



# Vista Ridge High School Improvement Plan

Jul 01, 2021 - Jun 30, 2023

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## **Vista Ridge High School Contact Information**

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## Vista Ridge High School

*School Overview-* Vista Ridge High School is located in Eastern El Paso County in School District 49. We are a public high school serving approximately 1650 students in grades 9-12. At Vista Ridge High School, students are inspired to collaborate, learn, and grow through personalized learning opportunities that allow students to achieve mastery at individual paces, in individual pathways, and in all available learning spaces. All students receive instruction in the core content areas of ELA, math, science, and social studies. Additionally, all students participate in art, music, PE, and technology classes.

Vista Ridge High School is rated by the Colorado Department of Education as a "Performance" school and we are categorized as "Approaching" in both Academic Achievement and in Academic Growth on the School Performance Framework.

*Assessment Participation-* We met the state assessment participation rate as more than 95% of our students participated in taking the 2019 CMAS assessments in ELA and Math. However, we did not meet the state assessment participation rate of more than 95% for the 2019 CMAS assessment in Science.

### *Course Participation-*

*Advanced Placement (AP):* Vista Ridge offers 12 Advanced Placement courses, some on a rotating schedule, some yearly. These offerings are provided in the following content areas: math, science, social studies, art, and English. Students are also permitted to take the AP assessment for content outside of what VR offers if they so choose.

*Concurrent Enrollment (CE):* Vista Ridge provides the opportunity for students to participate in concurrent enrollment courses. There are several courses offered on campus in a variety of content areas (social studies, math, & English). Students are also provided opportunities to take additional courses at Pikes Peak Community College (PPCC) or with other CE partners. These opportunities include traditional college courses as well as technical licensing programs such as cosmetology, auto mechanics, and welding. School District 49 does provide transportation for many students to attend off-site courses at one of the PPCC campuses.

*Process and Stakeholder Involvement-* The completed UIP document and accompanying data were presented to and reviewed by Wolf Council (school leadership including school administration on May 12, 2021, and formally presented to the Vista Ridge School Accountability Committee on May 12, 2021. Department chairs and building representatives were expected to disseminate the information to the remainder of the staff. An additional, final review will take place on September 8, 2021 with the School Accountability Committee.

*Data Review and Identified Opportunities for Improvement -* Vista Ridge High School had an overall Academic Achievement rating of Approaching, the same as 2017-2018 and 2018-2019. Academic Growth currently stands at Meet which is up from Approaching during the 2017-2018 school year.

Vista Ridge Academic Achievement scores; CO PSAT EBRW- Current score All Students Approaching, the same as 2017-2018. ELL Does Not Meet, no score 2017-2018. Free and Reduced Lunch Approaching, the same as 2017-2018. Minority Students Approaching, the same as 2017-2018. Students with Disabilities Does Not Meet, the same 2017-2018.



evaluation ratings for Elements 33, 36, and 39. School Climate and Safety impacts students missing foundational skills that are assessed through PSAT and SAT State Assessments, and this keeps us from achieving state average scores.

2) **Academic Performance** - We will provide an excellent learning environment for students by ensuring every classroom is an engaging classroom. We adhere to the framework of high-reliability schools (HRS) to continuously enhance teaching practices. Success will be measured by high levels of implementation of HRS 3, continual implementation of cooperative learning Kagan Strategies, and increased ratings on teachers' growth elements related to classroom strategies. Academic Performance impacts students missing foundational skills that are assessed through PSAT and SAT State Assessments, and this keeps us from achieving state average scores.

3) **Personalized Learning** - We foster relevant learning with real-world application and a collaborative focus. We measure student success with tools like our student portfolios. Success will be measured by the continual HRS Level 2 work and by high levels of implementation of HRS Level 3. Additionally increased ranking for teacher evaluation Elements 41, 42, and 43. Personalized Learning impacts students missing foundational skills that are assessed through PSAT and SAT State Assessments, and this keeps us from achieving state average scores.

