School Improvement Overview

Damascus High School

System Goal: *All students will meet 2 or more Evidence of Learning Measures* **School Goal(s):** MAP Proficiency for K-8, PARCC/Eligibility for 9 and 10, and CCR for 11 and 12. **Instructional Goal(s):**	
9-10 Goals:	**Math:** All students, with a focus on African American FARMS, Hispanic FARMS & Non-FARMS, and all other FARMS, will increase from 0 / 1 to 2 / 3 on district assessments in Operations and Algebraic Thinking. (Students will make sense of problems and persevere as they solve them.) **Literacy:** All students, with a focus on African American FARMS and Hispanic FARMS, will increase from 0 / 1 to 2 / 3 on district assessments in L.9-10.3 - Apply knowledge of language to understand how language functions in different contexts, to make effective choices for meaning or style, and to comprehend more fully when reading or listening.
11-12 Goals:	**Math:** All students, with a focus on African American FARMS, Hispanic FARMS & Non-FARMS, and all other FARMS, will increase from 0 / 1 to 2 / 3 on district assessments in Operations and Algebraic Thinking. (Students will make sense of problems and persevere as they solve them.) **Literacy:** All students, with a focus on African American FARMS and Hispanic FARMS, will increase from 0 / 1 to 2 / 3 on district assessments in W.11-12.5 - Develop and strengthen writing as needed by planning, revising, editing, rewriting, or trying a new approach, focusing on addressing what is most significant for a specific purpose and audience and L.11-12.3a - Vary syntax for effect, consulting references for guidance as needed; apply an understanding of syntax to the study of

	complex texts when reading.

	What will the focus of your work be?
Professional Learning on the Standards	Student item analysis using Comparative Results Progress Check data with a focus on African American FARMS, Hispanic FARMS & Non-FARMS, and all other FARMS. Each Professional Learning Community will: ● Plan and deliver two of the same on-going assessments ● Analyze / reflect student performance for on-going assessments ● Analyze / reflect on student item analysis after each Progress Check
Analyzing Data to Inform Instruction	ILT Data Analysis: EOL Exhibits A/B/C, Progress Check- Comparative Results Data, CCRCCA, Eligibility, Referral data, Advanced Placement, Honor Roll Teacher Data Analysis: EOL data, Referral Data, AP Data Professional Learning Communities need support in weekly collaborative planning that focuses on reflecting on the student engagement instructional practices impact on student achievement data. PLCs will analyze Common Formative Assessment and Progress Check data to make sure that we are meeting our instructional goals. We will analyze EOL Transition data and monitor Student Learning Objectives (2019 - 2020).
Equitable and Culturally Responsive Instructional Strategies	Provide ongoing professional learning around framing, checking for understanding, and culturally responsive feedback. Provide ongoing professional learning on implicit bias and de-escalation strategies
School Climate and Culture	**<u>School-Wide:</u>**

	Bi-weekly homerooms to meet student needs. **Employee Climate Survey** showed opportunity for growth in Staff Morale, Safety, Collaborative Leadership, Open Communication, Cleanliness of & Facility, **Leadership or Strategies Deployed:** School Climate Action Plan, Collaboration with Security Supervisor & DHS Security Team, ILT & Staff Survey Data, Summer Meet & Greets, Weekly Connect Ed Messager, Collaboration with MCPS Project Manager for various school improvements **Areas of Strength:** Staff Expectations of Students & Professional Growth **Leadership or Strategies Deployed:** Student Engagement Strategies through ILT, Equity and De-Escalation Strategies through Rolling Staff Meetings **Current Programs or Curriculum that Align to the Six Essentials:** Culturally Responsive Relationship Building, Mental & Emotional Health, Trauma Informed Practices, Restorative Justice & Restorative Practices, Physical Health & Wellness, and Positive Character Development & Empathy