

2017-2018 Medical Lake High School

School Improvement Plan

Be INCREDIBLE



EVERY STUDENT

EVERY DAY

*Principal: Chris Spring
Assistant Principal: Justin Blayne*

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Welcome to Medical Lake High School, Home of the Cardinals!

Medical Lake High School (MLHS) is located approximately 15 miles west of Spokane in the City of Medical Lake. Medical Lake has a population of approximately 4500. The high school itself is one of the staples of this tight-knit community.

We invite you to review this School Improvement Plan (SIP) document that highlights some of the school's recent accomplishments and articulates a plan for continued school growth and student success. The charts below reflect demographic information from the 2015-2016 and 2016-2017 school years.

2015-2016

Enrollment		
October 2015 Student Count		553
May 2016 Student Count		552
Gender (October 2015)		
Male	320	57.9%
Female	233	42.1%
Race/Ethnicity (October 2015)		
Hispanic / Latino of any race(s)	50	9.0%
American Indian / Alaskan Native	1	0.2%
Asian	6	1.1%
Black / African American	21	3.8%
Native Hawaiian / Other Pacific Islander	2	0.4%
White	429	77.6%
Two or More Races	44	8.0%
Special Programs		
Free or Reduced-Price Meals (May 2016)	169	30.6%
Special Education (May 2016)	69	12.5%
Transitional Bilingual (May 2016)	2	0.4%
Section 504 (May 2016)	24	4.3%
Other Information (more info)		
Adjusted 4-Year Cohort Graduation Rate (Class of 2015)		96.7%
Adjusted 5-year Cohort Graduation Rate (Class of 2014)		99.1%

2016-2017

Enrollment		
October 2016 Student Count		544
May 2017 Student Count		535
Gender (October 2016)		
Male	297	54.6%
Female	247	45.4%
Race/Ethnicity (October 2016)		
Hispanic / Latino of any race(s)	55	10.1%
American Indian / Alaskan Native	2	0.4%
Asian	4	0.7%
Black / African American	16	2.9%
Native Hawaiian / Other Pacific Islander	3	0.6%
White	416	76.5%
Two or More Races	48	8.8%
Special Programs		
Free or Reduced-Price Meals (May 2017)	151	28.2%
Special Education (May 2017)	63	11.8%
Transitional Bilingual (May 2017)	3	0.6%
Migrant (May 2017)	0	0.0%
Section 504 (May 2017)	26	4.9%
Foster Care (May 2017)		N<10
Other Information (more info)		
Adjusted 4-Year Cohort Graduation Rate (Class of 2016)	140	97.9%
Adjusted 5-year Cohort Graduation Rate (Class of 2015)	122	97.5%

Our demographic information comparison from the previous two years does not illustrate any significant changes in student enrollment or diversity; however, the information does highlight a school with an incredible graduation rate.

The Here and Now!

The information presented in this section highlights several things that make Medical Lake High School a special place to attend school and go to work. Before we dive into some of those components, we would like to share some recent staff additions to the Cardinal community.

Teachers

- Maureen Fanion CTE- Culinary, Leadership, Interior Fashion and Design, Student Store
- Davin Perry CTE- Intro to Business/Marketing, Multimedia Production, Microsoft Office, Annual
- Luke Corigliano CTE- Health, Sports Medicine, Head Athletic Trainer
- Cheryl Gray Special Education and Life Skills/Behavior Intervention

Counselor

- Tatriana Muravez HS Counselor

Para-professionals

- Dana Hatcher SPED Support/Locker room supervision
- Deanna Ward Sign Language Interpreter

Coaches

- Austin Sharp Head Baseball
- Matt Leenhouts Head Wrestling
- Jeremy Bahr Assistant Football
- Margie Bramer Assistant Volleyball
- Mike Constantine Assistant Baseball

In addition to the new staff additions, we are also excited to welcome back our returning students and incoming freshmen class. Every year, our leadership class creates a motto to support staff and students. This year's motto, "**Our Adventure Begins Here**" highlights the importance of students maximizing their school experiences to ensure success beyond high school.