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

#### Action Plans 2.1

Progress 33%

**School Culture, Climate, and Safety** - By May 2023, Vista Ridge High School will have an established school culture that promotes a safe and secure learning environment for students and staff. The desired outcome is to create collaboration within teams to utilize programs/frameworks like Capturing Kids' Hearts, High-Reliability Schools (HRS) Level 1, and Marzano Instructional Framework Elements 33, 36, and 39. (Instructional Framework El. 33- Establishing Rules & Procedures, El. 36- Acknowledging Adherence to Rules & Procedures, El. 39- Understanding Students' Backgrounds & Interests.) This goal was determined after reviewing Marzano Instructional Framework iObservation ratings for Element 33, 36, and 39 for the past two years along with the re-certification process for HRS Level 1.

#### Measures:

--Success will be measured by the re-certification or meeting zone-level committee mock certification review of HRS Level 1 by May 2023.

--Success will be measured by an increased average rating for instructional staff in the NASOT Instructional Framework Elements 33, 36, and 39 (through iObservation). By May 2022, 65% of instructional staff will average "applying" on these three elements. By May 2023, 75% of instructional staff will average "applying" on these three elements.

#### Associated Root Cause(s)

School Climate and Safety

#### Local Accountability Indicator Area

School Culture

Safety and Security

Leadership

Updated on Sep 06, 2021 22:26:49

All new instructional staff have received CKH training (7/21 & 7/22).

## Marzano iObservation Evaluation- Elements 33, 36 and 39

Average score of Element 33, 36 and 39 will be at "Applying" Level

## HRS Level 1 Re-certification

HRS Level 1 committee (VR staff, student leaders (STUCO or Leadership class), parents and ESP) will work towards re-certification

### Projects 2.1.1

Jul 15, 2021 - Jun 15, 2023

Progress 0%

#### High Reliability Schools Framework -- HRS Level 1

HRS provides a research-based framework focused on school improvement. Level 1 specifically focuses on school safety, school climate, and school culture. Data collected for HRS Level 1 comes from the four primary stakeholders - students, parents, staff, and administration.

#### Checklist (Equal Weighting) : 0/5

- Re-engage HRS Committee to begin reviewing HRS Level 1 indicators - by end of 1st quarter
- Re-survey the 4 stakeholder groups (Administration, Staff, Students, Parents) on level 1 indicators - by end of 1st semester
- Engage HRS Committee to review HRS Level 1 survey results - by end of 2nd quarter
- Engage HRS Committee to implement plan to address survey results - by end of year 1 of plan
- Work with PZ leadership to do a review of findings and review of new implementation plans and present to zone HRS team or re-certify with Marzano - by end of year 2 of plan

Updated on Sep 17, 2021 00:35:10

Changes in checklist result in an update in status and/or progress

#### Previous

- Re-engage HRS Committee to begin reviewing HRS Level 1 indicators
- Re-survey the 4 stakeholder groups (Administration, Staff, Students, Parents) on level 1 indicators
- Work with PZ leadership to do a review of findings and present to zone HRS team

#### Updated

- Re-engage HRS Committee to begin reviewing HRS Level 1 indicators - by end of 1st quarter
- Re-survey the 4 stakeholder groups (Administration, Staff, Students, Parents) on level 1 indicators - by end of 1st semester
- Engage HRS Committee to review HRS Level 1 survey results - by end of 2nd quarter
- Engage HRS Committee to implement plan to address survey results - by end of year 1 of plan
- Work with PZ leadership to do a review of findings and review of new implementation plans and present to zone HRS team or re-certify with Marzano - by end of year 2 of plan

## Projects 2.1.2

Jul 15, 2021 - Jun 15, 2023

Progress 100%

### Capturing Kids' Hearts

Capturing Kids Hearts school-wide focus to improve relationship capacity amongst all students and staff.

