

# **Manassas Park High School Improvement Plan 2019-2020**

## Vision, Mission, and Beliefs

### Vision

Expectations of Excellence

### Mission

To cultivate and inspire our diverse school community to achieve academic excellence and make positive connections to the global society.

### Beliefs

Manassas Park City Schools believes that all students will achieve their personal best and strive for excellence when we:

- provide a high quality, engaging, and challenging instructional program that prepares students for life beyond high school.
- build and maintain a sense of community through diversity and equality.
- ensure that students feel safe and respected.
- optimize the use of technology in classroom curricula.
- create and maintain programs to address real-world concerns.
- help develop critical and creative thinking skills through collaboration and communication.

# Strategic Goal 1

Prepare all students to be life-ready.

## Objective 1

MPHS will ensure improved academic achievement for all students.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>Manassas Park High Schools will ensure improved academic achievement for all students by designing and teaching a guaranteed and viable curriculum that is aligned with the established standards, promotes equity, and includes opportunities for students to demonstrate success through a wide range of standardized and teacher created measures.</p>	<p>Authentic Assessments and Performance Tasks</p>	<p><b>FY19</b> Baseline measures are created to allow students to demonstrate proficiency in core and non-core content areas, require students to demonstrate critical and creative thinking, demonstrate real-world application of concepts, promote collaboration, and promote cross-curricular engagement.</p> <p><b>FY20 and Beyond</b> Expand the database of authentic assessment and performance measures. By 2022, all standards and strands will have been incorporated.</p>	<p>-English department began 9<sup>th</sup> grade essay submission to a writing portfolio in 18-19</p> <p>-Develop electronic storing of portfolios</p> <p>-Continue with 9<sup>th</sup> and 10<sup>th</sup> grade submissions to portfolios in 19-20</p>

			<p><b>-Full writing portfolio implementation by 20-21</b></p> <p><b>-History Department continues implementation of PBA's. Department will develop and enhance all aspects of the PBA, including common rubrics. Will expand PBA's to include a minimum of one each semester.</b></p>
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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>Manassas Park City Schools will ensure improved academic achievement for all students by designing and teaching a guaranteed and viable curriculum that is aligned with the established standards, promotes equity, and includes opportunities for students to demonstrate success through a wide range of standardized and teacher created measures.</p>	<p>Standards of Learning Exam (SOL)</p>	<p><b>FY19</b> All MPC schools will meet the benchmarks for accreditation for SOL pass rates as established by the Virginia Department of Education (VDOE) for English, math, and science.</p> <p>Pass rates for reading and math for all reporting categories as identified by the VDOE, in compliance</p>	

with the *Every Student Succeeds Act*, will meet the required pass rate or demonstrate R10 improvement.

**FY20 and beyond**

While maintaining accreditation, subject area pass rates for English, math, and science will improve by at least two percentage points until the Virginia adjusted pass rate for each category is at least 80%.

Pass rates for reading and math for all reporting categories as identified by the VDOE, in compliance with the *Every Student Succeeds Act*, will meet the required pass rate or demonstrate R10 improvement.

	<i>FY19</i>	<i>FY20 (Target)</i>
<b>English</b>	<b>91</b>	<b>75</b>
<b>Math</b>	<b>88</b>	<b>70</b>
<b>Science</b>	<b>87</b>	<b>70</b>

**\*See Appendix A for subgroup data state**

	<i>FY19</i>	<i>FY20 (Target)</i>
<b>English</b>	<b>84</b>	<b>73</b>
<b>Math</b>	<b>87</b>	<b>75</b>
<b>Science</b>	<b>82</b>	<b>N/A</b>

**\*See Appendix B for subgroup data federal**

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>Manassas Park City Schools will ensure improved academic achievement for all students by designing and teaching a guaranteed and viable curriculum that is aligned with the established standards, promotes equity, and includes opportunities for students to demonstrate success through a wide range of standardized and teacher created measures.</p>	<p>Graduation Rate and Dropout Rate</p> <hr/> <p>WIDA ACCESS</p>	<p><b>FY19</b> All MPC schools will meet the benchmarks for accreditation for graduation and dropout rates as established Virginia Department of Education (VDOE).</p> <p><b>FY20 and beyond</b> All MPC schools will meet the benchmarks for accreditation for graduation and dropout rates as established Virginia Department of Education (VDOE).</p> <hr/> <p><b>FY19</b> Based on the performance goals to be provided by the VDOE in compliance with ESSA, MPCS will establish baseline performance and growth goals for English Learners.</p> <p><b>FY 20</b></p>	<p><b>FY19    FY20 (Target)</b> <b>FGI    84    84</b> <b>(Federal)</b></p> <p><b>Dropout 9.09</b> <b>(State)</b></p> <p><b>Please see Appendix C</b></p>

