



# Strategic Plan

Columbia Heights High School Scorecard

Principal Dan Wrobleski  
October 28, 2014

*Creating College and Career Ready Graduates*

Columbia Heights Public Schools **create worlds of opportunity for every learner** in partnership with supportive small-town communities by challenging all to discover their talents, to unleash their potential and to develop tools for lifelong success.

# OUR MISSION

Columbia Heights Public Schools  
**create worlds of opportunity**  
for every learner in **partnership** with  
supportive small-town communities  
by challenging all to **discover** their  
talents, unleash their **potential** and  
develop tools for lifelong **success**.

Community

Excellence

Collaboration

CORE VALUES

Integrity

Respect

Courage

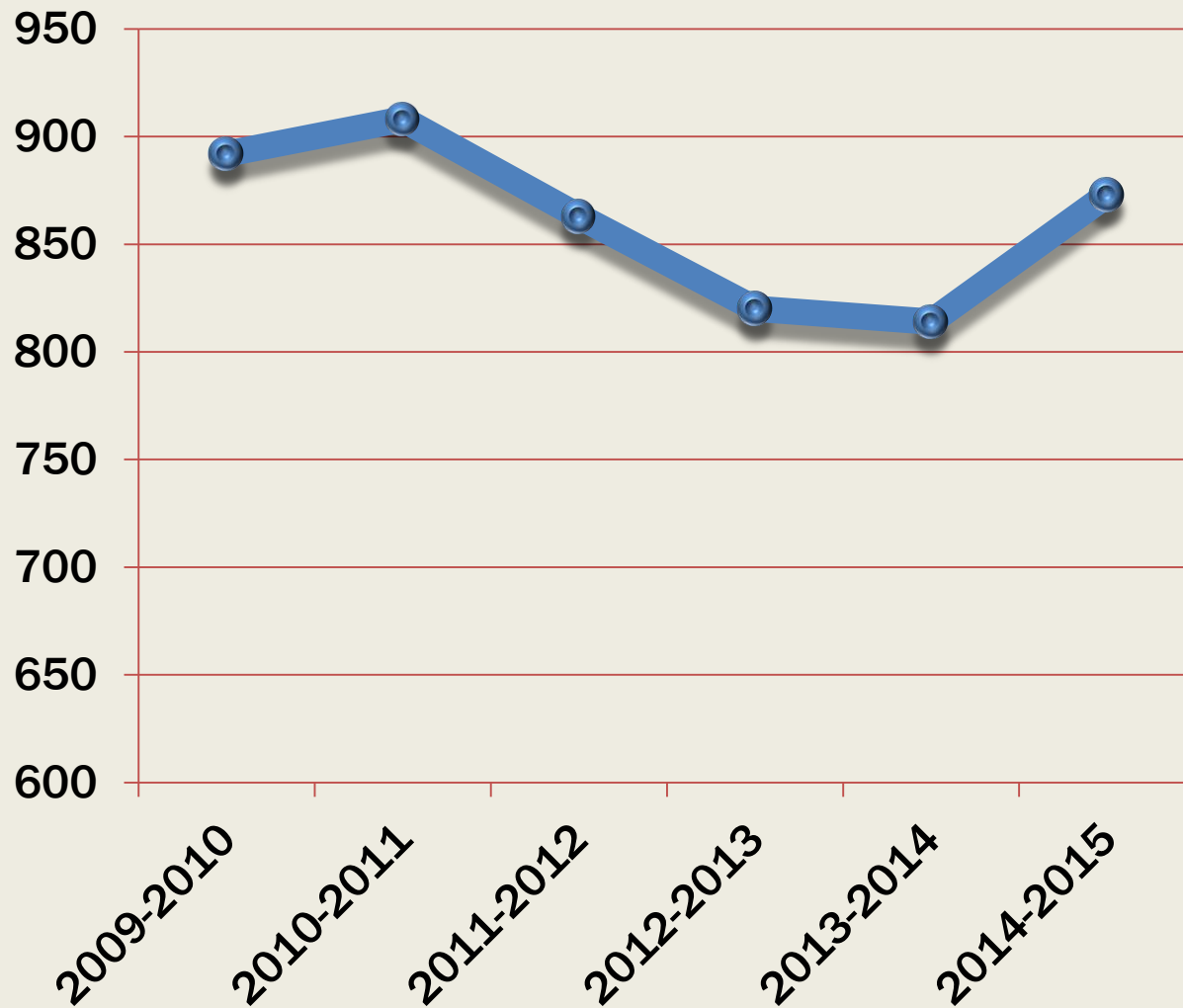
Innovation

# STRATEGIC PLAN

COLUMBIA HEIGHTS HIGH SCHOOL  
2013-2014

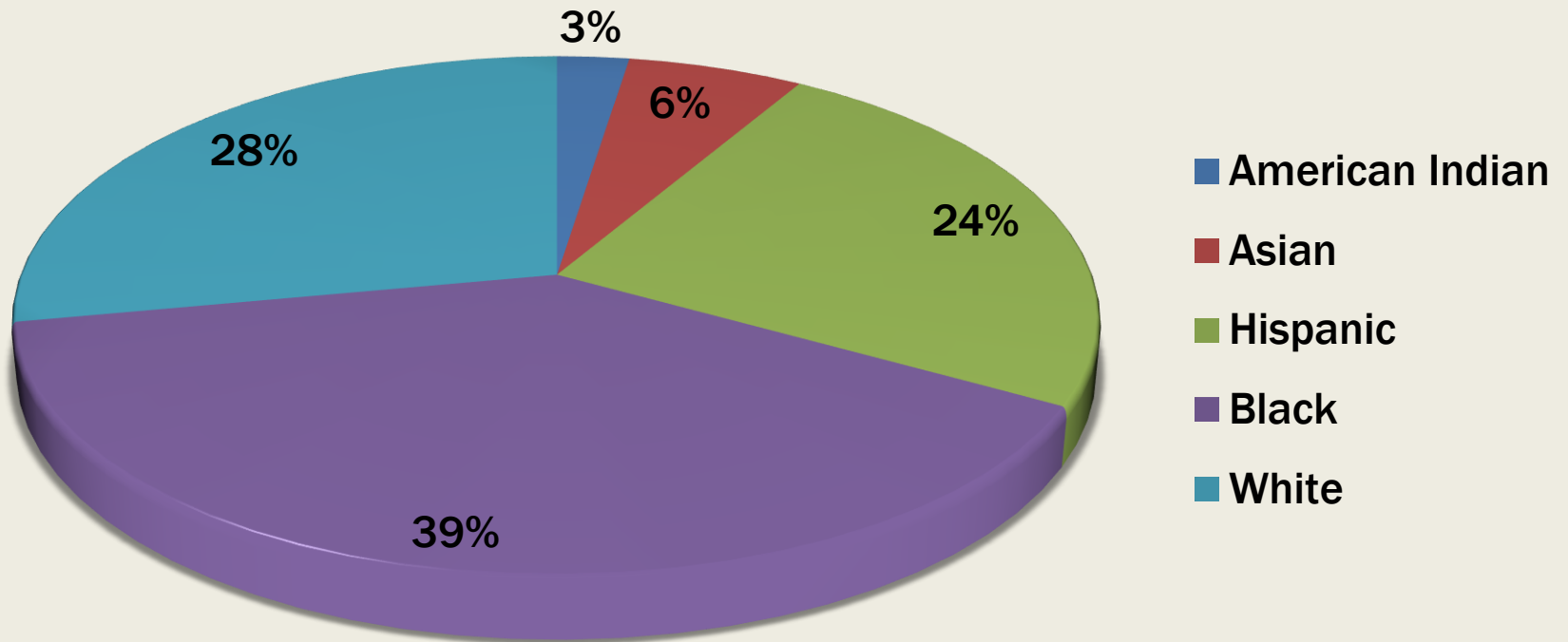


# CHHS ENROLLMENT



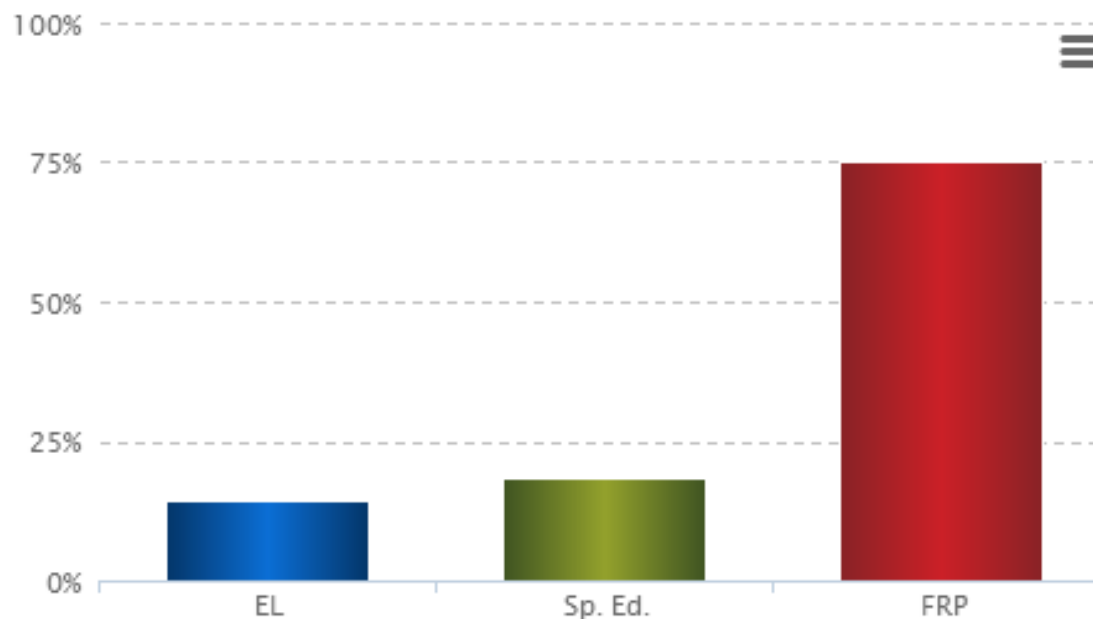
# CHHS STUDENT BODY

**2014 Student Population**



# CHHS STUDENT BODY

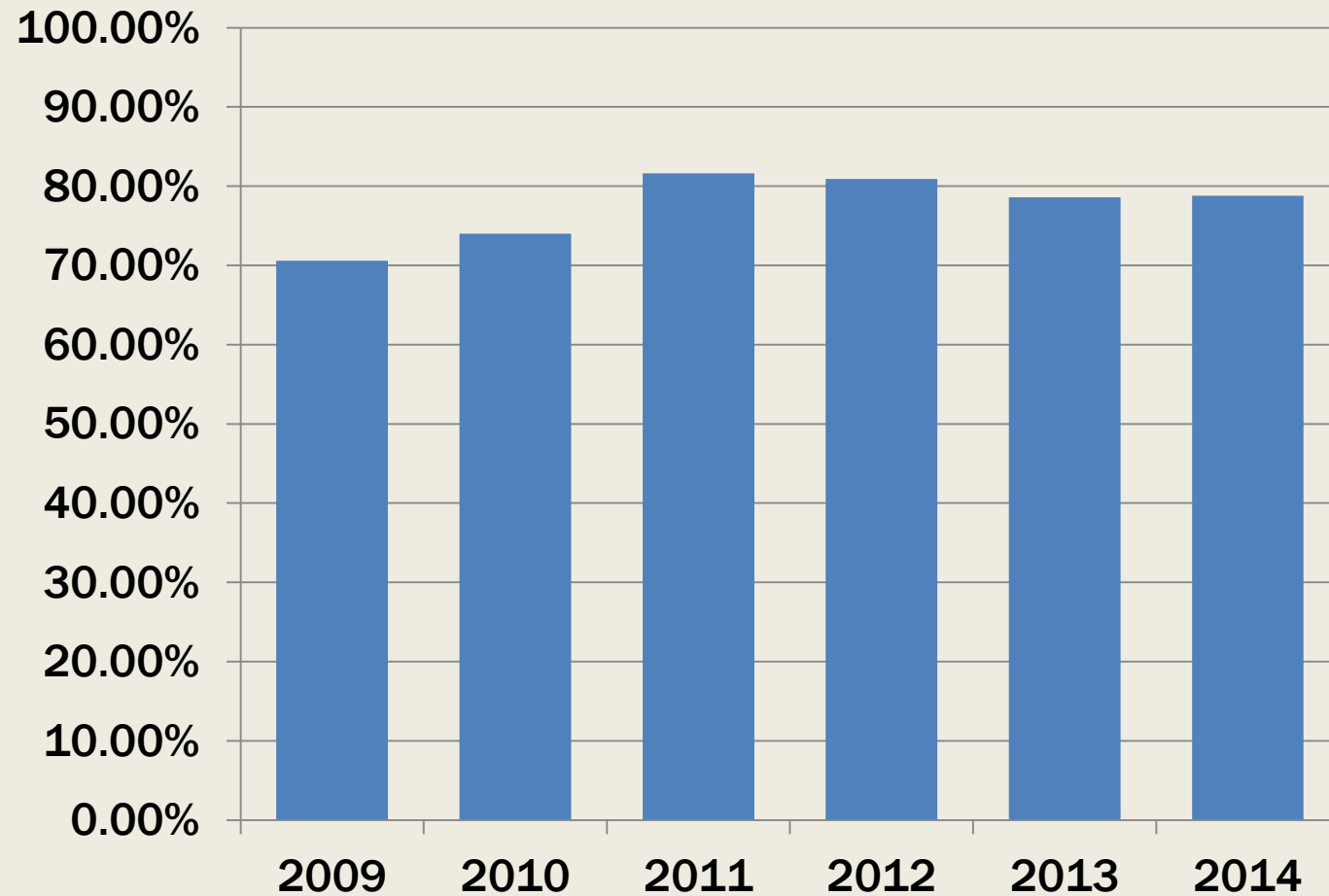
2014 Enrollment by Special Population



	Count	Percent
