ERIE HS

3325 Cherry St

ATSI non-Title 1 School Plan | 2023 - 2024

VISION FOR LEARNING

Our Vision – Erie High will develop responsible citizens, through one of five individualized pathways (Arts and Communication, Business Finance and Information Technology, Science and Health, Engineering and Industrial Technology, and Human Services) with a goal of every student earning a diploma in an environment that is engaging, supportive, and safe.

STEERING COMMITTEE

Name	Position	Building/Group
Donald Orlando	Principal	Erie High
Courtney Laver	District Level Leaders	Erie High
Maurice Troop	Principal	Erie High
Stephen Shaut	Principal	Erie High
Gary Magorien	Principal	Erie High
Jeff Brzezinski	Principal	Erie High
Kristina Bokulich	District Level Leaders	Special Education Supervisor
Richard Schneider	District Level Leaders	Supervisor of Math and Science
Nora Dolak	District Level Leaders	Supervisor of English and Social Studies
Dave Garren	Community Member	Blue Coat
Brian Polito	Chief School Administrator	Superintendent
Teresa Szumigala	District Level Leaders	Assistant Superintendent
Lisa Berlin	Other	Child Accounting

Name	Position	Building/Group
Kelly Heberle	Parent	Erie High
Kim Nikolai	Teacher	Erie High
Mike Beiter	Teacher	Erie High
Carla Oconnor	Education Specialist	Erie High
Thomas Koval	Teacher	Erie High
Meghan Brooks	Teacher	Erie High
Matt Jones	Education Specialist	Erie High
Phil Askins	Teacher	Erie High
Melissa Catania-Gailey	Paraprofessional	Erie High
Rebecca VanDyke	Teacher	Erie High
Doug Keffer	Teacher	Erie High
Yarinel Hernandez	Student	Erie High
Amy Shaut	Education Specialist	Erie High
Jason Burgert	District Level Leaders	CTE Director
Ryan Abbott	Principal	Erie High

Name	Position	Building/Group
Anna DePaul	Principal	Erie High
Ganelys Crespo	Student	Erie High
Yarinel Hernandez	Student	Erie High
Yarikza Santiago	Parent	Erie High
Yvonne Teed	Other	IU5 - Director of SIS Curriculum, Instruction, and Assessment

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If student support services are utilized to remove barriers to learning and to enhance opportunities for academic achievement then students will feel supported and remain at Erie High School.	Essential Practices 3: Provide Student-Centered Support Systems Regular Attendance Essential Practices 3: Provide Student-Centered Support Systems
If we implement PLC's and strengthen student engagement strategies then teacher practice and student outcomes will improve.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction
If we identify student needs through the continuous monitoring of data, then we can utilize PLCs to plan differentiation and evidence-based instructional strategies and strengthen instructional practices to ensure improved student outcomes.	English Language Arts Mathematics Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy
Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Engagement Strategies	During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies.
ELA	During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%.
Math	During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%.
Ecology/Biology	During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%.
Engagement Strategies	During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create a PLC schedule for the school year.	2023-08-01 -	Administrative Team	Google Calendar/Ms.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2023-08-18		Howard
Leader PD on curricular materials.	2023-08-01 - 2023-08-31	District Curriculum Office/Administration	District Curriculum Office
Administration and Vital Facilitators will work with WestEd's Vital Team quarterly to fully implement a PLC structure.	2023-08-23 - 2024-05-31	Administrators/Vital Facilitators	Vital Team - WestEd
Teachers internalize the lesson and identify the engagement strategies they will employ.	2023-09-01 - 2023-09-30	Administrative Team	Supports needed from the district's curriculum department.
The Erie High administration will conduct at least 6 walkthroughs for each teacher during the 23-24 sy focused on the internalized lesson and agreed upon engagement strategies. .	2023-09-01 - 2024-05-31	Administration	Google Doc
Have 9th,10th, and 11th Grade Math, ELA and Science teachers report students results on unit assessments on a shared Google Spreadsheet. Have 9th, 10th and 11th Grade Math, ELA and Science teachers bring those unit assessments to PLC's. Teachers will utilize assessment results to reflect on instruction and to address student learning needs.	2023-09-01 - 2024-06-30	Administrative Team	Google Spreadsheet to report student scores on unit assessments. Unit Assessments. Standards. Support from the district curriculum office.
Counselors will meet individually with each student one time per quarter to discuss their graduation trajectory.	2023-09-01 - 2024-06-12	Mr. Shaut/Counselors	Student rosters. Student graduation trajectory document. EPS communication tools.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			Support will be needed from the supervisor of counseling.
Counselors will keep families updated on their students progress toward graduation requirements.	2023-09-01 - 2024-06-12	Mr. Shaut/Mrs. Laver/Counselors	Student rosters. Student graduation trajectory document. EPS communication tools. Support will be needed from the supervisor of counseling.

