



HARDAWAY HIGH SCHOOL



2017-2018 SCHOOL IMPROVEMENT



2017-18 School Improvement Planning Committee

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Needs Assessment

Hardaway High School's Balanced Scorecard has been aligned with Georgia's College and Career Ready Performance Scoring Index.

The Balanced Scorecard is our leading tool for measuring organizational performance. In addition to the scorecard, stakeholders completed the CIEO survey activity. In June of 2017, the School Improvement Planning Committee used this data to conduct a Needs Assessment.

The focus of this Needs Assessment is to identify strengths of the current instructional program, but also identify weaknesses, obstacles, and barriers in each of the dimensions.

WHAT DID THE TEAM DISCOVER?

Despite that fact that improvements were made in the area of reading, Hardaway students still performed below the state average on standardized assessments. Performance on the math assessments showed a sharp decrease.

The CIEO survey activity allowed stakeholders to provide honest feedback about what is, and is not working. The areas identified were curriculum, instruction, environment, and organizational management.

Through the data mining process and review of written feedback we discovered that there is a real need to increase student **participation** (engagement) in all classes. A majority of stakeholders felt there was a need to **change** the culture of the school through raising the expectation for student behavior.

The team followed a root cause analysis process by using a variety of management tools. The team was able to develop a plan through use of the following: affinity diagram, fishbone diagram, and use of the 5 why's?

CHANGE IS CONSTANT


In 1955, Ray Kroc founded McDonald's System, Inc., a predecessor of the McDonald's Corporation, and six years later bought the exclusive rights to the McDonald's name. By 1958, McDonald's had sold its 100 millionth hamburger.

Over the past 60 years, McDonald's has succeeded by adapting to the changing demands of its customers.



- 1950'S: 4 MENU ITEMS
- 1966: 1ST TELEVISION COMMERCIAL
- 1967: MCDONALD'S GOES INTERNATIONAL
- 1968: BIG MAC IS INTRODUCED IN PITTSBURGH, PA
- 1975: BREAKFAST MENU DEBUTS
- 1979: HAPPY MEAL IS INTRODUCED
- 1982: OFFICIAL RESTAURANT OF THE OLYMPICS
- 1987: HEALTHY SALADS ARE ADDED
- 1995: HAVE YOU HAD YOUR BREAK TODAY?
- 1997: DID SOMEBODY SAY, MC DONALD'S?
- 2000: FRUIT AND YOGURT PARFAIT
- 2006: SNACK WRAP
- 2009: MC CAFÉ SAVES COMPANY (COFFEE)
- 2010: REAL FRUIT SMOOTHIES
- 2016: ALL DAY BREAKFAST INITIATIVE
LEADS MC DONALD'S OUT OF A
MULTI-YEAR SALES SLUMP.
- 2017: OVER 145 MENU ITEMS



	1/4 POUNDER <small>with cheese</small>	.70	
	1/4 POUNDER	.60	
	BIG MAC	.65	
FILET-O-FISH	.48	LARGE Order Fries	.46
CHEESEBURGER	.33	FRENCH FRIES	.26
HAMBURGER	.28	HOT APPLE PIE	.26
MILK	.20	COFFEE <small>(small, 1/2 cup, hot or iced)</small>	.15
	HOT CHOCOLATE	.15	
SHAKES <small>CHOCOLATE STRAWBERRY VANILLA COFFEE</small>		.35	
COCA COLA - ROOTBEER - ORANGEADE	15 &	.20	
TRIPPLE RIPPLE ICE CREAM CONE		.20	

Prices at Mcdonalds in 1974

McCafé

Mixed

Real Fruit Smoothies 210-230 Cal.	0.00	0.00
Frappé 450-480 Cal.	0.00	0.00

Espresso & chocolate

Mocha 310-400 Cal.	0.00	0.00
Caramel Mocha 310-340 Cal.	0.00	0.00
Iced Mocha 310-390 Cal.	0.00	0.00
Iced Caramel Mocha 310-390 Cal.	0.00	0.00
Latte 40-110 Cal.	0.00	0.00
Iced Latte 40-110 Cal.	0.00	0.00
Hot Chocolate 310-400 Cal.	0.00	0.00