		MPCS will meet or exceed growth benchmarks as established by VDOE.	<p><b>FY19</b>      <b>FY20 Target</b></p> <p><b>EL 47</b>      <b>50</b></p> <p>-Interim and quarterly progress monitoring using online platform          -Expand professional development opportunities for ESOL and their cooperating teachers</p> <p>Please see Appendix E</p>
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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
Manassas Park City Schools will ensure improved academic achievement for all students by designing and teaching a guaranteed and viable curriculum that is aligned with the established standards, promotes equity, and includes opportunities for students to demonstrate success through a wide range	Advanced Placement (AP)	<p><b>FY19</b>            Improve the percent of students scoring "3" or higher by at least 3 percentage points.</p> <p><b>FY20</b>            Improve the percent of students scoring "3" or higher by 2 percentage points until a 40% standard</p>	<p><b>FY19</b>      <b>FY20 Target</b></p> <p><b>AP 44</b>      <b>40</b></p>

<p>of standardized and teacher created measures.</p>	<p>MPCS Connects</p>	<p>is met.</p> <p><b>FY19</b> MPCS will develop policies that expand equitable learning opportunities with access to a variety of learning platforms, courses and programs and reduce barriers to technology access.</p> <p><b>FY20</b> MPCS will advance policies that expand equitable learning opportunities with access to a variety of learning platforms, courses and programs and reduce barriers to technology access.</p>	<p>-Canvas -Apex -Edgenuity -Virtual Virginia -MPCS approved software and applications -Sprint One Million Project -Full-time ITRT in the high school</p>
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# Strategic Goal 1

Prepare all students to be life-ready.

## Objective 2

MPCS graduates will be career and/or college ready.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>MPCS graduates will be career and/or college ready and will demonstrate the skills described in the Virginia Profile of a Graduate. Upon graduation our students will be: critical thinkers, creative thinkers, effective collaborators, effective communicators, and good citizens.</p>	<p>High School Career Training</p>	<p><b>FY19</b>                      Select MPHS staff will complete professional development to assist students in developing long-range plans.</p> <p>MPHS will introduce career/life planning units into all grade 9<sup>th</sup> grade English classes. Students will develop 10-year plan</p> <p>In cooperation with select business partners, MPHS will explore the development of a career mentorship program.</p> <p>All high school graduates not earning an Advanced Studies Diploma will earn an</p>	<p><b>-Innovator’s Mindset Faculty Book Study</b>  <b>-Application of elements from “What School Could Be”/Innovator’s Playlist</b></p> <p><b>-Naviance instruction provided by the counseling department</b>  <b>-Success 101/Freshmen Foundations modules for all 9<sup>th</sup> grade students</b></p> <p><b>-Innovative HS Grant Workplace Partners database</b>  <b>-Increased internship opportunities</b>  <b>-Coffee &amp; Collaboration events</b></p>

		industry certification.	-Wise! Test -Graduation requirement for a standard diploma
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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
MPCS graduates will be career and/or college ready and will demonstrate the skills described in the Virginia Profile of a Graduate. Upon graduation our students will be: critical thinkers, creative thinkers, effective collaborators, effective communicators, and good citizens.	High School Career Training	<p><b>FY20 and beyond</b> Expand career exploration course at MPHS to a full semester course.</p> <p>Include life planning units in all high school English courses.</p> <p>Implement career mentorship program.</p> <p>In coordination with business partners, increase the opportunities for internships for high school students.</p>	<p><b>-Innovative High School Grant-Workplace Partners</b> <b>-Naviance</b> <b>-Course of Studies aligned with COMPASS pathways</b></p>

# Strategic Goal 1

Prepare all students to be life-ready.

