

North Montgomery Community School Corporation

North Montgomery High School

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North Montgomery Community School Corporation

2022-2025

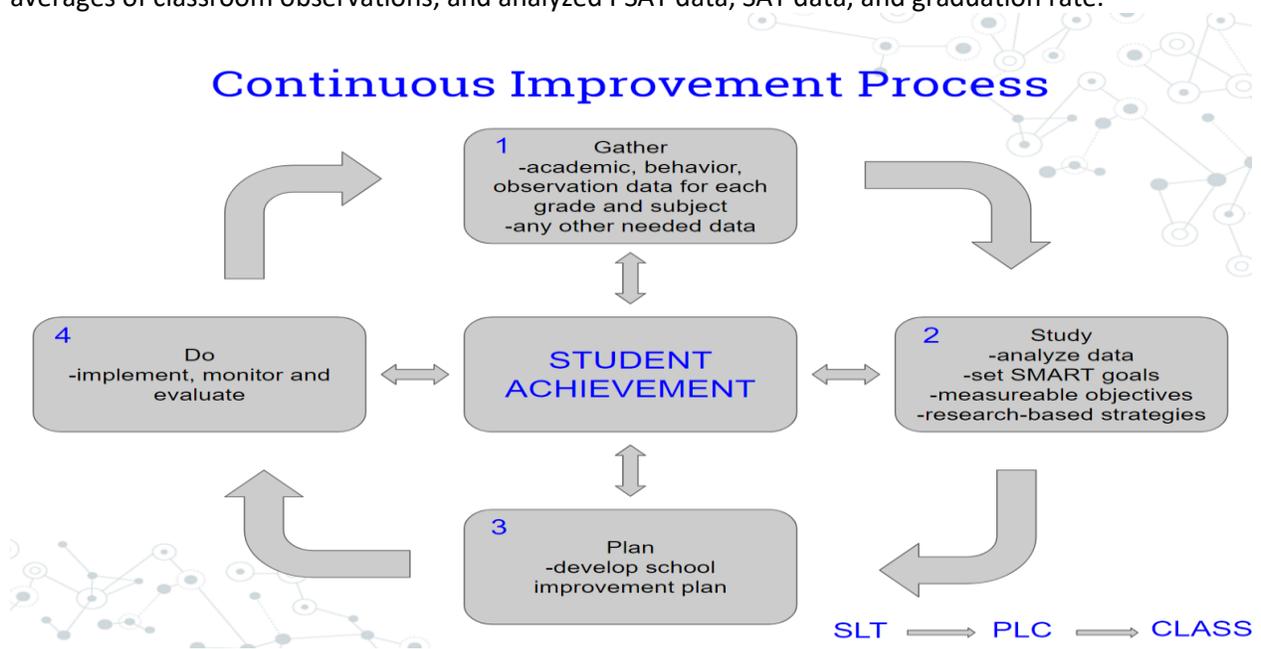
3-YEAR SCHOOL IMPROVEMENT PLAN

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A school improvement plan (SIP) is a road map that identifies the changes a school needs to make to improve their level of student achievement. School improvement plans are selective, strategic plans based off the analysis of multiple forms of data through a root cause analysis to develop actionable goals. The SIP spells out the how and when these changes will be made.

North Montgomery Community School Corporation (NMCS) worked with partners to develop a common comprehensive, research-based template, framework, and process for all schools to follow in the development of their school improvement plans. The purpose of this common template, framework, and processes is to ensure consistent planning, development and communication of the improvement process and plan.

The continuous improvement process identified in the graphic below outlines the processes that North Montgomery Community School Corporation traveled through in the development of their plans. All the district's administrators gathered for two-full days of professional development on the common template, framework and process. The administrators were trained in and conducted a comprehensive root cause analysis after completing a data dashboard which included the follow data points: attendance, behavior, observation and academic. School teams dug through attendance data by trimester, identified the number and percentage of referrals, In-School suspension and Out-of-School suspensions, reviewed averages of classroom observations, and analyzed PSAT data, SAT data, and graduation rate.



