

Denair High School
Revised Action Plan/SPSA
November 2017-June 2021

Specific Steps for Action Plan #1 Staff retention	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Support staff groups based on strengths through a mentor based program	Administrator Site Rep	Within the first 6 weeks of school year	Time to collaborate Time during Professional Development Day at the start of school year	Staff Survey at end of year	Confidence Surveys throughout the school year Mentors for induction support Website guru Staff surveys Support staff <i>Completed</i>
Increase Professional Development training by 3 additional days per year <i>Added 5 days of New Teacher Training per year</i>	The lead will be Administration to ensure budget is available and specific needs	Continuously throughout the year, but a plan should be setup to communicate with staff when available	Finances DUTA negotiation to add school days to the work calendar	Documentation of people who went to training, student academic success, staff increase in evaluation rating	Survey and implementation 2 days for site 1 day for district <i>Completed and continuation</i>
Write and Implement a new Staff Handbook/Orientation with	Administrator	2018 school year	Time	Feedback from leadership team	From 3 times a year through staff

PowerPoint/Video Digital Resource Drive					survey New handbook Google Drive <i>Completed and updated yearly</i>
Survey staff once a month	Administrator	2018 school year	None	Survey focused on culture, data, instruction and well being	Monthly <i>No, too much (small); 1-2 times a year</i>
Restore salary schedules to levels before salaries were reduced	Administrator, Director of Student Support Services and	ADA	Negotiation	Enrollment	DO Work in progress <i>Completed</i>
Implement relevant curriculum following CCSS and CTE	Administrator, Curriculum Specialist	2018 implementati on	Book and materials are driven by SBE and adoption committee, pacing guides are drive by staff and administration	Staff surveys, parent surveys, students academic success	DHS Principal and DO curriculum Coordinator Yes <i>Implemented CCSS and CTE with essential standards and pacing guides</i> <i>Adopted the following</i>

					<i>curriculum: Chemistry, Biology, Spanish, World History, US History, Econ/Civics, English, SPED, Ag</i>
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Specific Steps for Action Plan #2 Long Term Goal Implementation	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Develop career and college awareness curriculum in the 9th grade	Administration And Teachers	Beginning year 2018	Designated class and instructor	Master schedule	All students enrolled in Career and college exploration class OR AVID <i>9th grade required to take AVID</i>
Develop college and career curriculum for all classes	All Teachers	ongoing	AVID instructional guide	Sample lesson from teachers? Weekly lesson plans	Weekly lesson plans <i>CCGI Implementation school wide in 2020/2021</i>
Develop goal setting process for students in the 9th grade	AVID	Begin Q2 2017	AVID	Quarterly review of	All students have goals for college

and/or career and are revised constantly <i>Completed in AVID and Health</i>	Teacher lessons and individual student goal sheets <i>CCGI and Make Your Passion Your Paycheck</i>	Total number of trips taken <i>AVID takes 2-3 trips Athletics goes to colleges</i>	Increase number of field trips to colleges and local businesses	Increase number of guest speakers in classes	AVID will for 9th this year Next year-9/10/11th Administration/c ounselor	Spring 2018	College Recruiters Military Recruiters Health	Time and	8 business partners	Total number of
instructional guide	Homeroom period or similar focus of students with teacher	Total number of trips taken	AVID-College trips			Jan. 2018	Grants/Don ations			Total number of guest speakers in every class
progress to meet goals	Calendar									Total number of guest speakers in class without detracting from core instruction <i>Implemented and ongoing</i>

in local community	istration/Counselor/Community		ideas of how to partner		business partners for Project Life CTE business partners with grant <i>Completed and ongoing</i>
Develop a job shadowing program for all 11th and 12th grade students	Counselor/CTE Teachers	Ongoing	Job Shadowing documents	Total number of students taking part in the first years to possible graduation requirement	Total number of students taking part in the first years to possible graduation requirement <i>Not completed</i>
Develop follow up survey and monitor student progress post graduation	Counselor	CCGI	Free until 2023	Student survey	<i>Implementation with CCGI 20/21</i>
Project Life, take back our 7th-12th grade Moderate/Severe students in SPED and our adult transition students	Director of Secondary Education, Director of SPED, Superintendent, outside regionalized providers	February 2019, continuation	SPED funding, hiring, Project Life support	IEP's, data collection, goals, budget, surveys, parent input	Benchmark goals, PL data, IEP's, employer input and data tracking <i>Completed and ongoing</i>