## Objective 3

MPCS students will be engaged in their community and will be provided the skills to become responsible citizens.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>MPCS students will be provided the tools to help them become engaged in their community and demonstrate civic responsibility.</p>	<p>Community Engagement Program</p>	<p><b>FY19</b> Explore school community partnerships that include student service and volunteer program opportunities to promote student engagement.</p> <p><b>FY20</b> Design student service program and pilot implementation in grades K-12.</p> <p><b>FY21</b> Full implementation.</p>	<p><b>-Various Student Activities &amp; Groups:</b>  <b>-GANAS</b>  <b>-Beta Club</b>  <b>-NHS</b>  <b>-Course requirement for Government</b>  <b>-Community Service course assignments</b>  <b>-Family Market</b></p>

			-Addition of new clubs that promote service activities: ex. Recycling Club
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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
MPCS students will be provided the tools to help them become engaged in their community and demonstrate civic responsibility.	Civic Responsibility Program	<p><b>FY19</b> Explore and propose criteria to meet the student citizenship graduation requirements proposed by the Virginia Department of Education for the class of 2022 and beyond.</p> <p><b>FY20</b> Design programs and identify opportunities for all students in the class of 2022 to meet the citizenship requirements.</p> <p><b>FY21 and Beyond</b> Continue with implementation and refine the program to expand through the middle school</p>	<p>-Constitution Day -In progress</p>

and into the elementary schools.

## Strategic Goal 2

Cultivate committed professionals that are invested in the overall excellence of the school division and the students served.

### Objective 1

MPCS will develop a recruitment program that will attract a qualified and diverse applicant pool.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
MPCS will attract a qualified and diverse applicant pool through the recruitment program.	Recruitment Program	<b>FY 19 and Beyond</b> Complete a self-analysis to predict the employment needs of the school division.	<b>-Division Level</b>
		Develop cooperative relationships with universities to encourage the placement of student teachers in Manassas Park City Schools	<b>-Division Level</b>
		Review hiring and retention rates from past five years from job fairs and revise job fair registration list.	<b>-Division Level</b>

## Strategic Goal 2

Cultivate committed professionals that are invested in the overall excellence of the school division and the students served.

### Objective 2

MPCS will develop and implement a professional learning plan to provide high quality professional training for teachers and staff.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
Manassas Park City Schools will develop and implement a professional learning plan that will provide high quality professional development and growth opportunities to meet the needs of all instructional and support personnel.	Comprehensive Needs Assessment	<b>FY19</b> Review and make recommendations based on findings from FY18 assessment  <b>FY20 and beyond</b> Continue with implementation. Adjust and revise as needed.	<b>-Division Level</b>

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>Manassas Park City Schools will develop and implement a professional learning plan that will provide high quality professional development and growth opportunities to meet the needs of all instructional and support personnel.</p>	<p>Professional Learning Plan</p>	<p><b>FY19</b>  Completed plan to address:</p> <ul style="list-style-type: none"> <li>● Instructional technology</li> <li>● Compliance</li> <li>● School safety</li> <li>● Instructional leadership</li> <li>● Student health and wellness</li> <li>● Instructional strategies</li> <li>● Behavioral supports</li> <li>● Training for support staff</li> </ul> <p>Restructure mentoring program based on needs assessment and provide opportunities for continued support for second and third year teachers.</p> <p><b>FY20 and beyond</b>  Continue with implementation. Adjust and</p>	<p>-Division Level/Teach Point  -Tech Wednesdays-</p>



		<p>revise as needed.</p>	<p><b>monthly</b></p> <ul style="list-style-type: none"> <li><b>-Faculty Meetings</b></li> <li><b>-Full-time ITRT in the building</b></li> <li><b>-Crisis Team</b></li> <li><b>-Addition of counselor at the secondary campus</b></li> </ul> <p><b><i>-Innovative Educator Program</i></b></p> <ul style="list-style-type: none"> <li><b><i>-Monthly Meetings with IE mentors</i></b></li> <li><b><i>-Assigned individual mentors</i></b></li> <li><b><i>-Monthly meetings with administrative team</i></b></li> <li><b><i>-IE mentors meet bimonthly with 2<sup>nd</sup> year teachers</i></b></li> </ul>
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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>Manassas Park City Schools will develop and implement a professional learning plan that will provide high quality professional development and growth opportunities to meet the needs of all instructional and support personnel.</p>	<p>Quality Review</p>	<p><b>FY19 baseline</b>            Collect information to include but not limited to satisfaction surveys, classroom observations (walk-through, formal and informal), and student achievement data and develop a process to identify trends and relationships between findings.</p> <p><b>FY20 and beyond</b>            Continue with implementation. Adjust and revise as needed.</p>	<p><b>-Division and School Level</b></p>

## Strategic Goal 2

Cultivate committed professionals that are invested in the overall excellence of the school division and the students served.

