4) ensuring students show evidence of “owning their data” and scheduling student led conferences as applicable, (5) inviting families to participate in SAC and PTSA Boards, (6) inviting families to attend PTSA meetings and participate in school related events, (7) using multiple genres of social networking, as well as sending electronic/paper-based newsletters to families on a regular basis, (8) advertising events on school marquees, and numerous other out-reach strategies developed by school staff. Parents were involved in creating the mission statement and students learn both the mission statement and alma mater in class. Grade reporting dates are posted on the website and parents can view their child's grade at any time, for any class, on Skyward Family Access. During Student Orientation and Open House, the Media Center is set up specifically to accommodate parents signing up for access. They can also come to the Student Services office during school hours and a secretary will assist them in setting up their account. Administrators check grade books every 2 weeks to assure that grades are being entered into the system for parents to view. Teachers send frequent emails to parents, and make phone calls when students begin to show lack of progress (not turning in homework, grade falling below a certain point, etc.). Parents are encouraged to participate in the following examples of potential events and/or groups: PTSA, SAC, Field Trips, Open House, Advanced Placement Night, Athletic Events, Booster Clubs, “Light Up Lyman” (8th grade orientation) and any school event being held on Lyman's campus or in Lyman’s name off-campus. Parents receive information through several methods of communication including, but not limited to: Skyward, Remind 101 text messages, and the School Messenger call out system.

4. Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.

Lyman High School has implemented a data crunch session every month to assess and discuss students who are struggling in a variety of different areas on our campus. This data crunch, known as "Super Thursday", is designed to act as an early warning indication system of struggling students. Administration, Student Services, and others meet each month to assess student data and make intervention decisions on these students. Lyman High School houses the New Horizons program which serves at-risk students with various potential life issues, such as substance abuse, depression, family problems, anger management, truancy, poor grades, and/or other school behavior problems. Students enrolled in the program will be assigned to groups that are scheduled on a rotating basis so students do not miss the same academic class more than once in a 6 to 9-week period of time. There may be times when individual appointments are necessary. The process of getting a student help from this program has been streamlined and made very simple: Students can request to see the New Horizon's counselor at any time, or teachers can also refer students at any time by filing out a form. Lyman's Assistant Principal, Suzanne Skipper, has identified all At-Risk and Transition (ASPIRE) students and assigned them to adult as well as peer mentors. The adults are school personnel as well as community members. The peer mentors are National Honor Society students. Mentors are required to fill out communication logs that track the time and meeting dates, as well as progress and concerns. Lyman's Student Services Department has a Counselor available every day at lunch. Students can get information regarding courses, testing, transcripts, and any other issue or concern that a student has regarding their progress at school .

## Student Transition and Readiness

### College and Career Readiness

5. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations

Career planning begins at the end of 8th grade when there is articulation between middle school and high school guidance counselors. Each registration form is checked thoroughly to ensure that students are placed in appropriate courses and electives. Students with high FSA and EOC scores are scheduled into Advanced Placement Human Geography so they can experience the rigor of a college course. Counselors also try to match the elective courses with students' interests such as marching band, art, cooking, etc. When students begin registration for each new school year, all course selections are confirmed by teachers and guidance counselors. Students are always encouraged to enroll in courses that will challenge their academic experience at Lyman High School. They are also encouraged to remain in all levels of electives or careers they show an aptitude towards and may want to pursue after high school (i.e. automotive, carpentry, music, drama classes, etc.). Students who are enrolled in Honors, Advanced Placement, and Dual Enrollment courses are given a rigorous curriculum that mirrors college courses. The high-level of instruction prepares students for the intense coursework they will experience in college and prepares them to be successful readers and writers.

6. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs.

Lyman houses many Career and Technical Education programs which offer Industry Certification:

Automotive Program - Florida Automobile Dealers Association (FADA) Certified Technician and Auto Maintenance and Light Repair (G1)

Carpentry Program - Home Builders Institute (PACT)

Early Childhood Education - ServSafe testing. Students can also earn college credit by passing the Career Pathways test for early childhood related courses.