#### Checklist (Equal Weighting) : 2/5

- ~~Capturing Kids Hearts Training for all new staff – by August 2021~~
- ~~Posted social contracts in all classrooms – by Sept 2021~~
- Capturing Kids Hearts Training for all new staff - by August 2022
- Posted social contracts in all classrooms - by Sept 2022
- Develop a re-envisioned "We Are VR" motto to support CKH - by December 2021

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Changes in checklist result in an update in status and/or progress

#### Previous

- Capturing Kids Hearts Training by August 2021
- Posted social contracts in all classrooms for each school year
- Focus on CKH re-envisioned into "We Are VR" motto

#### Updated

- Capturing Kids Hearts Training for all new staff - by August 2021
- Posted social contracts in all classrooms - by Sept 2021
- Capturing Kids Hearts Training for all new staff - by August 2022
- Posted social contracts in all classrooms - by Sept 2022
- Develop a re-envisioned "We Are VR" motto to support CKH - by December 2021

## Projects 2.1.3

Jul 15, 2021 - Jun 15, 2023

Progress 0%

### Safety & Security

Personnel and infrastructure are key to the safety and security of all individuals in and around the VR property.

#### Checklist (Equal Weighting) : 0/13

- Hire and retain a full staff of security - December 2021
- Complete all required safety drills - 1st quarter 2021
- Complete all required safety drills - 1st quarter 2022
- Complete all required safety drills - 2nd quarter 2021
- Complete all required safety drills - 2nd quarter 2022
- Complete all required safety drills - 3rd quarter 2021
- Complete all required safety drills - 3rd quarter 2022
- Complete all required safety drills - 4th quarter 2021
- Complete all required safety drills - 4th quarter 2022
- Complete a successful fire and safety inspection - 2021
- Complete a successful fire and safety inspection - 2022
- Complete a successful chemical hygiene inspection - 2021
- Complete a successful chemical hygiene inspection - 2022

Updated on Sep 17, 2021 00:47:53

Changes in checklist result in an update in status and/or progress

#### Previous

#### Updated

- Hire and retain a full staff of security - December 2021
- Complete all required safety drills - 1st quarter 2021
- Complete all required safety drills - 1st quarter 2022
- Complete all required safety drills - 2nd quarter 2021
- Complete all required safety drills - 2nd quarter 2022
- Complete all required safety drills - 3rd quarter 2021
- Complete all required safety drills - 3rd quarter 2022
- Complete all required safety drills - 4th quarter 2021
- Complete all required safety drills - 4th quarter 2022
- Complete a successful fire and safety inspection - 2021
- Complete a successful fire and safety inspection - 2022
- Complete a successful chemical hygiene inspection - 2021
- Complete a successful chemical hygiene inspection - 2022



## Action Plans 2.2

Progress 0%

**Academic Performance-** By May 2023, Vista Ridge High School will provide an excellent learning environment for students by ensuring every classroom is an engaging classroom as we adhere to the framework of High-Reliability Schools (HRS) to continually enhance teaching practices. This goal was determined after reviewing Marzano iObservation rating for Teacher Growth Elements for the past two years along with the certification process for HRS Level 3.

### Measures:

--Success will be measured by achieving the initial certification for HRS Level 3 or meeting zone-level committee mock certification review by May 2023.

--Success will be measured annually by the average instructional framework element growth score rating of instructional staff; 75% or more of staff will achieve a growth score of 3 (applying) or higher.

--Success will be measured by annual growth measures on Star 360:

STAR 360 Reading: Percentage of students making typical-high growth BOY- EOY -- 65-74 for 2021-22 and 75-84 for 2022-23.

STAR 360 Math: Percentage of students making typical-high growth BOY- EOY -- 65-74 for 2021-22 and 75-84 for 2022-23.

### Associated Root Cause(s)

Academic Performance

### Local Accountability Indicator Area

Student Learning

Leadership

School Culture

*Updated on Sep 06, 2021 22:27:20*

Aligning to the HRS model, VR is currently working to create a grading system that is more in line with Marzano scales (Level 3). Initial discussions were had during two Wolf Council meetings (7/28 & 7/30). Departments are working to focus grading on content knowledge/ mastery and drastically reducing the impact of compliance skills (turning things in on time).