### Objective 3

MPCS will retain highly effective instructional and support staff.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>MPCS will retain highly effective instructional and support staff through development of a comprehensive compensation structure and a high-quality support program.</p>	<p>Professional Support Program</p>	<p><b>FY19</b>            Begin implementation of the <i>Innovative Educator</i> mentoring program. Program expands mentoring from first year teachers to documented support for teachers in years two and three.</p> <p>Revise division professional development plan to align with the division strategic plan and reflect findings of the comprehensive needs assessment.</p> <p><b>FY20 and Beyond</b>            Continue with implementation. Adjust and revise as needed.</p>	<p>-In Progress            -Monthly Meetings            -Building Level Mentors</p>

			<b>-Individual Department mentors</b>
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## Strategic Goal 3

Provide effective and efficient support for student safety and success.

### Objective 1

MPCS will demonstrate fiscal responsibility and prove to be efficient and effective stewards of community resources.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
MPCS will employ the appropriate level of staffing across all division functions.	Staffing Ratios	<b>Continuing</b> Staffing ratios will be adopted by the School Board each year. Ratios will ensure that the division meets or exceeds K-3 Class Size and any other State established levels.	<b>-Division Level</b>

## Strategic Goal 3

Provide effective and efficient support for student safety and success.

### Objective 2

MPCS will implement programs and services that promote a safe and supportive learning environment.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>All Manassas Park City Schools and staff will implement programs and services that promote a safe, positive, supportive and healthy learning environment.</p>	<p>Documentation indicating that staff and students have received and continue to review scenario-based ALICE training several times a year.</p> <hr/> <p>Surveys administered to students and staff to support a safe and supportive learning environment.</p>	<p><b>FY19 Baseline</b> All staff and students will improve or sustain enhanced training for school safety. Training extended to all sites.</p> <p><b>FY20 and beyond</b> Continue implementation of focused scenario based training.</p> <hr/> <p><b>FY19 Baseline</b> Student and staff initial climate survey data</p> <p><b>FY20</b> Improve or sustain the percentage of positive responses on staff and student surveys indicating a high level of behavior and mental health wellness and</p>	<p><b>-August ALICE training and refresher</b> <b>-September ALICE video for students</b> <b>-Drill schedule in place</b></p> <p><b>-Review State School Climate Survey data from 2018-2019</b></p>

		safety	
		<b>FY21 and beyond</b> Continuous improvement	

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
All Manassas Park City Schools and staff will implement programs and services that promote a safe, positive, supportive and healthy learning environment.	Documentation of safety and supportive learning training for all staff and students.	<b>FY19 and beyond</b> ALL MPCS staff and students will complete required safety and supportive learning training. Supportive learning programs to include behavioral and bullying prevention programs	<b>-Full day MANDT training for identified staff</b> <b>- 'MANDT Lite' Training for all staff was completed in August 2019</b>
	Development of a Student and Staff Wellness Plan.	<b>FY19</b> MPCS staff will develop a draft wellness plan for implementation in FY20.  <b>FY20</b> Implement wellness plan.	<b>-Division Level</b>
	Security Staffing	<b>FY19</b> Review Memo of Understanding with the City	

		<p>of Manassas Park regarding placement of School Resource Officers.</p> <p>Explore expanding program</p> <p><b>FY20</b> Action based on recommendations.</p>	
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## Strategic Goal 3

Provide effective and efficient support for student safety and success.

### Objective 3

MPCS will provide state-of-the-art facilities for student learning.