English Learner	118	14.5%
Special Education	151	18.6%
Free/Reduced Priced Lunch	613	75.3%



# GRADUATION RATE





# CHPS STRATEGIC ROADMAP

## Columbia Heights Public Schools STRATEGIC ROADMAP May 2010

### Mission Statement

*Our Core Purpose*

*Columbia Heights Public Schools create worlds of opportunity for every learner in partnership with supportive small-town communities by challenging all to discover their talents, unleash their potential, and develop tools for lifelong success.*

### Core Values:

*What Drives Our Word and Actions*

**Community:** *it's about all of us, all the time*  
**Excellence:** *to be our best, expect our best*  
**Collaboration:** *working together for common goals*  
**Integrity:** *honesty*  
**Respect:** *honor who we are, accepting of our differences*  
**Courage:** *facing challenges with hope & persistence*  
**Innovation:** *finding new ways to excel*

### Vision 2015

*What We Intend To Create*

- Academic Excellence with access to flexible programming and options designed around student needs
- An image of pride which attracts and retains students and families
- All have a voice and place with differences being our assets
- Innovative technology for engaged learning, effective communication and preparation for success
- Community culture of collaborative partnerships
- Best practices and resource management; "We do school well"
- Irresistible employment with creative and collegial staff

### Strategic Directions

*Focus of Our Time and Resources*

- A. Expand access & opportunities by turbo charging what works & redesigning what needs to be better
- B. Innovate to close the achievement gap with accountability and efficiency
- C. Know & honor who we are to build strong relationships
- D. Acknowledge and address tensions & opportunities for employments & partnership between employees
- E. "Tell our story," brand development, reputation management, to increase partnership & enrollment
- F. Remain fiscally responsible

# STRATEGIC PLAN SCORECARD

	Measure	Wt	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Baseline 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +
<b>I N S T R U C T I O N</b>  <b>50 %</b>	A1: Use of articulated, standards-based curriculum <b>Atlas</b>	<b>15 %</b>	Less than 75 % of all classrooms	75 – 79 % of all classrooms	80 – 84 % of all classrooms	85 – 89 % of all classrooms	90 % + of all classrooms
	A2: Licensed staff actively engaged in PLC's 4 questions monthly at the minimum	<b>15 %</b>	Less than 30% of all licensed staff	30- 49% of all licensed staff	50 - 69% of all licensed staff	70 - 89% of all licensed staff	95% + of all licensed staff
	A3: Use of formative student learning data to differentiate instruction <b>Moodle, Mastery Quizzes</b>	<b>20 %</b>	Less than 75 % of all classrooms	75 – 79 % of all classrooms	80 – 84 % of all classrooms	85 – 89 % of all classrooms	90 % + of all classrooms
	A5: Presence and use of classroom - embedded 21 <sup>st</sup> Century learning <b>Moodle</b>	<b>15 %</b>	Less than 50 % of all classrooms	50 – 69 % of all classrooms	70 – 80 % of all classrooms	81 – 89 % of all classrooms	90 % + of all classrooms
	A6: Percentage of evaluated teaching staff at the basic/ proficient for non-tenured and proficient /distinguished level for tenured on instruction measures <b>Evaluations</b>	<b>10 %</b>	Less than 50 % of all teachers	50 - 59% of all teachers	60 - 69% of all teachers	70 - 79% of all teachers	80% + of all teachers