One of the greatest strengths of MLHS is a staff that strategically establishes positive relationships with all students. This creates a safe, fun and respectful school climate necessary for learning and student achievement.

In addition to our motto, students and staff share a responsibility to conduct themselves appropriately and do the "right thing." To foster that, we teach behavior expectations through research-based programs such as PBIS, PACE, and Sound Discipline. It is our responsibility to provide a healthy school culture that fosters a productive environment.

The academic core classes at MLHS are grounded in WA State Learning Standards. In addition to the core subjects, we offer a diverse range of advanced and elective courses. All learning opportunities align students to a selected pathway while meeting Washington State graduation requirements. The list below outlines the academic offerings at the school.

Foundational Core	Advanced Placement	Electives
Algebra 1	Pre-Calculus	Engineering/Manufacturing
Geometry 1	Calculus	Mechanics
Algebra 2	Honors English	Culinary Arts
Personal Finance	A.P. Literature	Digital Design/ Visual Communications
Bridges Math	A.P. World	Career Choices
English 1, 2, 3, 4	A.P. US History	Leadership- 40 students
Bridges English	A.P. European History	Sports Medicine
World History and US History	Spanish 2 and 3	Human Body Systems
Spanish 1	Biomedicine	Psychology/Sociology
US History	Chemistry	PEP Band & Choir
Biology	Physics	Human Development
Animal Science	Robotics	Student Store
Biotech	Advanced Independent Studies	Multimedia Production
Aerospace	Advanced Sports Medicine	Study Skills Support
Environmental Science		Yearbook
Health		Intro to Business and Marketing
Life Fitness		Interior Fashion and Design
		Drill Team

****Highlighted courses are new offerings for the 2017-2018 school year.***

Students also have access to a variety of extra-curricular and athletic programs. Data illustrates that students who get involved with extra-curricular opportunities beyond the regular school day have better attendance and school performance. We always encourage students to “Get Involved” because it improves the academic and social experience. Some of the extra-curricular programs at Medical Lake High School include:

Extra-Curricular Programs				
JROTC	16 Sport Programs	FFA	Key Club	Knowledge Bowl
Robotics	Drama	National Honor Society	Book Talkers	Choir
FBLA	FCCLA	Cheer	Annual	ASB
Art Club	Leadership	Band	Sports Med	Yearbook

The classes and extra-curricular offerings listed above play a critical role in the performance of students at MLHS. We are confident that students perform better and **want** to attend school when they feel connected and safe in the school environment. As you can see, Medical Lake may be considered a small school but its academic and extra-curricular offerings provide an impressive variety of opportunities for all interests and ability levels.

A Quick Glance Back at 2016-2017 School Improvement Goals...

2016-2017 SIP Goal 1: Teaching and Learning

Establish and implement the MLHS Danielson Walk-Through Protocol and require all teachers to participate in a minimum of one learning walk.

How did we do?

- ✓ Using research based practices, the MLHS Teaching and Learning Leadership Team **established** the walk through model and protocol aligned with the Danielson framework.
- ✓ The Teaching and Learning team **implemented** the protocol with the instructional staff.
- ✓ 100% of teachers met the walk-through goal by participating in at least one learning walk.

Monitor the number of hands-on learning opportunities currently offered school-wide in each content area and strategically plan supplemental engagement lessons where necessary.

How did we do?

- ✓ Friday professional learning activities focused on student engagement and hands-on learning.
- ✓ Science teachers met goal in incorporating one hands-on lab for each science unit taught.
- ✓ Sent two math teachers to a professional development opportunity focused on student engagement and hands-on learning specific to mathematics.
- ✓ PLC's focused weekly on strategies to increase student engagement and hands-on learning opportunities.