Strategic Action	Performance Measure	Desired Outcome	Progress and Action
MPCS will develop appropriate plans that address asset and facilities expansion, improvements, and maintenance. buildings, infrastructure, maintenance, technology, and transportation.	Capital Improvement Plan Technology Plan Asset Management System Work Order System	<b>FY19 and beyond</b> Capital Improvement and Technology Plans will be used to develop preventative maintenance and replacement schedules. Records of assets and preventative maintenance will be recorded in the Asset Management and Work Order Systems respectively.	<b>-Division Level</b>



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Strategic Action	Performance Measure	Desired Outcome	Progress and Action
<p>MPCS will maintain safe and secure facilities</p>	<p>Capital Improvement Plan Technology Plan</p>	<p><b>FY19 and beyond</b> The Capital Improvement Plan will address establish plans to maintain and/or improve building security measures such as camera systems, indoor and outdoor lighting systems, and door locks.</p> <p>The Capital Improvement Plan will include strategies designed to improve traffic flow and increase parking lot safety.</p> <p>The Capital Improvement Plan will include measures to ensure Americans with Disabilities Act (ADA) compliance.</p>	<p><b>-Division Level</b></p>

## Appendix A State Subgroups

Reading Subgroup	FY19 Performance	Final Performance Level
Asian students	93	Level One
Black students	92	Level One
Economically Disadvantaged students	90	Level One
English Learners	89	Level One
Hispanic students	90	Level One
Students with Disabilities	61	Level Three
White students	91	Level One

Math Subgroup	FY19 Performance	Final Performance Level
Asian students	90	Level One
Black students	96	Level One
Economically Disadvantaged students	85	Level One
English Learners	87	Level One
Hispanic students	86	Level One
Students with Disabilities	70	Level One, Level 3 three year (55%)
White	85	Level One

## Appendix B Federal Subgroups

Reading Subgroup	FY19 Performance	Target
Asian students	100	87
Black students	92	62
Economically Disadvantaged students	80	64
English Learners	58	57
Hispanic students	77	65
Students with Disabilities	57	45
White students	91	81

<b>Math Subgroup</b>	<b>FY19 Performance</b>	<b>Target</b>
Asian students	89	91
Black students	77	60
Economically Disadvantaged students	84	63
English Learners	84	61
Hispanic students	88	65
Students with Disabilities	71	40
White students	91	83

### **Appendix C Dropout Rate**

- Rebrand of FLIP Space to Cougars Connect; ability to offer nontraditional schedules to students based on their individual needs
- Hired part-time counselor who will focus efforts on dropout prevent and intervention, including a freshman transition program and meeting with overage students who enroll during the school year
- Addition of a 5<sup>th</sup> block to assist students in accruing credits
- Community liaison will be on-site three days per week
- Through COMPASS, continue to build Workplace Partnerships. Revised Work-Based Learning guidelines to allow more students to participate.

### **Appendix D: Chronic Absenteeism**

<b>Subgroup</b>	<b>FY19 Performance</b>	<b>Target</b>
All students	17	14
Asian	16	10
Hispanic	20	15
English Learners	21	13

- Continue with home visits
- Attendance Officer will adhere to sending letters, setting up intervention meetings, and going to truancy intake as prescribed
- Planning a mentoring/incentive program to focus on students with high rates of absenteeism
- Focus on staff taking accurate attendance each day
- Student liaison will focus on subgroups with the highest rate of absenteeism
- School counselor is identifying those students at-risk for high absenteeism and developing plans for the beginning of the school year

## Appendix E: WIDA Access/ELL Improvement Plan

1. Professional Development will be provided to all teaching staff in understanding the four language domains for each of their students. Additionally, each students' Can-do descriptors will be identified and used when teachers differentiate instruction.
2. Ellevation software is being used to monitor ELL caseloads and to track exited students' interim progress. Additionally the software provides can-do descriptors and longitudinal data for all ELL students which teachers are able to utilize.
3. Additional support is being provided to long-term ELL students in the form of direct literacy instruction and push-in content support by ELL staff.
4. MPHS offers flexible scheduling for ELL students in order to meet graduation plan requirements (4<sup>th</sup> and 5<sup>th</sup> block/Cougars Connect).
5. Through the master schedule, MPHS is able to offer additional literacy instruction for Level 1 and 2 students through the Spanish for Native Speakers and newcomer classes.
6. ELL staff will be sent to professional development sessions that include training on reading strategies and the ExCELL model of instruction. Staff will also attend training to address the needs of long-term language learners, especially in ELA and Math.
7. An additional full-time ELL position has been added.