



CONTINUOUS IMPROVEMENT PLAN/TURNAROUND PLAN

Office of School Transformation



Designation Status:	Priority AND Underperforming		Person completing the form:	Dr. Shawn Washington
District Name:	Richland School District One		Title:	Principal
School Name:	Columbia High School			

PHASE 1: DIAGNOSE

USE THE [CONTINUOUS IMPROVEMENT RUBRIC](#) TO ASSESS READINESS

MOST RECENT REPORT CARD ACCOUNTABILITY MANUAL RATING POINTS

<u>Elementary/Middle Schools</u>		
	<u>Numerator</u>	<u>Denominator</u>
Academic Achievement		
Preparing for Success		

<u>High Schools</u>		
	<u>Numerator</u>	<u>Denominator</u>
Academic Achievement	6.75	25
Preparing for Success	1.36	10

English Learners' Student Progress		
Student Progress		
School Climate		
Overall Score and Rating	0	0
Conclusions based on Rating Points		
Strengths		

English Learners' Student Progress	2.14	10
School Climate Progress	2.26	5
Graduation Rate	13.65	25
College and Career Readiness	8.15	25
Overall Score and Rating	34.31	100
Conclusions based on Rating Points		
Strengths	<p>Five of our students scored a perfect score on the English 2 EOC examination. We had several students (3) score 95 or higher on the Biology EOC. Four certified staff members have advanced doctoral degrees and disciplinary referrals for students with special services have decreased from the 22-23 school year.</p>	
	<p>Opportunities for academic growth are in</p>	

Opportunities for Growth

Opportunities for Growth

the areas of Algebra I, Biology I, English 2, and U.S. History.
Other areas of growth include graduation/college & and career readiness rates and school culture/climate.

PHASE 2: SELECT AND PHASE 3: PLAN

<p>Performance Goal #1 (SMART goal):</p>	<p>INCREASE ENGLISH 2 EOCEP PASS RATE BY 10% POINTS BY THE SPRING OF 2024 INCREASE BIOLOGY I EOCEP PASS RATE BY 20% POINTS BY THE SPRING OF 2024 INCREASE ALGEBRA I EOCEP PASS RATE BY 20% POINTS BY THE SPRING OF 2024 INCREASE US HISTORY EOCEP PASS RATE BY 20% POINTS BY THE SPRING OF 2024</p>			
<p>Strategy Description</p>	<p>Action Items from Strategy</p>	<p>Instructional Materials Needed/Used</p>	<p>Fund Location</p>	<p>Total for Strategy</p>
<p>This strategy is related to the school report card indicators; these strategies are designed to address student performance in these EOCEP courses.</p>	<p>Provide after-school and Saturday tutorial services to students each week throughout the year (Tue-Thurs. 3:15-5:15 Saturdays 8-12) 36 weeks per school year 4 teachers 400= 1,600 per week * 27= 43,200 per year for After-School</p>			<p>\$69,200.00</p>
	<p>NIET will provide PLC activities that teach how to analyze student work to drive instructional decisions and improve Tier 1 learning opportunities.</p>			
	<p>The curriculum consultants will provide PLOs to content area teachers to include Standards Based Alignment Workshops and guided instructional planning for all End of Course classes.</p>			
	<p>Targeted EOC Professional Development</p>			
	<p>Targeted Peer Observation Learning Walks</p>			

What Professional Development Activities will support this strategy?				
	Total Cost			\$69,400.00

Performance Goal #2 (SMART goal)	PERFORMANCE GOAL #2: INCREASE CCR NUMBERS 20% BY THE SPRING OF 2024 INCREASE GRADUATION RATE FROM 77.3% TO 80% BY THE SPRING OF 2024			
Strategy Description	Action Items from Strategy	Instructional Materials Needed/Used	Fund Location	Total for Strategy
The implementation and monitoring of these strategies will help to ensure that the school is moving in a positive trajectory for its graduation rate/CCR indicators.	Provide Career and College Ready Field Studies for freshman and sophomore students (field studies to various colleges/universities and businesses. Expected expenditures would include the following: transportation and CCR tools/supplies.			\$18,000.00
	Provide Career and College Ready Field Studies for freshman and sophomore students (field studies to various colleges/universities and businesses. Expected expenditures would include the following: transportation and CCR tools/supplies. The school will visit SC State University in Orangeburg The school will purchase the WorkKeys Study Guide and Practice Test published by Mometrix Test Preparation for 240 students at @approximately \$48.00 per student			
	Hire a graduation specialist who will focus on monitoring student progress toward coursework. The graduation specialist will secure and maintain the appropriate documentation for updating and tracking the progress of students in the graduation cohort.			\$65,468.00