Digital Design - Adobe InDesign, Photoshop, Premiere Pro

Web Design - Adobe Dreamweaver, Flash, Premiere Pro, Photoshop TV Production - Adobe Certified Associate (Premiere Pro, Flash, After Effects)

Marketing - Microsoft Office Suite, Photoshop

Institute for Engineering: Revit, Inventor

## High School Essential Instructional Priorities

### Essential Instructional Priority #1: Quality Instruction

Indicators	Target
ELA Achievement	62%
ELA Learning Gains	56%
ELA Learning Gains of the Low 25%	47%
Math Achievement	56%
Math Learning Gains	54%

Indicators	Target
Math Learning Gains of the Low 25%	42%
Science	74%
Social Studies	78%
5E Ambitious Instruction	Neutral
5E Collaborative Teachers	Strong

#### Action Plan

Strategy/Action Items	Person(s) Responsible	Deliverable Due Date	PD (Y/N)	Status Update Date (baseline, mid-year, end of year, etc.)	Deliverable or Evidence of Completion
Student Owned Progress Monitoring	Teachers	Ongoing	N	Quarterly	Teachers will utilize data from their quarter exams in their courses to help students understand and monitor their own progress with regards to the standards being addressed in the course. In Reading classrooms, students are keeping data notebooks to compare and contrast their progress based on the strand analysis from the FSA and Achieve 3000.

Monitoring of Lowest 30%	Principal and Assistant Principals	Ongoing	N	Monthly	Twice every quarter, a report will be run to identify the students who fall into the Lowest 30% for various reasons. From there, these students will be identified and monitored through our monthly "C.O.R.E. Team" meetings with Student Services in order to provide further support for these students.
Implementation and Monitoring of Blended Learning Classrooms in 4 content areas (English I, Algebra I, Geometry, World History)	Principal, Assistant Principals and Learning Coach	Ongoing	Y	Daily	A professional development introducing Blended Learning Strategies was given to the teachers during the first week of June. From there, monitoring of these classes for the implementation of these strategies is to be happening daily with the end goal being an increase in test scores across the board for these subject areas.

School Wide Focus on Student Centered Learning Activities	Principal and Assistant Principals	Ongoing	Y	Daily	Evaluating administrators will be doing daily walkthroughs and observations of teachers to monitor their implementation of student centered learning activities in their classrooms. The administrators will then provide timely and appropriate feedback to these teachers in order to ensure that these student centered learning activities meet their standards and expectations.
Submission of Weekly Lesson Plans	Principal and Assistant Principals	Ongoing	N	Weekly	Teachers will submit weekly lesson plans to their supervising administrators to deliberately plan for student centered learning activities within their lessons.

## High School Essential Instructional Priorities

### Essential Instructional Priority #2: Conditions for Learning

Indicators	Target
5E Supportive Environment	Neutral
5E_SE_Safety	Neutral
5E_SE_Academic Personalism	Neutral
5E_SE_Student-Teacher Trust	Neutral
Student Attendance	Decrease by 5%

#### Action Plan

Strategy/Action Items	Person(s) Responsible	Deliverable Due Date	PD (Y/N)	Status Update Date (baseline, mid-year, end of year, etc.)	Deliverable or Evidence of Completion
Proactive Communication to Parents	Principal	Ongoing	N	Weekly	The principal will be proactive and send out weekly communication to parents and other community stakeholders routinely in an effort to keep them informed and involved in the school and its vision. Teachers will also do the same by providing regular communication regard upcoming assessments, grades, opportunities for tutoring, etc.