Specific Steps for Action Plan #3 Personal Approach to Learning	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Develop a sense of rigor where 100% of students show examples of how they are organizing their work.	AVID coordinator, teacher, and students	Every quarter assessment.	Binders, notebooks, or files	Binder checks, rubrics form notebooks.	PowerSchool grades. Authentic Literacy Instructional strategies that include Do-Now, Exit Ticket, Socratic Seminar, T-P-S, and Turn and Talk <i>Implemented and Ongoing</i>
Implement 2 Grade Level Field Trips/Real World Connections-Museums, Art Galleries per year	Boosters Club, Parent Club, Grade Level Advisor	18/19 School Year	Funds, Busing	Monitor # of trips	Student survey <i>Not Implemented</i>
Develop grade Level Activities to link real world experiences to content	Grade Level Advisors	Spring 2018	Staff brainstorm during ASM	Lesson plans	Student survey <i>Implemented in AVID, Ag, Sports PE</i>
Institute Cross Curricular Grade Level Advisors	Site Admin, Lead	18/19-19/20 School Year	Collaboration Time	List Assigning Staff as Leads	Bi-Monthly Meetings

	Teachers				<i>Not Implemented-DUTA conversation</i>
Plan and Hold College Fair	Site Admin, Staff Lead, AVID Teacher	18/19 School Year and continuing	College Representativ es or liaison	Survey Class discussion	20-40 Colleges <i>Completed and Ongoing</i>
Plan and Hold Career Fair	Site Admin, Staff Lead, AVID Teacher	18/19 School Year and continuing	Various Professionals	Survey Class discussion	30 Professionals <i>Completed and Ongoing</i>

Specific Steps for Action Plan #4 Academic Proficiency	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Implement MVP directions campus wide	Administrator, Coach	2018 School Year	Shared google doc to show examples of directions and expectation	Check binder or portfolio to see progress of each subject area in google drive	A document at the front of the binder or portfolio can be checked periodically (for example, once a month). The document is then shown to see progress. A quality document can be

					<p>added to see if processes and procedures meet academic proficiency.</p> <p><i>All staff trained and still implementing</i></p>
Develop Implement the correct essay format in the English department.	English teachers	yearly	Consistent curriculum	Assessments in the classroom compared to MAP-NWEA scores. Classroom Assignments.	<p>Test scores. Academic Portfolios.</p> <p><i>Implemented and consistent</i></p>
Develop and Implement a math notebook/portfolio for every class.	Mathematics teachers	yearly	Consistent curriculum	Assessments in the classroom compared to MAP-NWEA scores. Classroom Assignments.	<p>Test scores. Academic Portfolios.</p> <p><i>Implemented and consistent</i></p>
Implement labs 2 times per week in all science classes.	Science Teachers	yearly	Consistent curriculum	Assessments in the classroom compared to MAP-NWEA scores. Classroom Assignments.	<p>Test scores. Academic Portfolios.</p> <p><i>Implemented and consistent</i></p>
Develop a dual language program cross-curriculum.	Foreign Language	yearly	Consistent curriculum	Assessments in the classroom	Test scores. Academic

	teachers			compared to MAP-NWEA scores. Classroom Assignments.	Portfolios. <i>Created DLI Secondary team and planning for implementation in 2021-2022</i>
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Specific Steps for Action Plan #5 Instructional stability	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Develop a consistent Master Schedule with completion date of April 15.	Administration and Counselor	Spring before the school year	Consistent ADA	PowerSchool/Master Schedule	Master Schedule <i>90% done by April 15. Completed by June 1.</i>

Consistent, weekly administration walkthroughs	Administration	1-2 times a week	The THoughtful Classroom walk through form and 3:1 feedback	Rubric	Calendar Improvement in teaching practices <i>Consistent with feedback</i>
Implement a teacher feedback process where teachers go with the administrator to see others in action	Administration /Leadership Team	By end of school year	Release time	Trust, transparency	Improvement on evaluation/observat ion ratings. <i>AVID Director, administrators</i>
Develop and implement feedback from students (survey) on instructional strategies/programs	Leadership Team	By end of school year	Survey	Survey results and progress reports	Survey results and progress reports <i>Yearly student survey</i>
Continued Professional Development/trainings on instructional strategies	Administration	By end of school year	Financial impact	Professional Development Calendar	<i>Monthly at ASM's and 5 times a year for district wide collab days</i>
Adjust testing schedules to minimize time out of instruction	Administration /Counselor	2018 implementati on	School calendar/ma ster schedule	Calendar	Calendar <i>Completed</i>
Implement 100% testing on the computer.	Administration , teachers, and Tech department.	IT infrastructure , budget	Computers, and programs	Timeline assessment.	A model classroom of technology. Evaluate its capability to adapt

					as years progress. <i>Completed-one to one school</i>
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Specific Steps for Action Plan #6 Student Body Growth	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Improve competitiveness of FFA Retention of Career Development teams	FFA Advisors	Nest 3 years	Ability to involve a greater number of students (currently have to limit due to transportation issues)	Placing in competition and development of specific skills needed to be more competitive such as public speaking,welding skills, depth and breadth of knowledge of judging teams	Placing cards, judging cards, oral reasons <i>Increased CDE teams, state proficiency awards, total amount of students representing Denair FFA at leadership events.</i>
Retentions of coaching staffs so that our teams know who their coaches are in year-in and year-out and so they can build relationships and programs	Athletic Director & Principal	1-3 years	Hiring staff who also are teachers, Increased number of stipends and	Coach retention	ADA <i>We field 25 teams. 21 head coaches are DUSD</i>