2016-2017 SIP Goal 2: School Climate and Culture

Facilitate 3 PBIS Assemblies

Continue PBIS shining moment recognition

Facilitate staff-wide Sound Discipline Training

Establish a SWIS Behavior Management Team

How did we do?

- ✓ MLHS Facilitated 4 PBIS assemblies recognizing student achievements.
- ✓ The PBIS shining moment program is now called "Cardinal Moments." Cardinal Moments were recognized during PBIS assemblies and post cards were sent home multiple times highlighting our students.
- ✓ The entire MLHS staff received an introductory three hour "Sound Discipline" training course at the beginning of the 2016-2017 school year. Staff also participated in sound discipline activities facilitated by the Climate/Culture Leadership Team throughout the year.
- ✓ A SWIS Behavior Management Team was established
 - Team Met a minimum of one time per month
 - Team consisted of counselors, teachers, admin, and support staff
 - Team identified behavior trends in the school that have a negative impact on the instructional environment. Team will continue into the 2017-2018 school year and continue building its capacity to support teachers and students in sound discipline activities.

2016-2017 SIP Goal 3: Career/College Readiness Pathways (CCR)

Begin 2-Year construction of CCR Program

How did we do?

- ✓ The CCR team developed a school-wide program with specific, grade-level lesson plans for students for implementation in the 2017-2018 school year.
- ✓ The fundamental goals of CCR:
 - Connect each student to a trusted adult/adviser in the school
 - Guide students through a series of lessons, activities, and presentations that will help best determine a path for their future.
 - Prepare students to present their High School & Beyond Plan to their family and adviser at a Student-Led Conference in the spring of 2018.

Facilitate 4 Career/College ready opportunities for each grade level

How did we do?

- ✓ T-2-4 Circuit- College Fair facilitated in the fall at MLHS; 40 different organizations present
- ✓ Facilitated PSAT exam for over 50 sophomores and juniors
- ✓ Industrial Arts field trip to the Construction Fair at the Spokane Interstate Fair
- ✓ Spokane Falls Community College Preview Day Field Trip
- ✓ Annual Financial Aid Information night for students and parents
- ✓ Get Connected Diversity Conference- Approximately 40 students

2016-2017 SIP Goal 4: Shared leadership and school-wide communication

Send a weekly wrap to staff with a summary of the week that was

Friday Professional Learning Summary sent to staff

Increase involvement of MLHS Advisory Committee by at least 2 members

Shared Leadership Focus Groups

How did we do?

- ✓ Medical Lake High School Administration sent weekly emails to staff highlighting accomplishments and drawing attention to important upcoming school events.
- ✓ Leadership team minutes emailed to staff and central office to keep staff informed of professional learning information and school improvement progress.
- ✓ The MLHS Advisory Committee added 2 new members, met multiple times, and continued high levels of collaboration in regards to school improvement and culture. This group is also responsible for supporting a community recreation project in partnership with the city of Medical Lake and the school district.
- ✓ Three professional learning team groups were established with a minimum of 5 teacher leaders on each. These professional leadership groups work collaboratively in support of making school-wide decisions for students and staff.
 - Teaching and Learning
 - Climate and Culture
 - Career-College Ready