# STRATEGIC PLAN SCORECARD

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<b>S U P P O R T</b>  <b>30 %</b>	A7: Presence of multi-tiered interventions for academics <b>Check and Connect, Reset Committee</b>	<b>30 %</b>	Less than 75 % of all Students	75 – 79 % of all Students	80 – 84 % of all Students	85 – 89 % of all Students	90 % + of all Students
	A8: Presence of multi-tiered interventions for behavior <b>Customized PBIS Strategies</b>	<b>30 %</b>	Less than 30 % of all classrooms	30 – 50 % of all classrooms	51 – 79 % of all classrooms	81 – 89 % of all classrooms	90 % + of all classrooms
	A10: Presence of Achievement Via Individual Determination (AVID) strategies grades 9-12	<b>20 %</b>	Less than 50 % of all classrooms	50 – 59 % of all classrooms	60 – 69 % of all classrooms	70 – 79 % of all classrooms	80 % + of all classrooms
	A11: Parent involvement (student achievement) <b>School View, PTO, Parent Breakfast, Weekly All Calls</b>	<b>%</b>	Less than 50 % of parents	50 – 59 % of parents	60 – 69 % of parents	70 – 79 % of parents	80 % + of parents

# STRATEGIC PLAN SCORECARD

	Measure	Wt	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Baseline 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +
P A R T I C I P A T I O N	A13: 6-12 Participation in arts, activities and athletics <b>Choir, Band, Athletics, Activities</b>	<b>30 %</b>	Less than 65 % of students are engaged	65 – 69 % of students are engaged	70 – 74 % of students are engaged	75 – 79 % of students are engaged	80 % + of students are engaged
	A14: Participation gap between student groups participating in arts, activities and athletics (groups include gender, F/R, ethnicity)	<b>30 %</b>	30% - 26% gap	25% - 21% gap	20% - 16% gap	15% - 10% gap	>10% gap

# STRATEGIC PLAN SCORECARD

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Measure	Wt.	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Baseline 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +
B5: Minnesota Comprehensive Assessment (MCA) Reading scores all grades tested	30 %	<60% of all elementary students assessed are proficient	60% - 64% of all elementary students assessed are proficient	65% - 69% of all elementary students assessed are proficient	70% - 74% of all elementary students assessed are proficient	75% + of all elementary students assessed are proficient
		<49% of all secondary students assessed are proficient	50% - 54% all secondary students assessed are proficient	55% - 59% all secondary students assessed are proficient	60% - 64% of all secondary students assessed are proficient	65% + of all secondary students assessed are proficient
	30 %	<60% of all elementary students assessed are proficient	60% - 64% of all elementary students assessed are proficient	65% - 69% of all elementary students assessed are proficient	70% - 74% of all elementary students assessed are proficient	75% + of all elementary students assessed are proficient
		<35% of all secondary students assessed are proficient	35% - 39% all secondary students assessed are proficient	40% - 44% all secondary students assessed are proficient	45% - 49% of all secondary students assessed are proficient	50% + of all secondary students assessed are proficient
B7: MCA Science scores all grades tested	10 %	<35% of all students assessed are proficient	35% - 39% all students assessed are proficient	40% - 44% all students assessed are proficient	45% - 49% of all students assessed are proficient	50% + of all students assessed are proficient
B8: MCA gap to standard for student groups in Reading or Math	30 %	Greater than 45 % difference for any student group to standard	35 - 44 % difference for any student group to standard	25 - 34 % difference for any student group to standard	15 - 24 % difference for any student group to standard	Less than 14 % difference for any student group to standard

# STRATEGIC PLAN SCORECARD

Measure	Wt	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Baseline 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +
<b>B11 ACT participation grades 11 – 12</b>	<b>10 %</b>	Less than 25 % of students participating	25 - 40 % of students participating	41 - 55 % of students participating	56 - 69 % of students participating	70 % + of students participating
<b>B13 Referrals out-of-class (CHHS) REAL Expectations</b>	<b>50 %</b>	Greater than 3,000 referrals per year	3,000 - 2,500 referrals per year	2,499 - 2,000 referrals per year	1,999 - 1,500 referrals per year	Less than 1,500 referrals per year
<b>B14: Difference between student groups in referrals out-of-class</b>	<b>30 %</b>	Greater than 40 % difference for any student group to demographics	30 - 39 % difference for any student group to demographics	20 - 29 % difference for any student group to demographics	10 - 19 % difference for any student group to demographics	Less than 10 % difference for any student group to demographics
<b>B15 Out-of-school suspension incidents</b>	<b>20 %</b>	Greater than 425 incidents per year	425 - 400 incidents per year	399 - 375 incidents per year	374 - 350 incidents per year	Less than 350 incidents per year