Anticipated Outcome

If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Monitoring/Evaluation

Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.

Evidence-based Strategy

Leaders, teachers, and staff work to build an academically motivated school culture based on career- and college-going systems.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Student Support	During the 2023-24 sy, all students will meet individually with their guidance counselor at least four times per year to discuss their graduation trajectory and to align student supports.
Regular Attendance	During the 2023-24 SY Erie High will have a regular attendance rate of 60%. (21-22SY - 26.6% 22-23SY - 44%) Understanding our historical data shows a decline in the student attendance as the year progresses, our targets were intentionally set to reflect this trend. At the end of the year, the fourth quarter target reflects our SMART goal.
student retention	During the 23-24 SY, the percentage of students who remain at the Erie High School Campus will be 85%. (22-23sy - 75.82% remained).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create the 23-24SY Attendance Plan to define our steps on how we will improve student attendance.	2023-07-24 - 2023-08-02	Dr. Magorien	SIP Goal and the 22-23SY attendance data.
Define graduation trajectory conversations.	2023-08-14 - 2023-09-05	Mr. Shaut	Graduation Plan - Support from the Supervisor of Counselors and the Director of Human Services are needed.
Determine how the Graduation Trajectory Meetings will be tracked by counselors.	2023-08-01 - 2023-09-30	Mr. Shaut/Mrs. Laver	Tracking tool. Support from the supervisor of counselors and WestEd.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Design counselor schedules so a significant amount of their time is spent on college and career counseling.	2023-08-01 - 2023-11-01	Mr. Shaut/Mrs. Laver	Master schedule. Graduation trajectory meetings. Tracking tool for the graduation trajectory conversations.
Monthly tracking of enrollments and withdrawals. Track where students that withdrawal are going. Contact students and find out why they left in necessary.	2023-09-30 - 2024-06-30	Dr. Magorien	Monthly entry and withdrawal form.

Anticipated Outcome

If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Monitoring/Evaluation

Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.

Evidence-based Strategy

Use assessment data to identify areas of student need through conversations with teacher teams.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA	During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%.
Math	During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%.
Ecology/Biology	During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
9th,10th, and 11th Grade Math, ELA and Science teachers will report students results on unit assessments on a google spreadsheet.	2023-09-01 - 2024-06-12	Administrative Team	Google Spreadsheet to report student scores on unit assessments. Unit Assessments. Standards. Support from the district curriculum office.
Define and utilize data-informed decision-making protocols	2023-09-01 - 2024-06-12	Administrative Team	data-informed decision-making protocols - EPS Central Office and WestEd
9th, 10th and 11th Grade Math, ELA and Science teachers will utilize assessment results during PLC's to reflect on instruction and to address student learning needs.	2023-09-01 - 2024-06-12	Administrative Team	Unit Assessment results. Data-Informed decision-making protocols.

Anticipated Outcome

If we use student assessment data to reflect on our instruction and to address student learning, then we should see improvement in student academic outcomes.

