	PRIORITY AREA 1: Student Outcomes							**PRIORITY AREA 2: School Climate and Culture**		**PRIORITY AREA 3: District Staff**			**PRIORITY AREA 4: Community Engagement**
	Priority Statement #1:						Priority Statement #2:	Priority Statement #3:	Priority Statement #4:	Priority Statement #5:	Priority Statement #6:	Priority Statement #7:	Priority Statement #8:
Outcome Statement	SFSD will provide rigorous, effective, and engaging curriculum and instruction for all students to emphasize growth and reduce the achievement gap, with special focus on the following areas:						SFSD will continue to foster an environment of high expectations combined with focused interventions and support in order to meet the learning needs of all students.	SFSD will provide a nurturing and safe learning experience for all.	SFSD will develop strategies to enhance a culturally responsive workforce.	SFSD will develop strategies to enhance quality and diversity of its workforce.	SFSD will explore strategies to retain high quality staff.	SFSD will support and train staff to encourage innovation and enable them to grow throughout their careers.	SFSD will equip staff with knowledge and tools necessary to effectively engage families, partners, and the community to foster shared responsibility for student success.
	a.) Literacy, particularly in early years, to build a strong foundation for academic success across all grades	b.) Maximizing time on instruction and learning	c.) Differentiated and engaging pathways	d.) Equitable access to highly effective programs	e.) College readiness and/or career preparedness	f.) Holding all schools to high expectations for students' social and emotional growth and development							
Goals	***By 2020, WHS will decrease the proficiency gap between the gap and non-gap groups by 5% as measured by the Smarter Balanced ELA test***	***By 2020, WHS will decrease the proficiency gap between the gap and non-gap groups by 5% as measured by the Smarter Balanced Math test***	***By 2020, WHS will increase its 4 yr cohort graduation rate by 5%***	***By 2020, 67% of ELL students enrolled at WHS for at least two consecutive years will demonstrate growth in language proficiency of at least 0.3 in their composite score on the WIDA ACCESS***	***By 2020, the percent of graduating seniors who take at least one college level course (AP or Dual Credit) will be 62%***	***By 2020, WHS completion rate will be at or above 94%***	***By 2020, the percent of graduating seniors who take at least one college level course (AP or Dual Credit) will be 62%***			***For the 2018-19 school year, WHS will have identified at least 36 students to enroll in the teacher pathway program.***	***By 2020, the percentage of WHS staff surveyed indicating a 4 or 5 that they are satisfied with the SFSD as a place to work will increase by 8 percentage points.***	***By 2020, the percentage of WHS employees surveyed indicating a 4 or 5 that their opinion matters will increase by 10 percentage points***	***By spring of 2018, WHS will increase the number of adult mentors in the school by 10%.***
Strategy 1	***All students will participate in a daily 15 minutes silent sustained reading period***	***All math classes include assessment questions that are similar (in style and content) to the Smarter Balanced Assessment throughout the school year.***	***WHS will identify On-Line Credit options (Learning Center) for students who are at risk of not graduating on-time.***	***ELL Placement: WHS ELL teachers will meet with teachers from middle schools to determine an appropriate course placement for ELL students.***	***Teachers will collaborate with the school librarian to infuse the 4 C's through information, media, and technology literacy into research projects and book reports.***	***WHS Counselors will develop Support Groups to meet the diverse needs of WHS students.***	***The Freshman Academy will conduct weekly team meetings focused on meeting each student's individual needs.***	***After-school supervision for students who are on campus after 3:30***	***Create groups in addition to the school today to discuss culture and promote leadership.***	***Teacher Pathway Program to encourage diversity in the teaching profession***	***Develop a Staff Engagement Team to develop opportunities to engage and recognize WHS staff.***	***Instructional Rounds ~ provide teachers an opportunity to observe thier peers in a classroom setting and then to discuss effective strategies.***	***Increase positive teacher-initiated parent/guardian contacts***
Strategy 1 Timeline	2017-2020	2017-2020	2017-2020	2017-2020	2017-2020	2017-2020	Ongoing	2017-2020	2017-2020	Class begins Fall of 2018	2017-18	2017-2020	2017-2020
Strategy 1 Person/Group Responsible	Admin, all teachers, and school librarian.	All math teachers	Administration	Administration	All teachers and school librarian	Counseling office	The Freshman Academy Coordinator and teachers	Administration and Specified Staff	Jacob McDonald and Patti Lake-Torbert / Counseling	Administration/Terhorst	Administration and Roberta Bennett	Administration	All teachers and administration
Strategy 2	***WHS Library will be open for 4 hours/week for the summer to allow access to the WHS Library collection to support summer reading.***	***All science teachers will utilize the South Dakota Assessment Portal to create formative assessment(s) to match the format of the South Dakota science test and District semester tests***	***WHS will provide Credit Recovery options (PRIDE Room, Warrior Room, Summer Credit Recovery) for students who are at-risk of not graduating on time.***	***MS/HS SPED Transition SPED teachers attend 8th grade IEP meetings. SPED teachers visit with MS teachers about student needs.***	***AP teachers will visit appropriate sophomore/junior classes during the first week of registration to discuss benefits/options for AP classes.***	***Evaluate current extra curricular offerings, identify the gaps, work with staff, students, parental groups to create more opportunities for WHS students to get involved.***	***Students enrolled in Geometry and/or Algebra 2 that are struggling to be successful will be placed in focused study halls where they will receive math support.***	***WHS implements on-going discussion and practice of evacuation procedures in the event an emergency arises.***	***Including culturally diverse projects and assignments that correlate with the curriculum and work with diverse background knowledge.***		***Montly Meetings with teachers who are new to WHS to help them transition and feel welcome.***	***Instructional Leadership Rounds ~ WHS admin and Department Chairs will conduct walk-through visits of teacher's classrooms to share and collaborate on providing world-class feedback to staff.***	***Assist parents in accessing community services***