Student Growth and Achievement Data

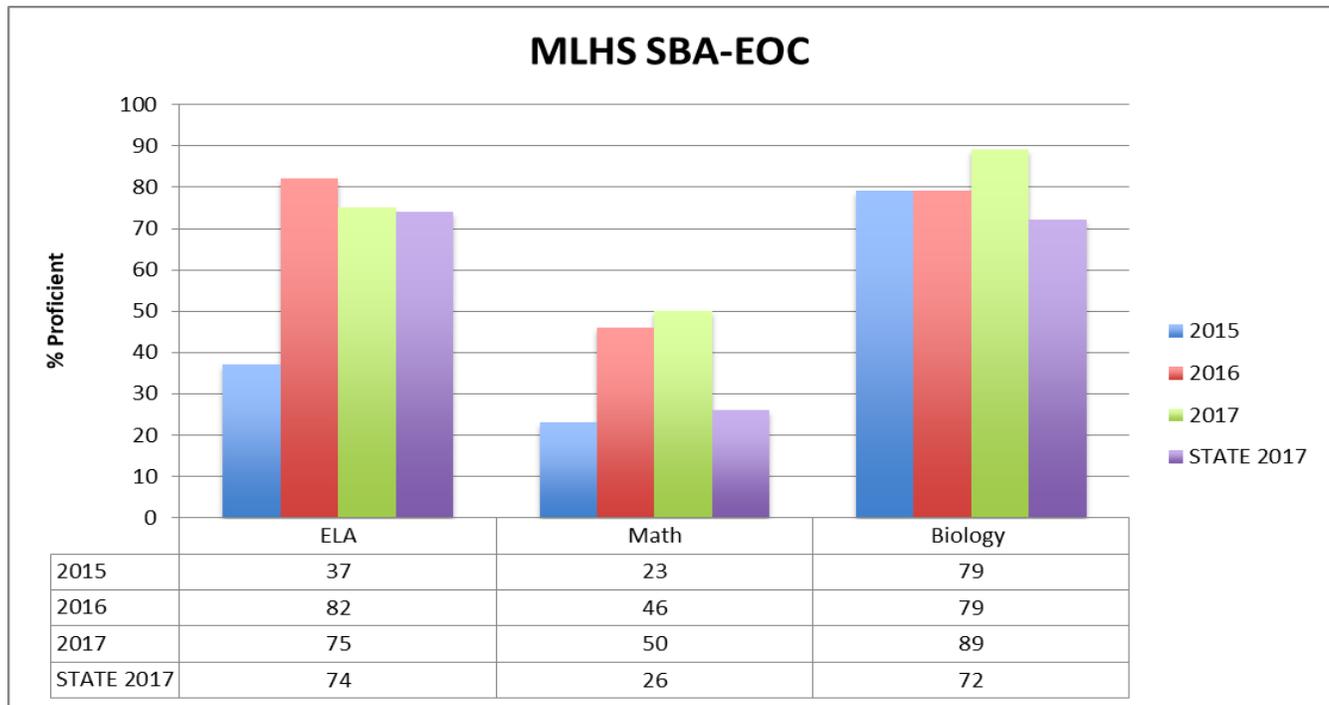
Highlights of 2016-2017:

- **SBAC English-Language-Arts** **75% Proficient** **State- 74% Proficient**
- **EOC Biology** **89% Proficient** **State- 72% Proficient**
- **SBAC Math** **50% Proficient** **State- 26% Proficient**

Growth Areas identified for 2017-2018

- **SBAC Math Proficient** **Growth of 10%** **Goal Proficiency Score = 55%**
- **SBAC English-Language-Arts** **Growth of 5%** **Goal Proficiency Score = 79%**

2015-2017 Major Assessment Summary Comparison:



NWEA Measures of Academic Progress Data (MAP)

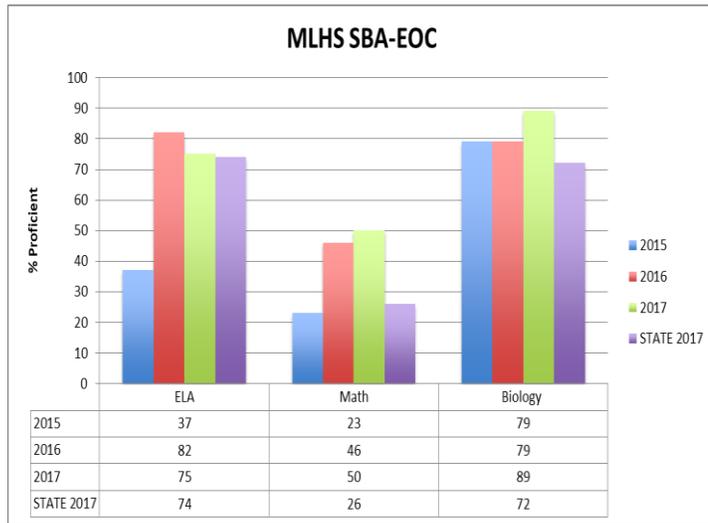
The NWEA assessments are a measure of academic progress. We intend to use NWEA data as a formative assessment to better understand student learning in relation to instructional standards. Medical Lake High School has already committed to receiving professional development support during the 2017-2018 school year to better understand NWEA assessment reports and support teachers in using the data provided to guide and strengthen instructional practices.