			more stipends		<i>employees</i>
85% teacher retention	District Admin & Sire Principal	1-3 Years	Competitive salary schedule	Teacher retention	Teacher retention <i>Met the last 3 years</i>
Increased number of AP or Honors classes	Principal	1-3 years	Trained Staff	scheduling	Master schedule <i>Added 4 more seat based AP classes and multiple DL AP classes Added Honors English and Math pathway</i>
Creating specific focus areas in the Ag Department	Ag teachers and principal	Mid year 2017	Collaborati n time	Scheduling	Master schedule <i>4 CTE pathways implemented</i>
Increase number of clubs	Staff	1-3 years	Staff to be advisors	More clubs	<i>Added 3 new clubs</i>
Chronic Absenteeism <ul style="list-style-type: none"> • Attendance initiative • Incentives • Flag • SART • DART • SARB 	Cristina Lopez	Monthly for awards Quarterly Yearly	Funding	Daily, increased attendance rate	Daily, decrease chronic absenteeism <i>Decreased by 3% over 3 years</i>

Specific Steps for Action Plan #7 EL Parent Engagement	Persons Responsible and Involved*	Timeline for Action	Resources Needed	Ways of Assessing Progress	Monitoring and Reporting Progress
Implement a Monthly Informational Night in Primary Language (Coyote Call, Homecoming,	EL Students, Lead Teacher	By Spring of 2018	Venue, Information to share/Topics	-Attendance	Confidence Survey <i>Not implemented, not realistic at high school</i>
Ensure a translator available at all parent/school functions	Site Admin, Spanish Teacher,	Spring of 2018	Volunteer List, Names of students available to translate	-Head count of attendees accessing	100% of parent/school functions have translator Increase of EL parent turn-out <i>Every parent event had a translator or headsets for translation</i>
Offering information on the same day/evening of every month.	Site Admin, Lead, ELD Coordinator	Spring of 2018	Staff willing to coordinate	Number of Attendees	Increase EL parent involvement-every meeting has more parents <i>Cafecito every Tuesday from 8-9 at DMS,</i>
Continue Remind Updates and include	Site Admin,	Spring of	List of EL	Quarterly Update of	Increase of EL

in Primary Language	Staff Lead	2018	parents and their phone numbers	Phone List	parents signing up on REMIND <i>Robo calls, information and website in Spanish</i>
Ensure there is a Spanish Speaker/Translator in each classroom for BTSN	Site Admin, Lead Teacher, ELD Coordinator	18/19 School Year	Volunteers	Increase in EL parents attending	Survey in primary language <i>Translators walked with parents</i>
Include RoboCalls of event nights in Spanish (FAFSA Workshop)	Site Admin,	Spring 2018	Spanish speaker to record Robo message	Increase EL participation	Increase # of participants Survey effectiveness in primary language <i>ELD coordinator attended for translation</i>
Create Announcements Posted on Homepage in Native Language as a Link	Tech, Volunteer, Leadership Students	18/19 School Year	Translation of Information	Hits on Links Office calls for more information or offers to help	Hits on link <i>Completed</i>
Inclusion at activities	Specific person that is in charge.	Every event invitations.	Every teacher support.	Attendance progress, progression, and increase.	Sign-up sheets <i>Completed, ELD Coordinator support</i>

Recommendations and Assurances

The School Site Council (SSC) recommends this school plan and proposed expenditures to the district governing board for approval and assures the board of the following:

The SSC is correctly constituted and was formed in accordance with district governing board policy and state law.

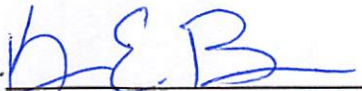
The SSC reviewed its responsibilities under state law and district governing board policies, including those board policies relating to material changes in the School Plan for Student Achievement (SPSA) requiring board approval.

The SSC reviewed the content requirements for school plans of programs included in this SPSA and believes all such content requirements have been met, including those found in district governing board policies and in the local educational agency plan.

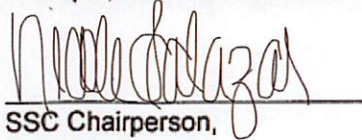
This SPSA is based on a thorough analysis of student academic performance. The actions proposed herein form a sound, comprehensive, coordinated plan to reach stated school goals to improve student academic performance.

This SPSA was adopted by the SSC at a public meeting on

09/01/2020. Attested:



Principal, Mrs. Kara Backman



SSC Chairperson,