# STRATEGIC PLAN SCORECARD

Measure	Wt	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Baseline 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +
B20 College entrance rate after a readiness program Achievement Via Individual Determination (AVID) /Admission Possible	10 %	<60% of students	60% - 69% of students	70% - 79% of students	80% - 89% of students	90 % + of students



# GOAL: MATH

- Improve the Math MCA proficiency rate for the 2014-2015 school year by 10%
  - Mastery quizzes
  - Pre-Algebra intervention course
  - Cumulative reviews for Algebra, Advanced Algebra, Geometry, and Algebra through Statistical Analysis
  - Math support in the Homework Center
  - Check and Connect program
  - Continuation of math PLC for staff
  - MCA target group intervention
  - Test preparation strategies across school
  - Testing Task Force
  - Family Engagement and Equity Committees

# GOAL: READING

- Improve the Reading MCA proficiency rate for the 2014-2015 school year by 10%
  - English 10+ intervention course
  - Check and Connect program
  - English support in the Homework Center
  - Professional development support for the faculty in implementing reading strategies
  - Multidisciplinary PLC to address reading
  - MCA target group intervention
  - Test preparation strategies across school
  - Testing Task Force
  - Family Engagement and Equity Committees

# GOAL: REDUCTION OF ACHIEVEMENT GAP

- Reduce the achievement gap for each sub group for the 2014-2015 school year by 5%
  - Equity team
  - Testing Task Force
  - Heritage celebrations
  - Homework Center
  - Check and Connect program
  - Family Involvement Liaison
  - Parent Breakfasts
  - PTO engaging families from various backgrounds
  - Family Engagement Committee

# GOAL: GRADUATION RATE

- Columbia Heights High School will improve the overall graduation rate for the 2014-2015 school year from 78.8% to 85%
  - Dean Model
  - Tiered Intervention System to Monitor Student Credits and Behaviors
  - College and Career Readiness programs
    - Genesys Works
    - AVID
    - College Possible
    - Ramp Up for Readiness
    - Fine Arts
    - AP
    - PSEO



# **GOAL: CONTINUATION OF THE RESET COMMITTEE**

- **Develop comprehensive school climate plan that incorporates district center departments (first year focus is primarily on school-wide system)**
- **Develop strong, cohesive building administration**
- **Develop strong communication between building administration and staff**
- **Develop numerous positive support mechanisms to improve school pride and climate**
- **Develop mechanisms in the building to provide safe climate for all**
- **Identify process of assistance for at-risk students identified early**
- **Create a data management system that identifies at-risk students early and allows for monitoring of their progress**

# 2013-2014 MMR Score

- 26.42% in 2013 School Year
- 69.44% in 2014 School Year
- MDE Celebration Eligible School
  - 1 of 217 Schools in the State
  - 1 of 20 High Schools in the State
  - 1 of 5 High Schools in the Metro Area

# CURRENT STRENGTHS: COLLEGE AND CAREER READINESS

- AVID (100% Acceptance Into 4 year College/University)
- AP Courses (13 Courses Offered)
- College Possible (100% Acceptance Into College/University)
- Genesys Works (Achiever Award 2014; 98% College Completion Rate)
- Power of You
- Local Scholarships (\$277,500)
- Ramp Up to Readiness
- STRIVE (Students Taking Renewed Interest in the Value of Education)
- College Planning Checklist





# CURRENT STRENGTHS: FINE ARTS

- Gold and Silver Key Awards
- 12 Spotlight Awards



# **CURRENT STRENGTHS: REAL EXPECTATIONS**

- **Customized PBIS Strategies**
  - **REAL Expectations**
  - **Hylander Nation**
  - **Academic Award Incentives**
- **58% Drop In Out of School Suspensions**
- **16% Drop In Out of Classroom Referrals**
- **17% Drop in Student Failure Rate**
- **9% Increase in Student Enrollment**

# VISION FOR THE FUTURE

- Continued Academic Success
  - MCA Scores
  - College Acceptance
- Student Recruitment
- College and Career Readiness Pathway
  - E-12 Pathway to College and Career Readiness
  - Early College Program (Anoka Ramsey)
  - Continued Strengthening of our College Preparation Programing



# CHHS PRIDE



<https://capturevideo.wistia.com/medias/b35o61ypqj>