Roasted

Premium Roast Coffee 1 Cal.	0.00	0.00
Iced Coffee 40-110 Cal.	0.00	0.00

McCafé a Flavor

THE APPLE CHOCOLATE CHIP 0.00

TRUCK, TRUCK, TRUCK! Sun drink 0.00 0.00 0.00
 Iced Tea 90c 0.00 0.00 0.00
 Orange Juice 100 100 0.00 0.00 0.00
 Milk 100 100 100c 100c 0.00 0.00
 100 100c 100c 100c

Chocolate Shakes 1.00
Great McFlurry 2.00
Hot Fudge Sundae 2.00
Chocolate Chip Cookies 0.00

sweet treats
 Chocolate Shake 1.00
 Great McFlurry 2.00
 Hot Fudge Sundae 2.00
 Chocolate Chip Cookies 0.00

extra value menu **20 PC. CHICKEN McNUGGETS** 0.00

extra value menu **DAILY DOUBLE** 0.00

extra value menu **dollar menu** 0.00

fries 28c 38c 48c 58c

SPICY CHICKEN MURRIES 0.00

Chase your FAVORITES UNDER 400 CALORIES

fruit & oatmeal 0.00

happy meal 0.00

Julius

pairfection!

extra value meals

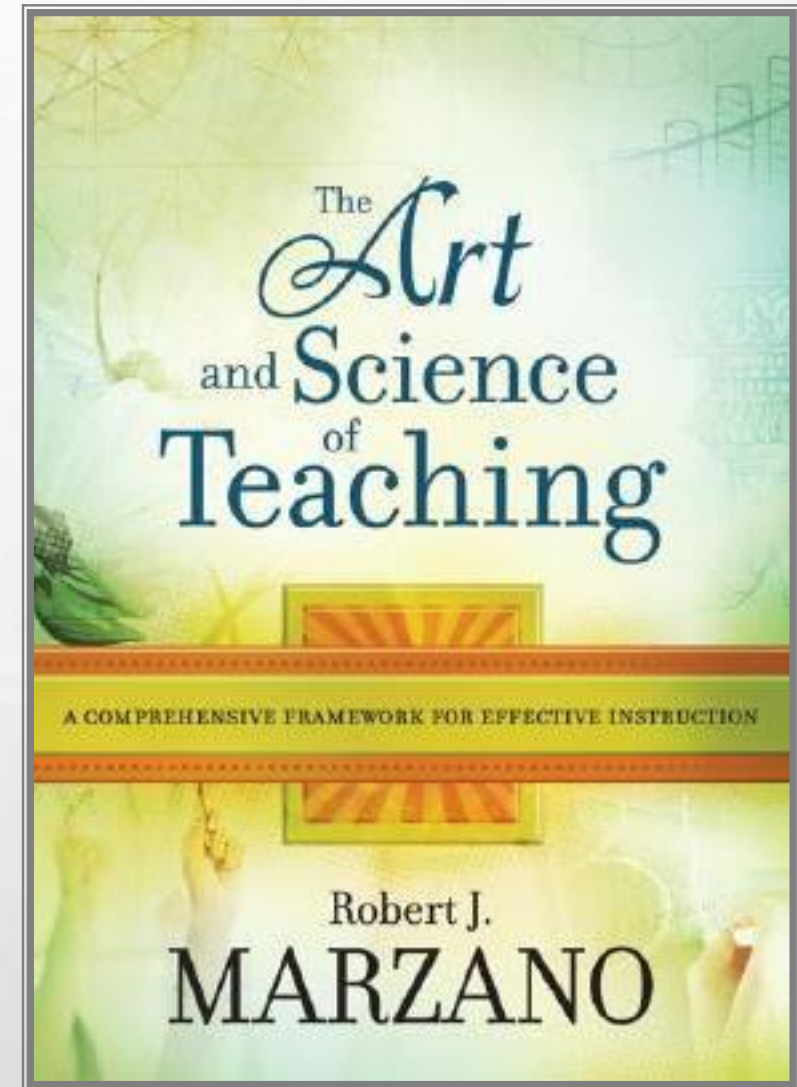
1 Big Mac	2 Quarter Pounder with cheese	3 Double Quarter Pounder with cheese
4 7 Cheeseburgers	5 Ranch BLT	6 Club
7 7 Cheeseburgers	8 Southern Style Chicken	9 Chicken Selects
10 10 PC. Chicken McNuggets	11 Filet-O-Fish	12 Angus Deluxe
13 Angus Bacon & Cheese	14 Angus Mashed & Swiss	salads

After reviewing our school data and stakeholder feedback, it is obvious that there is some resistance to changing the way we conduct our classroom. There is an urgent need to increase student participation in the classrooms at Hardaway High School.