After conducting the root cause analysis of the following 4 types of data, each school identified 3 smart goals in the areas of attendance, behavior, and academics. Once the smart goals were identified, school teams created objectives, data based rationales, strategies, activities, target groups and actions steps. Each action step identified person(s) responsible, evidence of success, possible obstacles and possible solutions. These comprehensive data-driven plans will drive improvement for not only teachers, staff and other stakeholders; it will increase learning and academic achievement for all the students of North Montgomery Community School Corporation.

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## **Titles and Descriptions of Assessment Instruments**

**SAT** – North Montgomery High School administers the SAT to all Juniors. This is the state of Indiana’s high stakes assessment. The SAT is comprised of a Mathematics section and an Evidenced-Based Reading and Writing section. Whether a student “passes” or not is based on whether or not their scores are at the college-ready benchmark.

**ILEARN** - North Montgomery High School participates in the ILEARN Biology Assessment for the 2022-2023 testing year and beyond as prescribed by the state.

**PSAT/NMSQT** – preliminary SAT is designed to help students prepare for the SAT. It is also used for the National Merit scholarship award. North Montgomery High School administers the PSAT/NMSQT to all Sophomore and Junior students.

**PSAT 8/9** – This assessment correlates with the PSAT/NMSQT and SAT. All freshman will take this assessment.

**ACT** – College entrance exam that includes sections on math, language arts, science, and writing. It is used to indicate the likelihood of success in college during the freshman year.

**Knowledge Assessment** - Computerized assessment that measures readiness to enroll in college level math, reading, and writing courses. An Ivy Tech placement test.

**ASVAB** - Assessment of basic skills for military enrollment and placement. It is also used as a career exploration tool.

**Advanced Placement Classes** – end of course assessments are given for an opportunity to receive college credit for the following AP courses: Calculus, Geography, Literature, and U.S. History, and Composition.

**Project Lead the Way Bio-Med** – Articulated and norm referenced exams are given at the conclusion of all PLTW courses offered.

**Local Common Assessments** – Each department within the high school developed common summative assessments for courses offered to our students. These assessments are used to evaluate student performance and instructional practices. Data is collected from each assessment. That data then drives the decisions and adjustments made to the curriculum and instruction within each course. The data also helps focus our teachers on what really works within the classroom and pinpoints areas where improvements to instructional strategies is needed.

North Montgomery High School educational community uses the aforementioned assessments as follows:

- Future selection of courses for students;
- Placement of students in advanced and honors courses;

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- As a measure of student achievement for CORE 40 and Honors Diplomas
- Qualification for dual college credit.

## Summary of Data

### Performance data reported from IDOE and College Board

#### Math Results

##### 2021-2022 SAT Math

*At College Ready Benchmark*

State Average = 32.88%

North Montgomery = 21.19%

*Approaching College-Ready Benchmark*

State Average = 24.09%

North Montgomery = 31.36%

*Below College-Ready Benchmark*

State Average = 43.03%

North Montgomery = 47.46%

#### Evidenced-Based Reading and Writing

##### 2021-2022 SAT ERW

*At College Ready Benchmark*

State Average = 52.48%

North Montgomery = 50.85%

*Approaching College-Ready Benchmark*

State Average = 11.28%

North Montgomery = 9.32%

*Below College-Ready Benchmark*

State Average = 36.25%

North Montgomery = 39.83%

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## **School Improvement Goals**

### **1. Attendance Goal:**

- In 2020-2021 North Montgomery High School had an attendance rate of 93.6%. We believe that this attendance rate was heavily influenced by COVID policies. Our goal for the 2022-2023 school year, which no longer has as stringent of COVID policies in place, will be an attendance rate of 97%.
- Outside of fewer COVID policies related to attendance, we have also added smaller intervention steps in our handbook regarding our attendance policy. It is our hope that this will allow more touchpoints resulting in earlier interventions for attendance issues.
- After achieving this goal, we will look to maintain that rate of 97% the following two years.