Monitoring/Evaluation

Administrative teams will use formative assessments in PLC's at least one time each quarter and monitor the follow through of the work in lesson plans and walk throughs.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.	Teachers internalize the lesson and identify the engagement strategies they will employ.	09/01/2023 - 09/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.	Administration and Vital Facilitators will work with WestEd's Vital Team quarterly to fully implement a PLC structure.	08/23/2023 - 05/31/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.	Leader PD on curricular materials.	08/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 2023-24 sy, all students will meet individually with their guidance counselor at least four times per year to discuss their graduation trajectory and to align student supports. (Student Support) During the 2023-24 SY Erie High will have a regular attendance rate of 60%. (21-22SY - 26.6% 22-23SY - 44%) Understanding our historical data shows a decline in the student attendance as the year progresses, our targets were intentionally set to reflect this trend. At the end of the year, the fourth quarter target reflects our SMART goal. (Regular Attendance) During the 23-24 SY, the percentage of students who remain at the Erie High School Campus will be 85%. (22-23sy - 75.82% remained). (student retention)	Leaders, teachers, and staff work to build an academically motivated school culture based on career- and college-going systems.	Define graduation trajectory conversations.	08/14/2023 - 09/05/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Use assessment data to identify areas of student need through conversations with teacher teams.	Define and utilize data-informed decision-making protocols	09/01/2023 - 06/12/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Use assessment data to identify areas of student need through conversations with teacher teams.	9th, 10th and 11th Grade Math, ELA and Science teachers will utilize assessment results during PLC's to reflect on instruction and to address student learning needs.	09/01/2023 - 06/12/2024

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

School Improvement Facilitator Signature   Yvonne Teed   2023-07-26

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

PVAAS Biology. Our school wide academic growth score was 74. This was higher that the statewide growth standard of 70.

10th Grade Hispanic HMH growth: 75% of these students showed growth.

10th Grade EL HMH growth: 68% of these students showed growth.

Asian subgroup had 82% growth.

White subgroup: White 60% growth

Mid-Year data shows that our students are on track for completing their artifacts. 66% Completion.

EL Growth (PVAAS): ELA: 73% Math: 82% Science: 100%

Science Growth (PVAAS): Special Education: 95%

Challenges

Four-year cohort graduation rate is 77.9%.

Currently attaining a 50 for meeting Annual Academic Growth Expectations according to PVAAS English Language Arts Growth Attainment scores.

Currently attaining a 50 for meeting Annual Academic Growth Expectations according to PVAAS Algebra Growth Attainment scores.

Our school wide career benchmark was 71%, with a state average of 87.9%.

Achievement Data: Asian 1 Student Black 3 Students Multi-Racial 1 Student Hispanic 1 Student White 5 Students IEP 2 Students EL 2 Students

9th and 10th grade pass rates are significantly lower than 11th and 12th grade pass rates, except Algebra II.

Students taking 9th grade level courses have the lowest pass rates in all content areas, except Algebra II.

Across all subgroups, attendance is a challenge.

Strengths

Biology Growth Score White (83), English Learner (100), and Student with Disabilities (95). This was above the state average score of 75.1.

CTE enrollment has increased to 733 Students.

Implement an evidence-based system of schoolwide positive behavior interventions and supports.

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.

English 12, Biology, and Civics and Government have the highest mid-year pass rates: Civics and Government (92%), Biology (79%), and English 12 (90%).

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices.

Continuously monitor implementation of the school improvement plan and adjust as needed.

Challenges

Student with Disabilities: Graduation rate is 60.3%

10th grade IEP subgroup had a growth rate of 46%.

All subgroups (except Asian) are all below 50%. Black 40% Multi-Racial 40% Hispanic 32% White 49% IEP 39% EL 48% Overall: 49%

Algebra II has the lowest pass rates up to mid-term. 37% pass rate.

Regular attendance is 37.9%.

10th grade white subgroup had a growth rate of 42%.

Academic Achievement: (10th Grade) Asian 3 App/3 On/0 Above Black 22 App/16 On/3 Above Multi-Racial 1 App/0 On/0 Above Hispanic 5 App/5 On/1 Above White 15 App/14 On/7 Above IEP 5 App/6 On/2 Above EL 4 App/2 On/0 Above

All subgroups (except white): Asian 38% Black 53% Multi-Racial 25% Hispanic 44% IEP 32% EL 51% Overall: 51%

Across all subgroups, achievement is a challenge.

Growth (PVAAS): ELA: All subgroups except Asian and EL were 50. Math: All subgroups except Hispanic, EL, and students with disabilities.

Achievement data: Asian 1 Student Black 1 Student Multi-Racial

Challenges

N/A Hispanic 2 Students White 1 Student in Blue and 9 in Green IEP 3 Students EL N/A

There is a lack of evidence based strategies for engaging families and the community to support learning.

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically.

Across all subgroups, career artifact completion is a challenge.

Identify and address individual student learning needs.

Foster a culture of high expectations for success for all students, educators, families, and community members.

Monitor and evaluate the impact of professional learning on staff practices and student learning.