School Safety Initiatives	Principal	Ongoing	N	Daily	School security responsibilities have been updated in order to provide a more secure environment where the entrance has been secured. The purpose is to provide a safer on-campus environment while deterring students from leaving campus.
Student Attendance and Tardy System Overhaul	Principal and Assistant Principals	Ongoing	N	Daily	The Leadership Team has made a commitment to improving both staff and student attendance this year. A new electronic tardy system was implemented in an effort to encourage students to get to class on time, and additional security measures were taken to secure the perimeter of the school to encourage students to stay on campus. As a result, with students in-class on time, instructional time has more value and will lead to academic success.
School's Mission and Theme of "Everyone Matters" and "Be Kind"	Principal and Assistant Principals	Ongoing	N	Daily	Lyman High School believes in an inclusive atmosphere that is designed to make everyone feel safe, valued, and comfortable while they are on campus.

School's "Get Involved" Campaign for Extra-Curricular Activities	Principal and Assistant Principals	Ongoing	N	Daily	Lyman High School is committed to getting students involved in extra-curricular activities in order to help them be successful in the many arenas outside of, but also including, academics that high school has to offer.
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## High School Essential Instructional Priorities

### Essential Instructional Priority #3: Skills for Future Ready Graduates

Indicators	Target
Graduation Rates	88%
Acceleration Success	63%
5E – School Wide Future Orientation	Neutral
5E – Expectations for Postsecondary Education	Strong

#### Action Plan

Strategy/Action Items	Person(s) Responsible	Deliverable Due Date	PD (Y/N)	Status Update Date (baseline, mid-year, end of year, etc.)	Deliverable or Evidence of Completion
Advanced Opportunities Support and Monitoring	Principal and Assistant Principals	Ongoing	N	Quarterly	Every quarter, the Leadership Team will review data on the SCPS Dashboard with specific focus on student performance in Advanced Opportunity courses.
AP Night	Suzanne Skipper	2 <sup>nd</sup> Semester	N	2 <sup>nd</sup> Semester	Lyman High School holds an informational night for students and parents who are interested in learning more about Advanced Placement Opportunities.

PSAT/SAT School Day	Mary Kemetz	October 11	N	October 11	Lyman High School provides each upperclassman with the ability to take the SAT and PSAT on campus during the school day, that is free of charge.
Video Orientation for rising 9 <sup>th</sup> graders	Guidance Counselors	November 13	N	November 13	As a part of its "Light Up Lyman" event, Lyman's Student Services department puts together an informational video for all rising 9 <sup>th</sup> graders and their parents with a focus on the role the high school plays in a student's long-term future planning.
Guidance Credit Checks	Guidance Counselors	1 <sup>st</sup> Semester	N	1 <sup>st</sup> Semester	Throughout the first semester, Lyman's Student Services department meets individually with all students to discuss graduation and their path to achieving success.

## PROFESSIONAL DEVELOPMENT PLAN

PD Activity	SIP Priority #	Date or Schedule	Instructional/Other Needs Addressed	PD Participants (e.g. PLC, subject, grade level, or school-wide)	Person(s) Responsible
Blended Learning PD	1	June 5-8	Blended Learning Strategies for the Classroom	Teachers of English 1, Algebra 1, Geometry, and World History	Principal and Assistant Principals
Student Centered Learning PD	2	September 20 <sup>th</sup>	Student Centered Learning Activities for the Classroom	All Faculty	Mike Rice and Suzanne Skipper
Lunch and Learns	1	Ongoing	Best Practices in the Classroom	Optional for All Faculty Members	Mariette Herro and Suzanne Skipper
FTBT	1	August 7 <sup>th</sup>	Best Practices in the Classroom	All Faculty Members	Principal and Assistant Principals along with Various Teachers
New Teacher Observations	1	Daily	Domains 1-4 from the Instructional Model	New Teachers	Mariette Herro
Curriculum Leaders Monthly Share Sessions	1	Monthly	Best Practices in the Classroom	Curriculum Leaders	Principal and Assistant Principals