

# **Foothills Regional High School**

## **Schoolwide Plan**

**2023-2024**

### **Comprehensive Needs Assessment:**

1. Data analyzed to inform the strategic planning process from our district plans to our individual site plans. Data reviewed:
  - a. EOC Analysis Report
  - b. EOC Results
  - c. Compete to Complete Data (Data that includes monthly enrollment, monthly credit earned, monthly attendance rates and EOC Fall & Spring 2+ data)
  - d. Stakeholder Needs Assessment data (Survey data from Faculty, Parents & Students)
  - e. Graduation Exit survey data
  - f. Georgia Health Survey Data (staff, parents & students)
  - g. SWD Parent survey
  - h. Special populations- Special Group Enrollment Trends (All students, SWD, Gifted, Homeless, Students with 504 Plan, ESOL students)
2. Strategic Plan:
  - a. Four Pillars = Five Goals
    - i. College and Career Readiness
      1. Provide each student with relevant, personalized learning experiences that prepare them for post-secondary opportunities in a competitive, global society.
    - ii. Supportive Culture
      1. Provide wraparound student support services that remove barriers to student success and enable each student to reach their full potential.
    - iii. Organizational Effectiveness
      1. Ensure optimal organizational effectiveness through efficient stewardship of all resources.
      2. Maintain highly qualified leadership, faculty and staff who foster a professional and supportive learner-centered environment.

iv. Community Collaboration

1. Provide effective outreach to promote statewide awareness and utilization of Foothills Regional High School programs.

**Schoolwide Reform Strategies:**

1. Analysis of the data and Strategic Plan Goals:
  - a. Informed our annual goals for FY24
  - b. Annual goals for FY24:
    - i. Goal 1: Graduation Rate/Credits Earned
      1. Increase the average number of credits earned per student at least .5 credits.
    - ii. Goal 2: Performance/Weighted Content Mastery
      1. Increase the weighted content mastery percentage by 10 percentage points.
2. Sites:
  - a. Foothills Regional High School is a LEA and one school with multiple sites serving as a second chance school for the State of Georgia.
3. Site Improvement Plans:
  - a. Each Site developed action steps specific to the uniqueness of their site for each of the two goals above.
  - b. All site improvement plans with specific action steps are in the SIP 24 Folder.
4. Action Steps:
  - a. Goal 1: Graduation Rate/Credits Earned
    - i. Team Coordinators, Mentors, faculty, and site directors will review progress tracker weekly with students to set goals
    - ii. Mentors at each site will contact students bi-weekly to discuss attendance and progress
    - iii. Site Directors & Student Services will monitor weekly and update staff of students who have 8 or more unexcused absences to support the student
    - iv. Develop and sustain positive relationships with all students
    - v. Counselors, Student Services, and Site directors will utilize the Graduation Calculator to conference with students and parents

- (as applicable) Conduct orientation meetings with every student and parent/guardian
  - vi. Reach out to employers of students to support each other for attendance
  - vii. Develop and implement a comprehensive incentive plan to reward students for attendance, passing posttests, course completions, EOC scores, remote active log in.
- b. Goal 2: Performance/Weighted Content Mastery
  - i. Content teachers, Site Improvement Facilitators and Site Directors will ensure remediation for students who did not achieve a sufficient score on the Illuminate test
  - ii. Mandatory review before test retakes, utilize tutors to provide test prep for students enrolled in EOC courses
  - iii. Content teachers, Site Improvement Facilitators and site directors will analyze monthly EOC weighted content data with departments to determine standard weaknesses
  - iv. Site Improvement Facilitators, Site Directors, Regional leaders, and content teachers will participate in ongoing professional learning to reinforce instructional practices
- 5. Each site must include an action step for each goal that includes family engagement.
  - a. School will have a Family Advisory Council made up of families from multiple sites and programs. (each site will provide a name for a family representative, all programs (SWD, GIFTED, ESOL) will invite parents to participate in the Family Advisory Council.
  - b. Family Advisory Council will provide input on our Family Engagement Plan, on budgeted 1% Parent Engagement set aside, compact and on school goals.
- 6. Addressing the needs of all students:
  - a. Foothills Vision is to address the needs of all students: FRHS strives to be an accessible high-quality high school option that is flexible and responsive to the needs of the People of Georgia and its communities.
    - i. Each student develops goals based on that student's needs. Every student has an individualized learning plan.
    - ii. Student services provides wraparound services for all students

- b. Foothills Student Services department is comprised of site guidance counselors, social workers, career specialists, mentor coordinators, scholarship coordinators, dropout recovery coordinators and mentors.
  - c. As students focus on getting their diplomas, Foothills is also focusing on new beginnings. Students are encouraged to start making post-secondary plans long before their senior year.
  - d. Regardless of grade level, all students of Foothills will meet with Career Specialist or Counselor to complete the required “Tools for College” Course which contains self-assessments, career explorations, occupational trends, and college information.
  - e. MTSS process at Foothills – Foothills is a second chance school for students of Georgia. All our students benefit from the small class sizes with an individualized plan. Students identified as remedial students will be given a screener to identify specific weaknesses that will need intense interventions and supports.
7. Foothills Regional High School uses our needs assessment to develop our Professional learning plan. All staff will engage in professional learning to support the district goals.
8. Foothills transition programs are very different from the traditional high schools. Since Foothills is a State Specialty school, we do not have a feeder pattern into the school, however we focus on the post-secondary options as mentioned above.