Most Notable Observations/Patterns

Due to a school shooting on April 5th, 2022, we must continue to promote and sustain a positive school environment where all members feel welcomed, supported, and safe. We will also address the 9th grade pass rates. Building renovations have been a disruption to the educational process.

Challenges	Discussion Point	Priority for Planning
Four-year cohort graduation rate is 77.9%.	We have not implemented a MTSS system to ensure grade promotion and 4 year graduation.	✓
9th and 10th grade pass rates are significantly lower than 11th and 12th grade pass rates, except Algebra II.		
Students taking 9th grade level courses have the lowest pass rates in all content areas, except Algebra II.	We have not implemented a Multi Tiered System of Support for incoming 9th grade students.	
There is a lack of evidence based strategies for engaging families and the community to support learning.	We don't have a system in place to remove barriers to engage families.	
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically.		
Across all subgroups, achievement is a challenge.	We do not have regular PLC's to address student achievement and engagement strategies.	✓

Challenges	Discussion Point	Priority for Planning
Growth (PVAAS): ELA: All subgroups except Asian and EL were 50. Math: All subgroups except Hispanic, EL, and students with disabilities.	We do not have a system to ensure that the curriculum is being implemented with integrity and all students receive standards based instruction.	
Regular attendance is 37.9%.		
Across all subgroups, career artifact completion is a challenge.	We need a communication system with satellite programs to ensure completion of career artifacts.	
Identify and address individual student learning needs.	We do not have a system to continuously monitor and address student's individual learning needs.	✓

ADDENDUM B: ACTION PLAN

Action Plan: Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.

Action Steps	Anticipated Start/Completion Date
Create a PLC schedule for the school year.	08/01/2023 - 08/18/2023

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
Google Calendar/Ms. Howard	no

Action Steps	Anticipated Start/Completion Date
Leader PD on curricular materials.	08/01/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
District Curriculum Office	yes

Action Steps	Anticipated Start/Completion Date
Administration and Vital Facilitators will work with WestEd's Vital Team quarterly to fully implement a PLC structure.	08/23/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
Vital Team - WestEd	yes

Action Steps	Anticipated Start/Completion Date
Teachers internalize the lesson and identify the engagement strategies they will employ.	09/01/2023 - 09/30/2023

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed		PD Step
Supports needed from the district's curriculum department.		yes

Action Steps	Anticipated Start/Completion Date
The Erie High administration will conduct at least 6 walkthroughs for each teacher during the 23-24 sy focused on the internalized lesson and agreed upon engagement strategies. .	09/01/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
Google Doc	no

Action Steps	Anticipated Start/Completion Date
Have 9th,10th, and 11th Grade Math, ELA and Science teachers report students results on unit assessments on a shared Google Spreadsheet. Have 9th, 10th and 11th Grade Math, ELA and Science teachers bring those unit assessments to PLC's. Teachers will utilize assessment results to reflect on instruction and to address student learning needs.	09/01/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
Google Spreadsheet to report student scores on unit assessments. Unit Assessments. Standards. Support from the district curriculum office.	no

Action Steps	Anticipated Start/Completion Date
Counselors will meet individually with each student one time per quarter to discuss their graduation trajectory.	09/01/2023 - 06/12/2024

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed		PD Step
Student rosters. Student graduation trajectory document. EPS communication tools. Support will be needed from the supervisor of counseling.		no

Action Steps	Anticipated Start/Completion Date
Counselors will keep families updated on their students progress toward graduation requirements.	09/01/2023 - 06/12/2024

Monitoring/Evaluation	Anticipated Output
Administration and Teachers will review the progress on the goals of the school improvement plan at least quarterly.	If we improve our PLC's and Walkthroughs, then we will see improved student outcomes. If we implement an intentional attendance improvement plan, then we will see improved student regular attendance.

Material/Resources/Supports Needed	PD Step
Student rosters. Student graduation trajectory document. EPS communication tools. Support will be needed from the supervisor of counseling.	no

Action Plan: Leaders, teachers, and staff work to build an academically motivated school culture based on career- and college-going systems.