2012-2017 PSAT, SAT, and Advanced Placement Data

	12-13	13-14	14-15	15-16	16-17	17-18
SAT Test Takers	76	48	52	48	89	TBD
SAT Critical Reading Mean	498	482	502	525	R/W: 564	
SAT Math Mean	500	501	510	528	571	
SAT Writing Mean	479	450	482	495	-	
Advanced Placement Exams						
Total AP Exams Taken	89	97	113	161	141	TBD
Total AP Exam Testers	52	61	73	77	69	
# of AP Exams w/score of 3, 4, 5	47	51	54	86	61	
11th Grade PSAT						
PSAT 11 th Grade Testers	39	27	32	36	27	32
PSAT Total Score Mean	139	145	150	1081	1129	
PSAT Reading & Writing Mean	-	-	-	548	573	
PSAT Math Mean	49	52	54	533	555	
PSAT Reading Mean	46	48	49	-	-	
PSAT Writing Mean	44	45	47	-	-	
10th Grade PSAT						
PSAT 10 th Grade Testers	36	23	40	26	12	25
PSAT Total Score Mean	136	148	143	1030	1053	
PSAT Reading & Writing Mean	-	-	-	515	523	
PSAT Math Mean	48	51	51	515	531	
PSAT Reading Mean	45	48	48	-	-	
PSAT Writing Mean	43	49	44	-	-	

Needs Assessment:

Teaching and Learning:

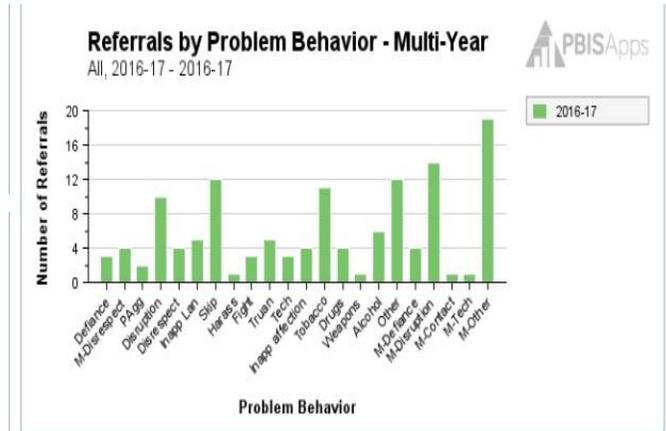
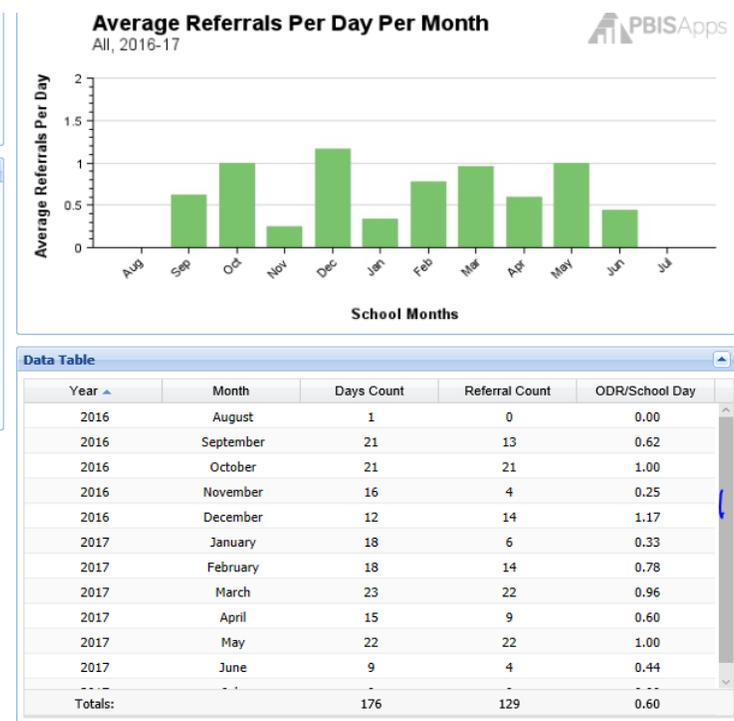


