



Sand Creek High School Improvement Plan

Jul 01, 2021 - Jun 30, 2023

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Sand Creek High School Contact Information

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Sand Creek High School

School Overview - Sand Creek High School is located in Eastern El Paso County in School District 49. We are a public high school serving approximately 1,100 students in grades 9-12. Sand Creek High School is in the third year of the AVID implementation with AVID Elective courses offered to all four grade levels: freshmen, sophomores, juniors and seniors. Sand Creek High School has a robust concurrent enrollment program and offers a variety of college courses on campus. Advanced Placement course offerings have increased and will continue to provide our students with many upper level options.

Sand Creek High School has a strong English Language Development program that serves approximately 4% of our students. Students with Individualized Education Plans make up 11% of our population. Our student sub-populations include 30% Hispanic, 10% African-American, 11% multiple races and 4% Asian.

Sand Creek High School is rated by the Colorado Department of Education as a "Improvement" school as we are categorized as "approaching" in both Academic Achievement and in Academic Growth on the 2019 School Performance Framework.

Assessment Participation - Sand Creek High School met the state assessment participation rate as more than 95% of our students participated in taking the 2019 CMAS assessments in ELA, Math, and Science. Although participation rates met 95% expectation, the SPF is still classified under "low participation" as 93.9% of students took College Board assessments and 85.9% of eleventh grade students took CMAS.

Process and Stakeholder Involvement - The Sand Creek High School Leadership Team and faculty analyzed PSAT, SAT and CMAS data and trend data to determine major improvement targets during professional development days and staff meetings, beginning in August of 2019. Teacher Leaders, Department Chairs, Administration and the School Accountability Committee members (teacher representatives, parent representatives and school administration representatives) analyzed the one-year 2019 School Performance Frameworks to identify and discuss trends, propose and analyze root causes, and to propose and revise previous strategies aimed as addressing root causes. The building leadership team presented compiled results and the four improvement strategies focus. The information was shared with staff, Department Chairs, and the School Accountability Committee for the opportunity to provide input to the proposed action plans and strategies. The SAC reviewed the final improvement plan for the 2020-2021 and 2021-2022 school years on January 12, 2021.

Data Review and Identified Opportunities for Improvement - The Sand Creek High School 2019 School Performance Framework summary resulted indicate Sand Creek High School rated as "improvement" with a performance percentage of 48.7%. SCHS had an overall rating as "approaching" in the areas of Academic Achievement, Academic Growth, and Postsecondary & Workforce Readiness. SCHS is not satisfied with the results as indicated from the 2019 PSAT ELA, PSAT Math, and CMAS Science data in the area of Academic Achievement. PSAT ELA ranked overall at the 35th percentile. PSAT Math ranked overall at the 35th percentile. CMAS Science ranked overall at the 8th percentile. SCHS is not satisfied with the results as indicated from the 2019 PSAT ELA and Math data in the area of Academic Growth. PSAT ELA ranked overall at the 47th median growth percentile. PSAT Math ranked overall at the 45th median growth percentile. SCHS students earned a mean score of 946.6 and did not meet or exceed state mean scores for the SAT assessment.

Root Cause Identification and Verification - (After careful analysis of a variety of data sources - SPF, PSAT/SAT, CMAS - we identified and verified the following root causes:

1) Guaranteed and Viable Curriculum- SCHS teachers need to effectively implement new ELA and Math curriculum with aligned curriculum maps, common assessments and interventions to address to effectively to address student achievement and growth gaps. Teachers who teach classes that do not fall under math/ELA content areas will also work to align curriculum and instruction to grade level standards. SCHS administrators need to provide teachers the time, structure, and training to align curriculum and instruction to grade level standards.

2) Assessment and Program Alignment- SCHS teachers must align assessment -specific lessons to curriculum and analyze results in order to identify and address content gaps and skill deficiencies. SCHS administrators will train teachers in data analysis and response protocol.

These root causes were examined and verified by assessment data and perception data, with input from the building leadership team, department chairs, and reviewed by the School Accountability Committee (SAC).

Action Plan 2.1

Progress 83%

Student Success

All instruction will be aligned to grade level standards with clear semester and unit plans. In addition, all tier one instruction will include learning intentions and success criteria that encompass surface, deep, and transfer learning.

PLC teams will meet weekly to solidify plans, review how to analyze student work, and respond to student work data to best serve student needs and increase their growth and performance in class. Staff will learn how to effectively implement and practice PLCs through ongoing professional development and coaching from administrators and peers.