	<p>Provide opportunities for extensive collaboration between school counselors and the CTE Department to assist with progress monitoring and tracking of students to ensure CTE completers.</p> <p>A graduation specialist and/or counselor will identify and communicate with the parents of students who are eligible for career readiness through Work-based Learning.</p>			
	Collaborate with MTC & STEM Consultant to offer Parent/Student Informational Sessions with Dual-Enrollment Opportunities. (Fall/Spring) 500.00 each			\$1,000.00
What Professional Development Activities will support this strategy?	School Counseling PD Sessions 11/20, 11/21, 12/18/19 on best strategies for increasing CCR/Graduation Rate			
	Total Cost			\$84,468.00

Performance Goal #3 Resource Equity Goal	PERFORMANCE GOAL #3 THE CULTURE AND CLIMATE AT COLUMBIA HIGH SCHOOL WILL INCREASE FROM A RATING OF 2.26 TO 4.26 OR HIGHER OUT OF 5 POINTS BY THE SPRING OF 2024			
Strategy Description	Action Items from Strategy	Instructional Materials Needed/Used	Fund Location	Total for Strategy
	Continue weekly "Chat/Coffee" with the Principal and 10 identified students each week to discuss ideas and share concerns regarding school improvement.			

This strategy is designed to help foster a stronger climate and "community" among students and staff members at Columbia High School.

What Professional Development Activities will support this strategy?

<p>Implement "Capital Student" (by grade levels) and "Teacher of the Month" to recognize and celebrate staff and students for academic and behavioral excellence (behavior, attendance, grades).</p>			
<p>Create and implement school school-wide PBIS plan using a committee made up of faculty, staff, and student representatives to improve student outcomes. Utilize Student Capital Ambassadors</p>			
<p>Implement the National Institute for Excellence in Teaching (NIET) best practices for all content areas to assist with building a collaborative learning environment and culture. This will consist of both onsite and virtual coaching and support. Professional Development will focus on the following: (a) key concepts and strategies learned through NIET training (e.g., instructional excellence, effective professional learning, leadership teams, observation and feedback, evaluation, teacher leadership, and curriculum alignment). Specific focus areas will be determined in consultation with the district partners and the Strengths-Based Needs Assessment Summary Report. There will be 35 days of onsite coaching and support. There will be approximately 53 staff members who will participate in the training. Administer climate and culture surveys to faculty and students at the beginning, middle, and end of the school year to assess culture and climate concerns - (PDCA) Plan Do Check Act.</p>			
<p>Implement Female Mentoring Program for identified at-risk females (Capital Pearls) in collaboration with alumni and community members.</p>			
<p>Contine Male Mentoring Program for identified at-risk males (100 Black Men, Capital Kings, Young United Men through United Way</p>			

	Total Cost		

*** Include additional goals and strategies on the 3rd tab.**

High Quality Instructional Materials		
	ELA	Math
What high quality instructional materials are being used to focus on growth and continuous improvement for ELA and math instruction?	Mastery Connect (CFA's), IXL, AVID, NIET STRATEGIES	Mastery Connect, ALEKS, NIET, AVID STRATEGIES

PHASE 4: IMPLEMENT AND PHASE 5: MONITOR

	GOAL 1	Goal 2	Goal 3
WHAT DATA SOURCE(S) IS THE TEAM USING TO MONITOR THIS GOAL?	District Benchmark Data, Common Formative Assessments, Failure Rates	Weekly Grad Rate Meeting Data, IGP's/Workbased Learning Data for 11/12th grade students, WIN & ASVAB scores	Survey Data from Students, One on One Check-in Meetings with Teachers

	GOAL 1	Goal 2	Goal 3
Does the data indicate that the team is AT-RISK, LAGGING, OR ON TRACK as it relates to progress towards each prioritized goal.			
30 Day Review (bv 2/1/2024)			

60 Day Review (by 4/1/2024)			
90 Day Review (by 6/15/2024)			

Please describe in detail any adjustments that have been made to the plans for each of the goals listed above. Be sure to include what has been learned in this improvement cycle, as well.

BENCHMARK PROGRESS	30 Days after Implementation	60 Days after Implementation	90 Days after implementation
MONITORING DATE	10/2/2023	11/2/2023	
KEY POINTS OF DISCUSSION/PLANNING	NIET Collaborative Learning Day PD Needed on Lesson Planning Protocol Improved Registration Procedures (Incarcerated Seniors)	Increased NIET Collaborative Learning Days to provide additional support to Admin team & Departmental Leaders NIET PD for Administrative Leadership Team Increased Need for Modeling (Teachers) Concern with # of Overaged/Under credited Students Being Enrolled (Grad Rate)	
Additional documentation:			

*Upon completion of the 90-day plan, teams should begin a new continuous improvement cycle. The Office of School Transformation recommends using the [Continuous Improvement Rubric](#) to re-assess where the team is and to make adjustments before [Diagnosing](#) and [Selecting](#) new or updated goals.