The Smarter Balanced Assessments for English-Language Arts (ELA) and Math are graduation requirements outlined by the state. The data illustrated the chart to the right propelled us to our first goal of improving SBAC scores in both ELA and Math.

As you can see, our ELA scores have been solid but we experienced a slight decrease from the year before. We want to return to 80% of students reaching proficiency.

Our math scores, although well above the state average, are worthy of considerable growth. Our goal this year is to increase the number of students reaching proficiency by 10% resulting in at least 55% of students scoring proficient.

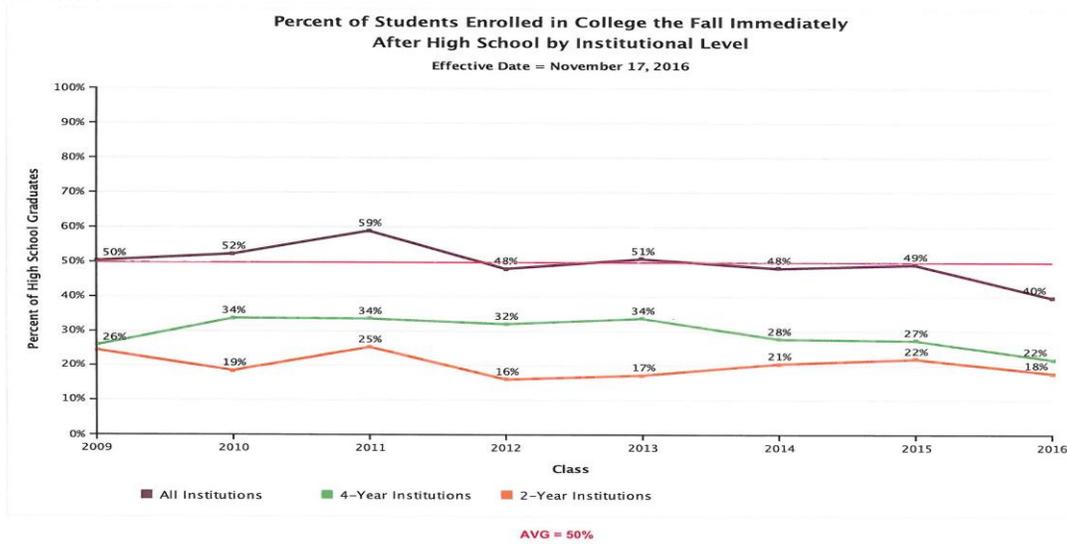
Climate and Culture:



One of the most important elements of our school is the classroom learning environment. To create the best environment possible, teachers establish expectations for students with the intent to maximize instructional time and reduce behavior referrals. That being said, we are a high school, and we realize that students will make mistakes and exercise poor judgment from time to time. Based on the charts above, we will focus on minimizing referrals, specific to the category of disruption in the classroom. See SIP Goal 2 for specifics.

Career-College Ready:

Arguably the most important thing we can do for students in high school is prepare them for the realities of life after high school. The charts and other information below reflect evidence in regards to our students’ post-secondary patterns.