This framework will help teams create standards aligned, teacher-created definitions of mastery in courses required to graduate. The ultimate goal of this work will be to provide consistent service to students no matter the individual teacher as professionals support one another to increase student success, and ultimately, the four year graduation rate as more students gain mastery.

Local Accountability Indicator Area

Student Learning

Leadership

Project (Goals) 2.1.1

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Progress 83%

SY21 Prepare graduates for post-secondary success in college and career

Checklist (Equal Weighting) : 5/6

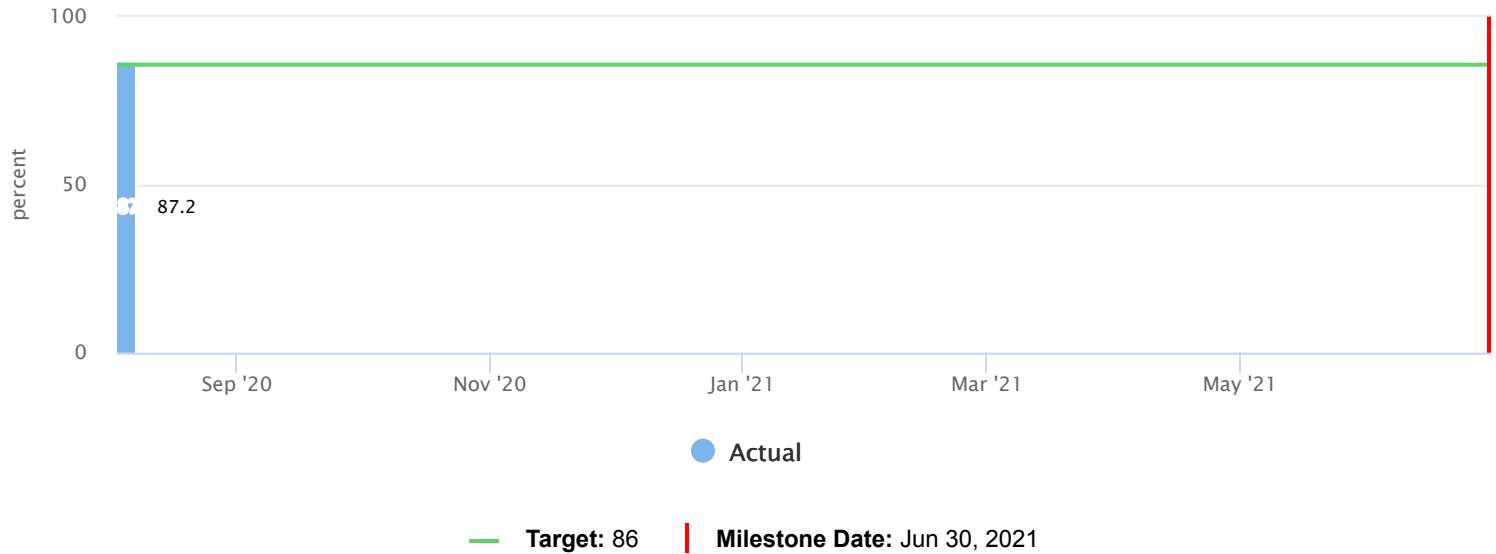
- ~~Monitor interim and practice PSAT and SAT test results~~
- ~~Monitor grade distribution (9th/10th ELA and Math)~~
- Analyze common assessment data and report through Illuminate
- ~~Monitor and meet with students not on track to graduate~~
- ~~Hold SAT Prep sessions during core and blended classes~~
- ~~Emphasise teacher clarity in Visible Learning~~

Plan Details

In addition to graduation rate, SAT scores are included in tracked data for increase in performance. The results are displayed in the Zone Leadership section (School 1)

4 Year Graduation Rate

Last Update: Aug 20, 2021 17:54:06



Action Plan 2.2

Progress 100%

People

Implement a persistent and warm climate and culture characterized by a customer service mindset. The measurement of this work will be demonstrated in student survey data that shows that adults at school care about students. Employee satisfaction is also a vital element of this process with the goal of increasing employee engagement measures overall on the Studer survey.