### **2. Graduation Goal:**

- In 2020-2021 it was 93.15%, the first time since 2008-2009 it has dipped below 95%. In 2021-2022 our graduation rate was 90.45% (this might increase w/ cohort report fixes). Our goal is to achieve a graduation rate of 95% and reverse our recent trend of a decreasing graduation rate.
- Upon meeting this, we will look to improve our graduation rate by a percentage point in 23-24 and 24-25.
- The implementation of a PLC process will be a major component of improvement in this area.
- The addition of an instructional coach at the secondary level will, we believe, be very helpful in our improvement in this category.
- We've also added a school social worker which should have the two-pronged approach of meeting students' mental health needs, which in turn will free up our counseling staff to spend more time in helping prepare students for their academic and career planning.

### **3. Math Goals:**

- By March of 2023, North Montgomery High School will achieve a mean math score of 480 across all 11<sup>th</sup> graders.
- By March of 2023, North Montgomery High School will have at least 35% of all 11<sup>th</sup> graders at the College-Ready Benchmark for Math.
  - By March of 2024 we'd like to increase to 40% of all 11<sup>th</sup> graders
  - By March of 2025 we'd like to increase to 45% of all 11<sup>th</sup> graders.
- By October 2022, North Montgomery High School will achieve a mean math score of at least 450 for all 10<sup>th</sup> graders.

### **4. English Goals:**

- By March of 2023, North Montgomery High School will achieve a mean ERW score of 490 across all 11<sup>th</sup> graders.
- By March of 2023, North Montgomery High School will have at least 55% of all 11<sup>th</sup> graders at the College-Ready Benchmark for ERW.
  - By March of 2024 we'd like to increase to 60% of all 11<sup>th</sup> graders

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- By March of 2025 we'd like to increase to 65% of all 11<sup>th</sup> graders.
- By October 2022, North Montgomery High School will achieve a mean ERW score of at least 450 for all 10<sup>th</sup> graders.

North Montgomery High School is in its second year of implementing Professional Learning Communities (PLCs) as a way to create systems and structures for improving core instruction. These PLCs are providing the foundation for developing and assessing whether or not all classes have a common and viable curriculum that are linked to our state's standards, with proper emphasis regarding appropriate pacing and time spent on said standards. Furthermore, the PLC process is beginning to yield results in the creation of summative and formative assessments that align with our class's curriculums.

Our PLCs are the engine that will drive our improvement in our math, English, and graduation goals. By creating common formative and summative assessments that inform our instructional practices from day to day and reflect the level of rigor and type of questions we see in PSAT and SAT, we will see improvement in our overall achievement scores at NMHS. Having weekly shared space for teachers to discuss while monitored and feedback is provided by the principal should result in a continuous cycle of assessment, improvement, growth, and celebration.

The goals set for our SAT benchmarks will place us on track to meet the HS achievement goals as defined in the district strategic plan, specifically Goal 3.

## SIP Additional Requirements

School: North Montgomery High School	
Curriculum Location and Description	Educators in North Montgomery have created curriculum maps to link local curriculum to Indiana Academic Standards at each grade level and to articulate the skills and strategies that students need as they move from one grade level to the next. Maps are available for staff and parents via school website and Canvas. Additional information about our curriculum is available <a href="#">online</a> . Currently, the curriculum maps at NMHS are in the process of being reviewed and updated as guided by our PLC process.
Assessment in Addition to SAT	<p>North Montgomery Community School Corporation uses PSAT/NMSQT and PSAT 8/9 to help inform our progress towards our SAT goals.</p> <p><b>PSAT/NMSQT</b> – preliminary SAT is designed to help students prepare for the SAT. It is also used for the National Merit scholarship award. North Montgomery High School administers the PSAT/NMSQT to all Sophomore and Junior students. NMHS also administers the 8/9 PSAT to all Freshmen.</p> <p><b>SAT</b> – College entrance exam that includes sections on math and evidence-based reading and writing. It is used to indicate the likelihood of success in college during the freshman year.</p>

