

# **Hiram High School**



## **School Improvement Plan 2024 -2025**

**Darius Hodge, Principal**

# PCSD VISION

*The vision of the Paulding County School System is to prepare ALL students for success today and tomorrow.*

# PCSD MISSION

*Engage. Inspire. Prepare.*



## SCHOOL MISSION & VISION

### **Vision Statement:**

Hiram High School focuses on academic excellence and develops citizens who will make a living, a life, and a difference.

### **Mission Statement:**

Hiram High School sets high expectations for academic and personal growth for all students based on the rigorous curriculum. All students will have multiple opportunities to demonstrate high performance mastery in a safe and orderly environment.



## *Hiram High School Improvement Action Plan*

*SMART Goal 1: In the 2024-2025 school year, the Algebra I course pass rate will increase by 9% percentage, from a baseline of 56% in the previous school year to 65% in the 2024-2025 school year.*

Strategic Goal Area	Initiatives/ Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
<b>Strategic Goal</b> _____ Innovative Practices and Resource Implementation	Implement a comprehensive targeted intervention and enrichment program (Hornet Time) to identify students who need additional time and support for learning.	Develop Responsive Scheduling Plan by September of Fall Semester.  Quarterly Impact Walks (3) with Instructional Leadership Team to observe Hornet Time sessions (Oct, Jan, May).  Weekly Common Planning for both Yearlong and Block Algebra 1 course.  Utilizing Data Monitoring Reports to identify students for targeted intervention and enrichment opportunities.	Instructional Leadership Team  EAC  Math Teachers  Math Administrator	Data from common assessments. <ul style="list-style-type: none"> <li>• Common Formatives</li> <li>• Common Summatives</li> </ul> Instructional Leadership Team will use quarterly Impact Checks to monitor and review data.	Increase in percentage pass rate on common assessments.  Increase in course pass rates.  Increase in trends of students moving in achievement levels.

Strategic Goal Area	Initiatives/ Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
<b>Strategic Goal</b> _____  Growth and success for ALL	Implement Tier 1 instruction in the Algebra 1 classroom utilizing effective Mathematics teaching practices, to include skill & drill, progress learning, anchor charts, and interactive lessons.	Daily Common Planning (First Block).  Implement Mathematics Tier 1 Curriculum Playbook utilizing observation notes and checklist.  Implement Teacher-led Professional Learning on Cycle 3 & 4 (Illustrative Math Curriculum). Complete Cycle 3 implementation by September 2024 and Cycle 2 implementation by December 2024.	Instructional Leadership Team  Math Teachers  Math Administrator  Teacher Leaders  District Math Coordinator	Informal Classroom Observation Tool  Checklist for 3-Part Lessons  Math Department PLC observations  Student Surveys  Data Monitoring Report	Increase in course pass rate.

## *Hiram High School Improvement Action Plan*

*SMART Goal 2: In the 2024-2025 school year, the percentage of students who graduate will increase by 2%, from a baseline of 87.2% in the previous school year to 89.2% in school year 2024-2025.*

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
<b>Strategic Goal ____</b>  Growth and Success for ALL	Increase AP & Honor student enrollment utilizing AP Potential, PSAT, and other data points.	Create common process for teachers to identify Honors/AP potential students by end of Fall semester.  Create clear criteria selection process.	Instructional Leadership Team  AP Coordinator  Counselors	Design rubrics for common process, per department needs.  Review enrollment of students placed in each class per semester.	Increase in AP course registration.  Increase in students graduating with AP / Honor distinction.
<b>Strategic Goal ____</b> Attracting, Developing, and Retaining Quality Diverse Professionals	Increase percentage of students completing pathways (CTAE, FA, WL, AA).	Provide presentation to students on the benefits of pathway completion.  Survey students at the end of level 1 CTAE course.  Auto-schedule students into level 3 course that completed level 2 with 80% or higher.	Instructional Leadership Team.  Pathway Teachers  Counselors / Scheduler	Review student registration course selections.	Increase in students graduating with pathway completion seal, to include CTAE & FA.

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Growth and Success for ALL	<p>Identify at-risk students that have failed two or more classes at the end of each semester.</p> <p>Review co-hort list of withdrawals, dropouts, and unknowns.</p> <p>Identify subjects that trend high failure rates.</p> <ul style="list-style-type: none"> <li>9<sup>th</sup> &amp; 10<sup>th</sup> Graders – Algebra I &amp; Biology</li> <li>12<sup>th</sup> Graders – Algebra II</li> </ul> <p>Identify students that are not promoted to the next grade based on credits: (05) Sophomore (11) Juniors (17) Seniors</p>	<p>Monitor progress reports at 9-week mark to identify students who require targeted tutoring and intervention.</p> <p>Provide identified at-risk students with support of an intervention coach, which provides check and connect services 1-3 times a month.</p> <p>Ensure identified at-risk 9<sup>th</sup> grade students are enrolled in intervention courses to provide additional support:</p> <ul style="list-style-type: none"> <li>Environmental Science</li> <li>Communication (ELA)</li> <li>Algebra I (Year-long course)</li> </ul>	<p>Teacher on Assignment / Graduation Coach</p> <p>Counselors / Scheduler</p> <p>Principal</p>	<p>Check and Connect Reports Logs</p> <p>Progress Reports</p>	<p>Increase in course pass rates.</p> <p>Increase in EOC scores (all content areas).</p> <p>Increase percentage of students graduating.</p>

## *Hiram High School Professional Learning Plan*

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
Provide content teachers, elective teachers, and school administration professional learning on new school-wide initiatives regarding how to analyze data, develop action steps, and monitor outcomes.	Certified Staff	EAC, Math Admin, & District Personnel	Quarterly Meeting for entire school year	Coordinated Professional Learning Sessions in Kick-up, provided by District Leadership.	Formative and summative data reports, along with observational data, will be utilized to monitor and assess the effectiveness of the intervention/enrichment program. <ul style="list-style-type: none"> <li>• Checklist</li> <li>• CFA/CSA</li> <li>• Data Monitoring Logs</li> </ul>
Instructional Leadership Team quarterly impact checks to establish and monitor Hornet Time expectations and monitor established goals for targeted intervention and enrichment.	Certified Staff that teach EOC courses.	Administrators and EAC.	October, January, and April.	Quarterly meetings to review data, analyze data, and monitor a comprehensive intervention and enrichment program with Instructional Leadership Team and Administration Team.	Administrators will analyze formative and summative data during weekly PLC meetings utilizing the Data Monitoring report.

Supports that may be included:

- ▶ PLC work
- ▶ Coaching sessions with Individual Teachers
- ▶ Mentors
- ▶ Online Professional Learning Opportunities
- ▶ Ongoing District and School provided PL