Local Accountability Indicator Area

School Culture

Project (Goals) 2.2.1

Jul 01, 2020 - Jun 30, 2021

Progress 100%

SY21 Focus on consistent two-way communication between leaders and employees

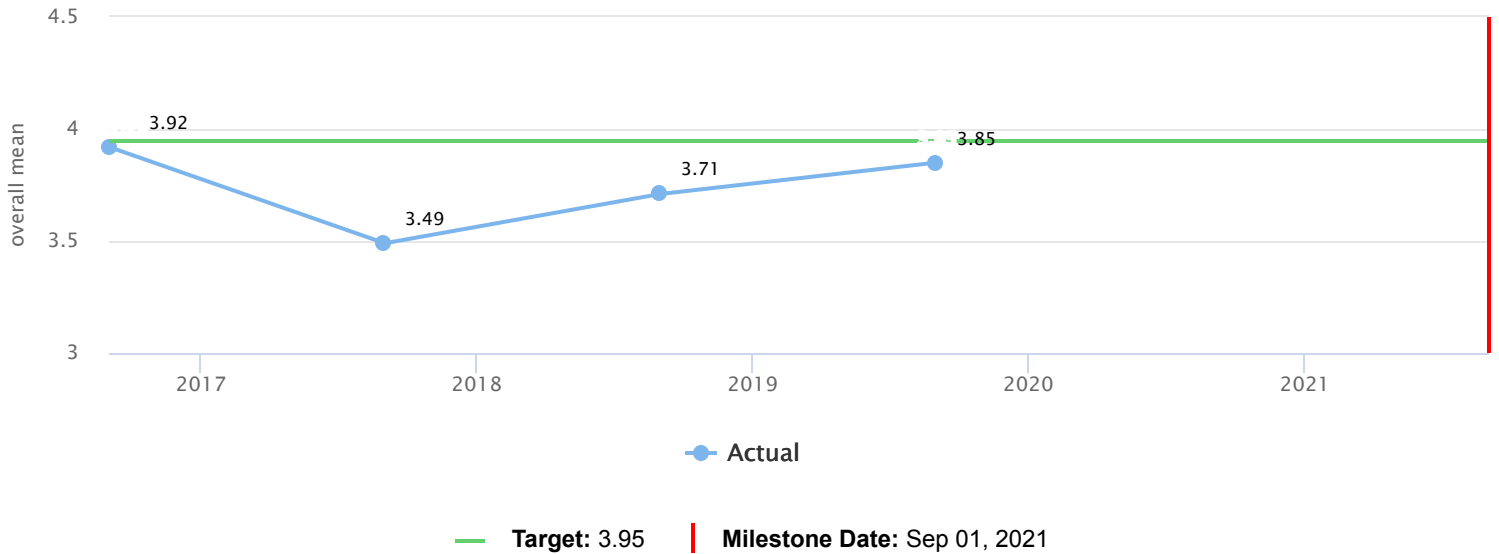
Checklist (Equal Weighting) : 5/5

- Conduct 30 day rounding with new employees
- Conduct 45 day rounding with new employees
- Rollout Employee Engagement Survey results with staff
- Rollout Parent Engagement Survey results with staff
- Rollout Student Engagement Survey results with staff

Employee Engagement Overall Mean

increase the overall mean on the annual EE survey with StuderEducation

Last Update: Sep 30, 2020 15:08:35



Action Plan 2.3

Progress 66%

Service

Engage families to strengthen partnerships between students, families, and the school community. This work will be done through the start of a home visit model, continued positive communication of student performance to families, and monthly communication directly to students from school administration.

The measurement of this work will be demonstrated in the parent satisfaction survey and the student engagement survey, namely, in maintaining or increasing communication with stakeholders to their expectations.

Project (Goals) 2.3.1

Jul 01, 2020 - Jun 30, 2021

Progress 66%

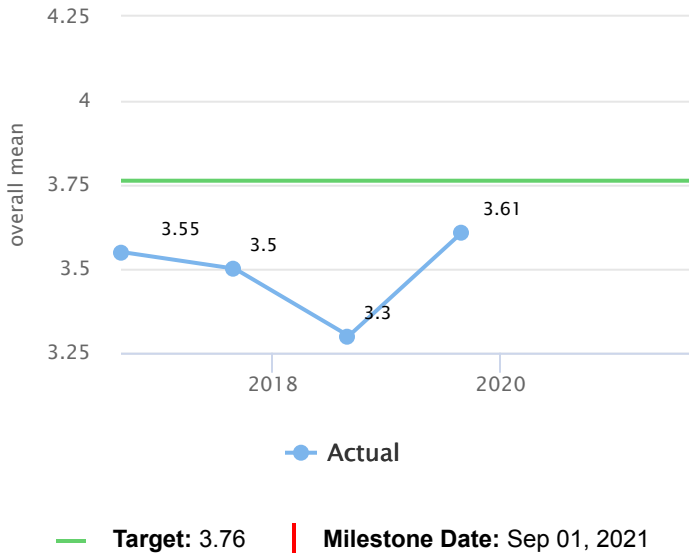
SY21 Communicate with stakeholders the processes and systems of the zone