Strategy 2 Timeline	2017-2020	2017-2020	2017-2020	2017-2020	2017-2020	2017-18	2017-2018	2017-2020	2017-2020		2017-2020	2017-2020	2017-2020
Strategy 2 Person/Group Responsible	School librarian	Science Teachers	Administration	SPED teachers	AP Teachers/Counselors	Administration/Advisors, Parent Groups	Counselors (for student schedule placement) and focus math study hall teachers	Administration	Fine Arts and English teachers		Administration	Administration	ELL Liaisons, Social Worker, SRO, Success Coordinator, Counselors, Administration
Strategy 3	***Analyze, interpret ELL reading and language development needs, implement instructional strategies for improvement of reading skills.***	***All math teachers will utilize the South Dakota Assessment Portal to create formative assessment(s) to match the format of the Smarter Balanced Assessment and District semester tests.***	***WHS will Utilize peer tutoring in online (APEX) classrooms to support student learning.***		***Engage students in career exploration through SD MyLife test assessments.***	***Implementaiton of Student Council activities to engage WHS students in school spirit and school events***	***Analyze, interpret SpEd student reading needs, implement instructional strategies for improvement of reading skills***	***Warrior Pride and Respect posters are prominently posted in each classroom to emphasize respectful treatment of one another***				***Building technology integration team ~ Assist teachers in developing technological skills***	***Host spring open house for the potential AP students & Parent/Guardians. Host information night led by AP students during spring conferences.***
Strategy 3 Timeline	2017-2020	2017-2020	2017-2020		2017-18	2017-2020	2017-18	2017-2020				2017-2018	2017-2020
Strategy 3 Person/Group Responsible	Sheltered ELL Teachers	All math teachers	Online/Learning Center Teachers		Counselors	Administration/Student Council Advisors	SPED teachers	All Staff				Katie Kopp, Kim Bazata, LeAnn Lothrop, and Brett Schlekeway	AP Admin/Coordinator
Strategy 4	***All English classes with students taking the Smarter Balanced Assessment in the Spring (ie - all juniors and some seniors) include assessment questions that are similar (in style and content) to the Smarter Balanced Assessment throughout the year.***	***Develop assesments that follow a format similar to the Dakota STEP science test to help students better understand the exam***	***Algebra 1 students who need support will be placed in an Algebra Skills class or an online pre-algebra class to improve thier foundational math skills.***		***Counselors visit junior English classes to explore career and post-high school readiness options.***	***Implementation of National Honor Society activities to engage WHS student leaders in service opportunities***	***WHS will provide after school tutoring for ELL students.***	***Avera Health Center located at WHS to foster overall health and ability to learn at school.***					***Involve community members and parents on school related committees***
Strategy 4 Timeline	2017-2020	2017-2020	2017-2020		Fall 2017	2017-2020	2017-18	2017-2020					2017-2020
Strategy 4 Person/Group Responsible	English Teachers	Science Teachers	Algebra 1 Freshman Acadamy Teachers		Counselors	Administration/National Honor Society Advisors	Teachers at WHS & WHS Adminsitration	Administration					Administration
Strategy 5			***Weekly Graduation Meetings to identify students who are at-risk of not graduating on time and then meet with those students on a weekly basis to provide encouragement and support.***				***Work to get back to the basics of collaboration that is focused on what we want students to learn, how do we know they learned it, and timely intervention.***						***Continued growth of adult-student mentoring with community volunteers***
Strategy 5 Timeline			2017-2019				2017-2020						2017-2020
Strategy 5 Person/Group Responsible			Graduation Team				Administration and all teachers						Administration, Community Leaders, Luthern Social Services
Strategy 6													***Outreach - Internal; Booster Club, Parent Teacher Conferences, Warrior Day, Academic Letter***
Strategy 6 Timeline													2017-2019
Strategy 6 Person/Group Responsible													administration
Strategy 7													***Outreach - External; Communication of school academic/activity events through celebrations, electronic monthly newsletter, Parent Link Communications, surveys, presentations to Booster Club, websites, LibCATS, etc.***
Strategy 7 Timeline													2017-2019
Strategy 7 Person/Group Responsible													administration
Data to be Utilized to Monitor or Evaluate Outcome	State accountability Report Card	State accountability Report Card	State accountability Report Card	WIDA ACCESS data	Internal data pulled on graduates taking a 5000 level course. AP Test Data	State accountability Report Card		Gallup Poll Data for Staff & Students Internal Data listing student participation in activities.		GALLUP Poll Data:staff & students	Gallup Poll Data	Gallup Poll Data	
Professional Development Supporting Attainment of Outcome										PAGE Training Crucial Conversation Training		Brian Mendler Training PAGE Training Crucial Converation Training WHS SIP Meetings Instructional Rounds ELL Closer Connections Conference	