### **Evaluation of the Schoolwide Plan:**

1. Schoolwide Plan is our focus, following is the meeting schedule to discuss specific areas of focus:
  - a. 2<sup>nd</sup> week of the Month – Faculty, Student Services and Department Meetings. These meetings are designed to ensure all students at all sites receive the support & services they need to be successful.
  - b. 3<sup>rd</sup> week of the Month – Regional Meetings to provide professional development in specific areas as needed per site/
  - c. Quarterly during the 1<sup>st</sup> week of the month our sites have their Site Improvement Meeting – these meetings are designed to monitor and evaluate the progress of meeting our schoolwide goals. Many people are involved in these meetings to include:
    - i. Site Directors/Assistant Directors
    - ii. Special Ed Lead

- iii. Counselor
  - iv. Student Services Representative
  - v. Content Specialist (ELA, SS, MA, SC)
  - vi. School Improvement Facilitators (SIF)(funded with SIG funds)
  - vii. Regional Leaders
  - d. Ongoing monthly agendas must include:
    - i. Update Site Improvement Plans if needed.
    - ii. Curriculum and Instruction talking points from SIF
    - iii. Student Services updates
    - iv. Special Education updates
  - e. Monthly Faculty meetings at each site
  - f. Quarterly SIP running agenda:
    - i. September – Complete your SIP with your SIP team
    - ii. November – Engage in the “Say Something” Protocol to review the data
    - iii. January/February – Mid-year check: analyze theories of action and make any necessary changes
    - iv. May/June – Conduct Root Cause Analysis based on EOY data results
  - g. All plans will be adjusted if at any time there is a need
2. Regional leadership meetings bi-weekly to monitor the progress of sites toward meeting school goals

**ESSA Requirements to include in the SWP:**

1. Foothills has a Family Advisory Counsel that means quarterly to gather input and share events with families.
2. Each site has a family engagement component to each goal. Many Foothills students have jobs and we have discovered that our students will move mountains for their employers and therefore we include employers as work family.
3. Goals for family engagement include communicating with families more frequently and capturing that on the contact logs and sending home assessment dates
4. Foothills Parent/Family Engagement Plan which was jointly developed can be found on our website.

### **Schoolwide Plan Development:**

1. Foothills has been operating as Schoolwide for many years.
2. Foothills has a Strategic Plan and Continuous cycle of improvement.
  - a. Many community members, staff members have worked collaboratively to develop our strategic plan, once the strategic plan was developed with the goals, immediate goals were set – graduation and content mastery, each site made improvement plans that must address graduation and content mastery while also being aligned with the strategic plan.
  - b. Our Strategic plan begins with who we are
    - i. Vision – Foothills Regional High School strives to be an accessible high-quality high school option that is flexible and responsive to the needs of the People of Georgia and its communities.
    - ii. Mission – Foothills Regional High School is a community and state resource for students who want to earn a high school diploma in order to be successful in post-secondary and career options.
    - iii. Beliefs – Our core beliefs are organized into the following four pillars – College and Career Readiness, Supportive Culture, Organizational Effectiveness, Community Collaboration
  - c. Our Strategic goals explains where we are going:
    - i. Goal 1 – Provide each student with relevant, personalized learning experiences that prepare them for post-secondary opportunities in a competitive, global society
    - ii. Goal 2 - Provide wraparound student support services that remove barriers to student success and enable each student to reach their full potential.
    - iii. Goal 3 - Ensure optimal organizational effectiveness through efficient stewardship of all resources.
    - iv. Goal 4 - Maintain highly qualified leadership, faculty and staff who foster a professional and supportive learner-centered environment.
    - v. Goal 5 - Provide effective outreach to promote statewide awareness and utilization of Foothills Regional
    - vi. High School programs.

- d. Performance objectives and Cognia performance standards will be the measurement tool of how we will know if we are achieving.
- 3. Performance data, SWOT analysis, stakeholder feedback is reviewed annually to determine the next years goals thus continuous improvement plan.
- 4. Foothills Regional High School participates in the Consolidation of Funds – Fund 150 program. Since Foothills is a LEA with only one school all our funds are consolidated to better meet the needs of all students. All the funds are going to support the needs of our unique student population. Foothills does not consolidate the school improvement funds for being identified as CSI school. Rather we look at the CNA and identify an initiative that will best support our needs. For the FY24 school year Foothills will use the School Improvement funds to contract School Improvement Facilitators.