Our goal is to provide teachers with the tools and support (Menu Options) needed to increase student participation. The strategies intended for use are outlined in the next few slides.

ACADEMIC INSTRUCTIONAL GOAL

BY MAY 2018, 100% OF TEACHERS WILL INCREASE STUDENT CLASSROOM ENGAGEMENT THROUGH THE IMPLEMENTATION OF EFFECTIVE TEACHING STRATEGIES OUTLINED IN PROFESSIONAL LEARNING COMMUNITIES.



ACTION STRATEGIES

- Common planning program will be redesigned to limit disruptions.
- Provide professional learning opportunities through PL Days, Common Planning, and Book Studies.
- Strategies include Marzano's "The Art and Science of Teaching." Marzano's research will provide the framework for effective instruction. Teachers will also study Dr. Carol Dweck's, "Mindset" and Mike Schmoker's, "Focus."
- This work will be conducted throughout the year during common planning sessions.
- Teachers will be tiered based on TKES walkthrough data. Teachers will be prescribed professional development based on needs. These sessions will break down each chapter of Marzano's "The Art and Science of Teaching."
- Weekly learning plans will be reviewed to determine key elements for an engaging classroom.

INSTRUCTIONAL STRATEGIES

- ESTABLISHING AND COMMUNICATING LEARNING GOALS (VERBAL CUES, DRAMATIC INSTRUCTION, ADVANCE ORGANIZERS, CHUNKING)
- TRACKING STUDENT PROGRESS (DEVELOP RUBRICS FOR STUDENTS TO CHART THEIR OWN PROGRESS)
- HELP STUDENTS INTERACT WITH NEW KNOWLEDGE HELP STUDENTS PRACTICE AND DEEPEN UNDERSTANDING OF NEW KNOWLEDGE (PREVIEWING, CUES, MNEMONIC DEVICES EMPLOYING IMAGERY)
- HELP STUDENTS GENERATE AND TEST HYPOTHESES ABOUT NEW CONTENT (ACADEMIC JOURNALING, ELABORATIVE INTERROGATIONS, PAIRED PRACTICE, PEER RESPONSE, COOPERATIVE PROJECTS, PRACTICE)
- ENGAGE STUDENTS THROUGH A VARIETY OF LINGUISTIC AND NON-LINGUISTIC REPRESENTATIONS
- COMMUNICATE HIGH EXPECTATIONS
- DEVELOP EFFECTIVE LESSONS ORGANIZED INTO A COHESIVE UNIT

SCHOOL CLIMATE GOAL

INCREASE STUDENT ENGAGEMENT AND APPROPRIATE BEHAVIOR BY DECREASING THE NUMBER OF REFERRALS FOR CLASS DISRUPTION/DEFIANCE BY 10% AS MEASURED BY DISCIPLINE DATA THROUGH THE CONSISTENT COMMUNICATION AND IMPLEMENTATION OF SCHOOL-WIDE POLICIES AND PROCEDURES.

ACTION STRATEGIES

- All staff members will commit to enforcing school-wide policies and procedures with fidelity
- Expectations for behavior will be taught in Advisement the first ten days of school.
- Focus walks will be conducted to observe and document student behaviors and teacher intervention.
- Office referrals will be monitored to affirm that teachers are following the proper protocol before referring students to the office.
- Discipline data will be tracked per teacher in Infinite Campus.
- TKES data will be used to monitor standard 7: Positive Learning Environment
- Professional Development will be aligned to classroom management, relationship building, cultural awareness, and positive classroom environment.

PROFESSIONAL LEARNING DAYS

AUGUST 3, 2017

COUNTY FAIR

- **LEARNING PLANS**
- **MARZANO: ESTABLISHING AND ADHERENCE TO CLASSROOM RULES**
- **MARZANO: ESTABLISHING EFFECTIVE RELATIONSHIPS**
- **CULTURAL AWARENESS**

OCTOBER 9, 2017

- **MINDSET WORKSHOP**
- **EMERGENETICS WORKSHOP**

JANUARY 4, 2018

- **“FOCUS” WORKSHOP**