Checklist (Equal Weighting) : 2/3

- Rollout results for Parent and Student surveys with SAAC
- Teachers will send positive communication home to a minimum of 5 students each week
- Round with members of SAC once per year

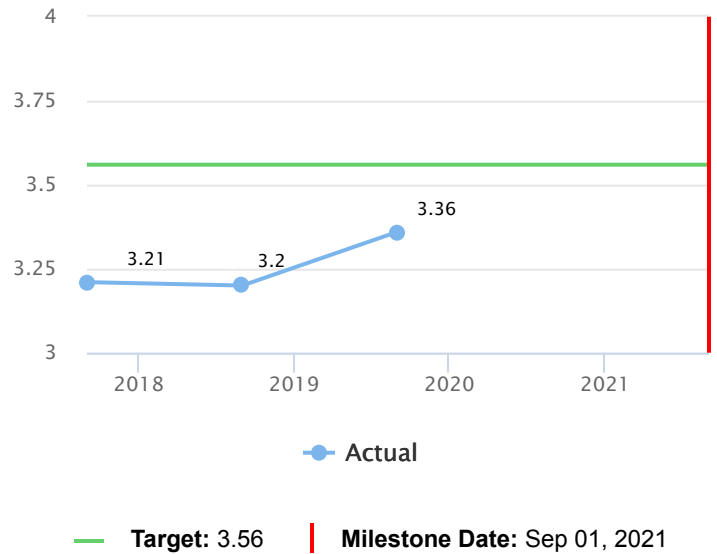
Parent Satisfaction Survey

Last Update: Sep 30, 2020 15:09:52



Student Engagement Survey

Last Update: Sep 30, 2020 15:09:16



Action Plan 2.4

Progress 60%

Innovation & Growth

Continue to provide expanded opportunities to students via AVID and concurrent enrollment by increasing participation and enrollment, followed by later sustained involvement in each.

Project (Goals) 2.4.1

Jul 01, 2020 - Jun 30, 2021

Progress 60%

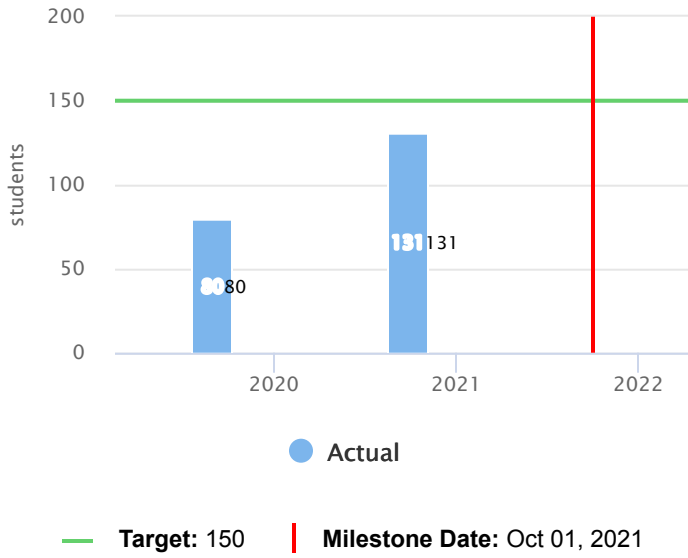
SY21 Increase enrollment as well as the number of students participating in available program options.

Checklist (Equal Weighting) : 3/5

- Create a multi-media marketing package to be deployed across diverse platforms and populations
- Educate all staff regarding pathways, courses, programs, and plans of study
- Visit HMS to advertise and discuss AVID programs
- Review school of choice data
- Train staff on customer service protocols AIDET

Concurrent Enrollment

Last Update: Sep 29, 2020 14:49:30



AVID

Last Update: Sep 30, 2020 15:58:17