### Academic Achievement PSAT 10 Math

2019-2020: PSAT 10 Math meeting Average State Score

2020-2021: PSAT 10 Math meeting Average State Score

2021-2022: PSAT 10 Math meeting Average State Score

### Academic Achievement PSAT 10 EBRW

2019-2020: PSAT 10 Evidence Based Reading and Writing Average State Score

2020-2021: PSAT 10 Evidence Based Reading and Writing Average State Score

2021-2022: PSAT 10 Evidence Based Reading and Writing Average State Score

### Academic Achievement SAT Math

2019-2020: SAT Math Average State Score

2020-2021: SAT Math Average State Score

2021-2022: SAT Math Average State Score

### iObservation: Teacher Target Element Ranking

Teacher's Growth Element ranking related to classroom strategies.

The average collective ranking for "Context" demonstrated in

Teacher's Growth Element will be "Applying"

## Projects 2.2.1

Jul 15, 2021 - Jun 15, 2023

Progress 0%

### High Reliability Schools Framework -- HRS Level 3

HRS provides a research-based framework focused on school improvement. Level 3 specifically focuses on student learning. Data collected for HRS Level 3 comes from the four primary stakeholders - students, parents, staff, and administration.

#### Checklist (Equal Weighting) : 0/4

- Re-engage HRS Committee to discuss HRS Level 3 key indicators - by end of 1st quarter
- Conduct survey of the 4 stakeholder groups (Administration, Staff, Student, Parents) - by end of 1st semester
- Develop implementation plan for the school based on survey results - by end of year 1
- Certify or meet with zone HRS committee for review of plan and implementation data - by end of year 2

#### Plan Details

HRS Level 3- Guaranteed Viable Curriculum- Initial Certification

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Changes in checklist result in an update in status and/or progress

#### Previous

- Re-engage HRS Committee to discuss HRS Level 3 key indicators
- Conduct survey of the 4 stakeholder groups (Administration, Staff, Student, Parents)
- Develop implementation plan for the school based on survey results

#### Updated

- Re-engage HRS Committee to discuss HRS Level 3 key indicators - by end of 1st quarter
- Conduct survey of the 4 stakeholder groups (Administration, Staff, Student, Parents) - by end of 1st semester
- Develop implementation plan for the school based on survey results - by end of year 1
- Certify or meet with zone HRS committee for review of plan and implementation data - by end of year 2

## Projects 2.2.2

Jul 15, 2021 - Jun 15, 2023

Progress 0%

### NASOT (New Art & Science of Teaching) Instructional Framework Growth

Marzano Growth Goals for licensed professionals to focus on instructional growth.

#### Checklist (Equal Weighting) : 0/6

- All licensed staff complete self-evaluation and develop a growth plan according to zone expectations - Sept. 2021
- All licensed staff complete self-evaluation and develop a growth plan according to zone expectations - Sept. 2022
- Initial meeting to discuss, track, and evaluate growth on the selected growth element - end of 2022
- Initial meeting to discuss, track, and evaluate growth on the selected growth element - end of 2023
- School-wide data collection to monitor and track collective growth as a school - April 2022
- School-wide data collection to monitor and track collective growth as a school - April 2023

#### Plan Details

Teachers will identify an Element of growth related to classroom strategies along with creating Action Steps to attain their goal

Updated on Sep 17, 2021 00:56:25

Changes in checklist result in an update in status and/or progress

#### Previous

- All licensed staff complete self-evaluation and develop a growth plan according to zone expectations
- Two scheduled meetings each year to discuss, track, and evaluate growth on the selected growth element
- School-wide data collection to monitor and track collective growth as a school