Action Steps	Anticipated Start/Completion Date
Create the 23-24SY Attendance Plan to define our steps on how we will improve student attendance.	07/24/2023 - 08/02/2023

Monitoring/Evaluation	Anticipated Output
Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.	If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Material/Resources/Supports Needed		PD Step
SIP Goal and the 22-23SY attendance data.		no

Action Steps	Anticipated Start/Completion Date
Define graduation trajectory conversations.	08/14/2023 - 09/05/2023

Monitoring/Evaluation	Anticipated Output
Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.	If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Material/Resources/Supports Needed	PD Step
Graduation Plan - Support from the Supervisor of Counselors and the Director of Human Services are needed.	yes

Action Steps	Anticipated Start/Completion Date
Determine how the Graduation Trajectory Meetings will be tracked by counselors.	08/01/2023 - 09/30/2023

Monitoring/Evaluation	Anticipated Output
Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.	If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Material/Resources/Supports Needed	PD Step
Tracking tool. Support from the supervisor of counselors and WestEd.	no

Action Steps	Anticipated Start/Completion Date
Design counselor schedules so a significant amount of their time is spent on college and career counseling.	08/01/2023 - 11/01/2023

Monitoring/Evaluation	Anticipated Output
Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.	If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Material/Resources/Supports Needed	PD Step
Master schedule. Graduation trajectory meetings. Tracking tool for the graduation trajectory conversations.	no

Action Steps	Anticipated Start/Completion Date
Monthly tracking of enrollments and withdrawals. Track where students that withdrawal are going. Contact students and find out why they left in necessary.	09/30/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Mr. Orlando and Dr. Magorien will monitor each month by examining entries and withdrawals. Mrs. Laver will conduct at least one walk through per counselor to provide feedback on their graduation trajectory conversations with students.	If we provide the proper supports to students we will keep them on their trajectory to graduation then less students will leave Erie High's campus and more students will graduate in four years.

Material/Resources/Supports Needed	PD Step
Monthly entry and withdrawal form.	no

Action Plan: Use assessment data to identify areas of student need through conversations with teacher teams.

Action Steps	Anticipated Start/Completion Date
9th,10th, and 11th Grade Math, ELA and Science teachers will report students results on unit assessments on a google spreadsheet.	09/01/2023 - 06/12/2024

Monitoring/Evaluation	Anticipated Output
Administrative teams will use formative assessments in PLC's at least one time each quarter and monitor the follow through of the work in lesson plans and walk throughs.	If we use student assessment data to reflect on our instruction and to address student learning, then we should see improvement in student academic outcomes.

Material/Resources/Supports Needed	PD Step
Google Spreadsheet to report student scores on unit assessments. Unit Assessments. Standards. Support from the district curriculum office.	no

Action Steps	Anticipated Start/Completion Date
Define and utilize data-informed decision-making protocols	09/01/2023 - 06/12/2024

Monitoring/Evaluation	Anticipated Output
Administrative teams will use formative assessments in PLC's at least one time each quarter and monitor the follow through of the work in lesson plans and walk throughs.	If we use student assessment data to reflect on our instruction and to address student learning, then we should see improvement in student academic outcomes.

Material/Resources/Supports Needed	PD Step
data-informed decision-making protocols - EPS Central Office and WestEd	yes

Action Steps	Anticipated Start/Completion Date
9th, 10th and 11th Grade Math, ELA and Science teachers will utilize assessment results during PLC's to reflect on instruction and to address student learning needs.	09/01/2023 - 06/12/2024

Monitoring/Evaluation	Anticipated Output
Administrative teams will use formative assessments in PLC's at least one time each quarter and monitor the follow through of the work in lesson plans and walk throughs.	If we use student assessment data to reflect on our instruction and to address student learning, then we should see improvement in student academic outcomes.