Count of Students Enrolled in College the Fall Immediately After High School

Effective Date = November 17, 2016

Class of	2009	2010	2011	2012	2013	2014	2015	2016
Total in the Class	135	151	134	131	116	112	132	151
Total Enrolled	68	79	79	63	59	54	65	60
Total in Public	62	70	70	55	41	48	57	51
Total in Private	6	9	9	8	18	6	8	9
Total in 4-Year	35	51	45	42	39	31	36	33
Total in 2-Year	33	28	34	21	20	23	29	27
Total In-State	60	63	63	58	41	50	57	47
Total Out-of-State	8	16	16	5	18	4	8	13

Graduating Class of 2017 Self-Reported Data:

- 133 Graduated (2 Foreign Exchange)
- **89 accepted to colleges/universities**
- 8 signed intents to join the military
- 34 entered workforce or were undecided (2 Foreign Exchange Unaccounted not included)

This CCR information illustrates that Medical Lake High School has hovered around 50% of students being enrolled in college in the fall after graduation over the past six years with the exception of the Class of 2016 which dropped to 40%. One of our CCR focus areas is to return that number to 50% and continue to build up the following the year. Another goal is to reduce the number of students who are “undecided” or entering the workforce to 20 or less.

Our needs assessment included an examination of state assessment report cards, reviewing MLHS student behavior data and studying post-secondary information. This comprehensive review, in coordination with high levels of collaboration with teacher leadership teams yielded the following school improvement initiatives for 2017-2018.

- 1. Teaching and Learning- Improve Smarter-Balanced ELA and Math Assessment Scores**
 - a. Continuation of Danielson Walk-Through Protocol**
 - b. NWEA Formative Assessment Professional Development and Instructional Support**

- 2. School Climate/Culture- Reduce behavior referrals**
 - a. Staff of the Month Surveys- Conducted by students**
 - b. Student of the Month- Conducted by staff**
 - c. Cardinal Moment Recognition**
 - d. Sound Discipline Professional Development Activities**
 - e. Continuation of SWIS Team**

- 3. Career/College Readiness Pathways- Increase the number of students enrolled in post-secondary education, the military or the workforce in the fall after graduation.**
 - a. School-wide implementation of CCR program**
 - b. Staff feedback after each lesson for continuous improvements and adjustments**
 - c. Student-led conferences in the spring of 2018**

Action Planning, Monitoring, and Evaluation:

To address targeted goal areas, MLHS created improvement goals specific to the identified needs of the students and school. These goals will serve as a guide throughout the year. **Please refer to the Action Plan Templates for a detailed description of the SIP goals, specific action steps and the plan for monitoring and evaluating progress toward each item.**

Goal 1- Teaching and Learning

This goal generates a school-wide focus on instruction and learning. The school staff will concentrate on using the Danielson Framework for identifying effective instructional practices and examine NWEA formative assessment data to identify student progress toward Washington State Learning Standards. The impact of these action steps will positively influence state testing scores.

Goal 2- School Climate/Culture

This goal focuses on a sustained effort to maintain a safe, productive and respectful school environment. Through providing resources and tools to the teachers and students, we intend to reduce behavior referrals thus maximizing instructional time and creating a school culture that is welcoming, fun, and productive.

Goal 3- Career/College Readiness Program

This goal focuses on preparing ALL students for post-secondary success by providing the necessary instruction and support to build our students' "tool bets." CCR has program elements that strengthen student capacity in everything from communication and problem solving skills to creating resumes and cover letters. The impact of this program will increase the number of students enrolled in colleges/universities, trade schools, military, and workforce. It will also assist every student in facilitating their own student-led conference in the spring.

Conclusion:

The 2017-2018 School Improvement Plan established goals, action steps and evaluation procedures to guide improvement efforts throughout the year. We are excited to continue working and maintaining a standard of excellence at MLHS.