#### Updated

- All licensed staff complete self-evaluation and develop a growth plan according to zone expectations - Sept. 2021
- All licensed staff complete self-evaluation and develop a growth plan according to zone expectations - Sept. 2022
- Initial meeting to discuss, track, and evaluate growth on the selected growth element - end of 2022
- Initial meeting to discuss, track, and evaluate growth on the selected growth element - end of 2023
- School-wide data collection to monitor and track collective growth as a school - April 2022
- School-wide data collection to monitor and track collective growth as a school - April 2023

## Projects 2.2.3

Updated on Sep 17, 2021 00:58:36

Changes in checklist result in an update in status and/or progress

Jul 15, 2021 - Jun 15, 2023

Progress 0%

### Individualized Career & Academic Plans (ICAPs)

District Benchmark- Individualized Career and Academic Plan: Milestones met by EOY with one advisory meeting documented per semester

#### Checklist (Equal Weighting) : 0/6

- One on one advising with each student first semester - 2021
- One on one advising with each student second semester - 2022
- One on one advising with each student first semester - 2022
- One on one advising with each student second semester - 2023
- Completion of final growth plan meeting - by May 2022
- Completion of final growth plan meeting - by May 2023

#### Previous

- One on one advising with each student first semester
- One on one advising with each student second semester

#### Updated

- One on one advising with each student first semester - 2021
- One on one advising with each student second semester - 2022
- One on one advising with each student first semester - 2022
- One on one advising with each student second semester - 2023
- Completion of final growth plan meeting - by May 2022
- Completion of final growth plan meeting - by May 2023

## Action Plans 2.3

Progress 12%

**Personalized Learning** - By May 2023, Vista Ridge High School will foster relevant learning with real-world application and collaborative focus through the use of student portfolios which will support the Demonstration of Mastery in all content areas. Our focuses will be increased graduation rates, the continuation of HRS Level 2 work, and initial certification of HRS Level 3 or meeting zone-level committee mock certification review. Additionally, increased teacher ratings for instructional framework Elements 41, 42, and 43. This goal was determined after reviewing academic assessment trend data, graduation rates, and teacher ratings for Elements 41, 42, and 43. These elements from our instructional framework are titled: El. 41-- Demonstrating Value and Respect for Reluctant Learners, El. 42-- Asking In-depth Questions of Reluctant Learners, El. 43-- Probing Incorrect Answers with Reluctant Learners.

### Measures:

--Success will be measured by our Four-Year Graduation Rate or Mastery Demonstration On-Track percentages (e.g., Ascent, Early College, Transition Program) annually at 95% or higher.

--Success will be measured by achieving the initial certification for HRS Level 3 or meeting zone-level committee mock certification review by May 2023.

--Success will be measured by an increased average rating for instructional staff in Elements 41, 42, and 43. By May 2022, 65% of instructional staff will average "applying" on these three elements. By May 2023, 75% of instructional staff will average "applying" on these three elements.

### Associated Root Cause(s)

Academic Performance; Personalized Learning

### Local Accountability Indicator Area

Student Learning

Leadership

School Culture

Updated on Sep 06, 2021 22:27:36

Work is continuing on the development of individualized plans for students to demonstrate mastery. Preliminary conversations are taking place around timelines for alternative assessments (ASVAB and ACCUPLACER). Additional work is currently being done to develop WBL experiences for a handful of students wishing to pursue online learning this school year. Dates will be determined soon.

### Marzano iObservation Elements 41, 42 & 43

The average collective ranking for "Context" demonstrated in Element 41, 42 & 43 will be "Applying"

### HRS Level 3 Certification

HRS Level 3 committee will work towards certification

### VRHS Graduation Rates

2019-2020 Graduation Rate  
2020-2021 Graduation Rate  
2021-2022 Graduation Rate

### Projects 2.3.1

Jul 15, 2021 - Jun 15, 2023 Progress 16%

#### High Reliability Schools Framework -- HRS Level 3

HRS provides a research-based framework focused on school improvement. Level 3 specifically focuses on student learning. Data collected for HRS Level 3 comes from the four primary stakeholders - students, parents, staff, and administration.