Material/Resources/Supports Needed	PD Step
Unit Assessment results. Data-Informed decision-making protocols.	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.	Teachers internalize the lesson and identify the engagement strategies they will employ.	09/01/2023 - 09/30/2023
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of	Build cycles of reflection, design, implementation, feedback, and practice into the everyday	Administration and Vital Facilitators will work with WestEd's Vital Team quarterly to fully implement a	08/23/2023 - 05/31/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	culture of the school.	PLC structure.	
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 2023-24sy Erie High Administration will conduct 6 walk throughs per teacher with feedback to monitor the implementation of engagement strategies. (Engagement Strategies) During the 2023-24 SY Engagement strategies will be observed in 100% of classroom visits. (Engagement Strategies) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Build cycles of reflection, design, implementation, feedback, and practice into the everyday culture of the school.	Leader PD on curricular materials.	08/01/2023 - 08/31/2023
During the 2023-24 sy, all students will meet individually with their guidance counselor at least four times per year to discuss their graduation trajectory and to align student supports. (Student Support)	Leaders, teachers, and staff work to	Define graduation trajectory conversations.	08/14/2023 - 09/05/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
During the 2023-24 SY Erie High will have a regular attendance rate of 60%. (21-22SY - 26.6% 22-23SY - 44%) Understanding our historical data shows a decline in the student attendance as the year progresses, our targets were intentionally set to reflect this trend. At the end of the year, the fourth quarter target reflects our SMART goal. (Regular Attendance) During the 23-24 SY, the percentage of students who remain at the Erie High School Campus will be 85%. (22-23sy - 75.82% remained). (student retention)	build an academically motivated school culture based on career- and college-going systems.		
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Use assessment data to identify areas of student need through conversations with teacher teams.	Define and utilize data-informed decision-making protocols	09/01/2023 - 06/12/2024
During the 23-24SY 40% of students in grades 9,10, and 11 will score a 65% or higher on the HMH Unit Assessments. Last year's final HMH score was 13%. (ELA) During the 23-24SY 55% of students in grades 9,10, and 11 will score a 65% or higher on the Reveal Assessments. Last year's final Reveal score was 45%. (Math) During the 23-24SY 30% of students will score a 65% or higher on the Inspire Biology Assessments. Last year's Keystone Proficiency was 7%. (Ecology/Biology)	Use assessment data to identify areas of student need through conversations with teacher teams.	9th, 10th and 11th Grade Math, ELA and Science teachers will utilize assessment results during PLC's to reflect on	09/01/2023 - 06/12/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		instruction and to address student learning needs.	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Professional Learning Communities	Administration/West Ed/Vital Facilitators	PLC structure and focus

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Improved student outcomes on curricular assessments. Improved teacher instructional strategies measured by walkthrough data.	08/01/2023 - 05/31/2024	West Ed's Vital Team

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1e: Designing Coherent Instruction	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Lesson Internalization	Teachers/Administration	How to internalize a lesson.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walkthrough data showing evidence that the instructional strategy is being implemented.	08/01/2023 - 09/30/2023	Administration/Central Office Supervisor.

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Curricular Materials	Administration	Building level administration receives professional development on the curricular materials for the department that they will be supervising this upcoming school year.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walkthroughs that reflect feedback on proper use of curricular materials.	08/01/2023 - 01/30/2024	District's curriculum department

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1d: Demonstrating Knowledge of Resources	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Graduation Trajectories	Administration and Counselors	Defining the graduation trajectory and shaping our conversations on what that will look like and what student supports will be used based on those conversations.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walkthroughs show meaningful graduation trajectory meetings between the guidance counselors and students.	08/01/2023 - 11/01/2023	Mrs. Laver

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2b: Establishing a Culture for Learning	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Data Informed Decision Making Protocols	Teaching staff	Data-informed decision-making protocols

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Data protocols are part of our PLCs, are informing our work and instructional planning and practices. This will be evidenced in our walkthrough data.	08/22/2023 - 09/30/2023	Administrative Team, EPS Central Office and WestEd

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3d: Using Assessment in Instruction	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Using Assessments Results	Teachers	How to utilize assessment results to reflect on instruction and address student learning needs.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Assessments are used at PLC's to reflect on instruction and plan to address student learning needs. The planning is evidenced by results of administrative walk-throughs.	09/01/2023 - 10/18/2023	Administration Team, EPS Curriculum Office

Danielson Framework Component Met in this Plan:

3d: Using Assessment in Instruction

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in Inclusive Settings

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Erie High Website -Quarterly steps will be included to keep stakeholders informed of our progress.	Goals of the Plan	Website	Erie High Community	Quarterly Updates
Erie High Parent Night	Goals and progress of the plan.	Quarterly in-person school community meeting	Erie High Community	2023-24sy
School Improvement Plan One Page Document Communication plan strategies and specific topics are listed along with the modes of communication and the intended audience.	Schools Mission, Vision and Goals of the plan	One page written document	Erie High Community	Fall 2023
ACT 80 Days	Plan goals and progress.	ACT 80 Presentation	School Staff	Act 80 Days (Quarterly)