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	<p><b>ACT</b> – College entrance exam that includes sections on math, language arts, science, and writing. It is used to indicate the likelihood of success in college during the freshman year.</p> <p><b>Knowledge Assessment</b> - Computerized assessment that measures readiness to enroll in college level math, reading, and writing courses. An Ivy Tech placement test.</p> <p><b>ASVAB</b> - Assessment of basic skills for military enrollment and placement.</p> <p><b>Advanced Placement Classes</b> – end of course assessments are given for an opportunity to receive college credit for the following AP courses: Calculus, Geography, Literature, U.S. History, and Composition.</p> <p><b>Project Lead the Way Bio-Med</b> – Articulated and norm referenced exams are given at the conclusion of all PLTW courses offered.</p> <p><b>Local Common Assessments</b> – Each department within the high school develops common assessments for courses offered to our students. These assessments are used to evaluate student performance and instructional practices. Data is collected from each assessment. That data then drives the decisions and adjustments made to the curriculum and instruction within each course. The data also helps focus our teachers on what really works within the classroom and pinpoints areas where improvements to instructional strategies is needed.</p>
<p>Include Needs of all Learners</p>	<p>North Montgomery partners with the <a href="#">West Central Indiana Special Services Cooperative</a> to provide high-quality special education services to our students. <b>The purpose and intent of this joint service program is to operate programs to serve all children with disabilities as defined by Article 7 of the Indiana Department of Education. The administering school corporation is Crawfordsville Community Schools, and as administrative and fiscal agent for the joint service program, it maintains the Joint Service and Supply Fund and receives and disburses in accordance with the provisions of the written agreement. The Co-op provides administrative, psychological, consultative, and related services to the participating school districts.</b></p>
<p>Diploma Types, Student Goal Setting, and Career Awareness and Career Development</p>	<p>NMHS encourages all students to earn an academic honors diploma or complete the Core 40 curriculum. Our counseling staff meets with all 9<sup>th</sup> graders to create a 4 year plan with a Core 40 diploma being the minimum goal. At this time, counseling staff encourages students earn an academic honors diploma where appropriate. Then, based on student progress, our counseling staff continues to meet and discuss with students when scheduling classes and communicating with parents.</p> <p>Throughout a student’s time at NMHS they will engage in career awareness opportunities through advisory, field trips, and CTE opportunities. All students will take the course Preparing for College and Careers to also engage them in career awareness. At the start of a student’s senior year, the counseling staff meets with all seniors to plan their final year of high school towards their intended career goals and follows up with them throughout the year to monitor progress.</p>
<p>Opportunities for Parent Participation</p>	<p>Parents are encouraged to participate in school and corporation events through newsletters, Powerschool access, calendar events, education tips, and</p>

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	ParentSquare. In addition, all advisory teachers reach out to the parent and/or guardian via phone directly to invite them to our school open house.
Safe and Disciplined Learning Environment	All schools in North Montgomery Community School Corporation complete and update a School Safety Plan to ensure that all students, staff, and visitors come to a safe, equitable environment. Information about our safety requirements is available <a href="#">online</a> .
Technology Initiatives	North Montgomery is making great strides towards full technology integration. Our mission, vision, and action steps for this work are outlined in our <a href="#">Technology Page</a> .
Professional Development Program Narrative	Professional Development throughout NMCSC will be closely tied to information gained from student assessment data and teacher effectiveness of instruction. As we continue to work to meet the needs of all students our staff meets once a week in their PLC teams to assess these needs and make adjustments to planning and instruction. Simultaneously, a school leadership team meets bi-weekly to monitor and discuss our progress towards our academic goals.
Cultural Competencies	NMCSC serves a diverse and varied population. All school stakeholders are trained to support the following subgroups: ELL, special needs, F/R lunch, and high ability. Students are provided both pull-out and push-in support at the school and classroom level. Additionally, each school encourages positive student behavior through selected experiences, trainings, and programs that support the “whole” child.