#### Checklist (Equal Weighting) : 1/6

- Identify areas of instructional focus (needs assessment) to develop personalized PD for staff - by Oct. 2021
- Identify areas of instructional focus (needs assessment) to develop personalized PD for staff - by Oct. 2022
- Identify instructional leaders to lead/facilitate PD for staff - October 2021
- Identify instructional leaders to lead/facilitate PD for staff - October 2022
- Create a focus on individualized learning opportunities for students - on going
- ~~Develop plans to support demonstration of mastery—Oct. 2024~~

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Changes in checklist result in an update in status and/or progress

#### Previous

- Identify areas of instructional focus needs to develop personalized PD for staff
- Identify instructional leaders to lead/facilitate PD for staff

#### Updated

- Identify areas of instructional focus (needs assessment) to develop personalized PD for staff - by Oct. 2021
- Identify areas of instructional focus (needs assessment) to develop personalized PD for staff - by Oct. 2022
- Identify instructional leaders to lead/facilitate PD for staff - October 2021
- Identify instructional leaders to lead/facilitate PD for staff - October 2022
- Create a focus on individualized learning opportunities for students - on going
- Develop plans to support demonstration of mastery - Oct. 2021

## Projects 2.3.2

Jul 15, 2021 - Jun 15, 2023

Progress 0%

### High Reliability Schools Framework -- HRS Level 2

HRS provides a research-based framework focused on school improvement. Level 2 specifically focuses on instructional practices. Data collected for HRS Level 2 comes from the four primary stakeholders - students, parents, staff, and administration.

#### Checklist (Equal Weighting) : 0/5

- Re-engage HRS Committee to review collected data and key indicators - by end of 1st quarter
- Review instructional model and re-engage staff in that model - by end of 1st semester
- Review common language around POWER Instruction - by end of 1st semester
- Provide PD opportunities for teachers to engage with instructional leaders - by end of year 1
- Provide PD opportunities for teachers to engage with instructional leaders - by end of year 2

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Changes in checklist result in an update in status and/or progress

#### Previous

- Re-engage HRS Committee to review collected data and key indicators
- Review instructional model and re-engage staff in that model
- Review common language around POWER Instruction

#### Updated

- Re-engage HRS Committee to review collected data and key indicators - by end of 1st quarter
- Review instructional model and re-engage staff in that model - by end of 1st semester
- Review common language around POWER Instruction - by end of 1st semester
- Provide PD opportunities for teachers to engage with instructional leaders - by end of year 1
- Provide PD opportunities for teachers to engage with instructional leaders - by end of year 2

## Projects 2.3.3

Jul 15, 2021 - Jun 15, 2023

Progress 20%

### Demonstrations of Mastery -- Graduation Requirements

Colorado Department of Education and D49 have established graduation requirements that focus on credits and a demonstration of the content according to established guidelines.

#### Checklist (Equal Weighting) : 1/5

- ~~Establish new processes earning demonstration of mastery for math and English - Oct. 2021~~
- Complete credit and mastery check for all seniors - Oct. 2021
- Complete credit and mastery check for all seniors - Oct. 2022
- Develop a capstone plan for seniors needing an alternative option - Dec. 2021
- Establish a school-wide measure to track and evaluate mastery for seniors (similar to graduation rate) - May 2021

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Changes in checklist result in an update in status and/or progress

#### Previous

- Establish new processes for implementation of STAR 360
- Track the progress of students throughout the scheduled assessments
- Utilize PLC time to monitor progress of student growth and make instructional adjustments as needed

#### Updated

- Establish new processes earning demonstration of mastery for math and English - Oct. 2021
- Complete credit and mastery check for all seniors - Oct. 2021
- Complete credit and mastery check for all seniors - Oct. 2022
- Develop a capstone plan for seniors needing an alternative option - Dec. 2021
- Establish a school-wide measure to track and evaluate mastery for seniors (similar to graduation rate) - May 2021