

2024-2025 Dysart High School Integrated Action Plan Goal

MISSION: With the guiding support of all stakeholders, DHS prepares all students for various pathways through rigorous curricula and the mastery of the skill sets needed to be future ready. **VISION:** We are... Valued and safe, Guaranteed personalized opportunities, Empowered through quality education **WE ARE DYSART.**

GOAL 1 ACADEMICS	GOAL 2 SAFETY	GOAL 3 CULTURE
<p>By the end of the 24-25SY...</p> <ul style="list-style-type: none"> • Average composite ACT will increase by 1 point from the 23-24SY or above state average. • proficiency rate on AZSci will increase 1% from the 23-24SY or above state average. • Average composite ACT Aspire score will increase by 2% from the 23-24SY. • DHS will achieve or maintain the "A" label. 	<p>By the end of the 24-25 SY we will decrease disruptive and defiant student behaviors by 10%, as measured by the number of referrals for these infractions, using the 23-24 school year as baseline data.</p>	<p>By the end of the 24-25 school-year, the number of parents and staff who are likely or very likely to recommend our school will increase to at least 80% as measured by the Dysart Annual Survey.</p>
Action Plan	Action Plan	Action Plan
<p><u>Professional Development</u></p> <ul style="list-style-type: none"> • Create a PD Committee to design/implement differentiated and relevant PDs to equip teachers with ACT/Aspire/AZSci prep strategies. • Create a PD plan that is focused on targeting student test prepping for ACT/Aspire/AZSci that <i>all</i> contents (core & non-core) can implement. • PD Committee collaborates with Charity to ensure PD content is aligned and focused for high school level assessment prep. • The PD plan shall include structured time for school wide sharing of strategy implementation results from PLC teams. • Build structure for PLC teams (see below) to follow and determine PD strategies they will implement as a team. Teachers will implement strategies from PD in their own classroom. <p><u>Use of highly effective practices in planning and instruction (Feedback surveys)</u></p> <ul style="list-style-type: none"> • Dedicated time for facilitated PDs for collaboration. • TLS focus 1st year, new to DUSD, and struggling teachers (as identified from drop-ins). <p><u>Professional Learning Communities</u></p> <ul style="list-style-type: none"> • Implement PLC structure and focus (see DHS PLC Document) so all PLCs are focusing on the same school wide goals. • Determine as a PLC team: <ul style="list-style-type: none"> • Common strategy(s) the team will implement to prepare students for assessments as it relates to the PD sessions. • Determine what type of data to collect to inform whether selected strategy(s) is effective. • Have weekly review of student data to make instructional decisions (eg. strategy working, who is struggling, how to differentiate, etc.). If not working, determine what other strategy(s) to try. • Be prepared to share results at the school wide PD sharing session (See PD plan for dates). • Create common instructional expectations (3-5) all team members will use: eg. note taking style, engagement strategies, bellwork, exit ticket strategies, test prep expectations, etc. • Create one learning walk per semester to provide each other feedback during PLC time. • PLC teams upload agenda and minutes to the Google shared drive. 	<p><u>School wide expectations - followed by all</u></p> <ul style="list-style-type: none"> • Cell Phones are placed in backpacks during class time and backpacks are not at their desk. • Teach bell to bell. • GoGuardian to keep students on track • 10 minute rule • Enforcing the dress code • Students always have a pass in the hallways. Create a tracking system for students not in class. The Safety Committee will review and update the discipline tracker sheet. <p><u>P.R.I.D.E Mantra</u></p> <ul style="list-style-type: none"> • Reward students for the behaviors you want to see by issuing P.R.I.D.E points • Using the discipline tracker sheet - update old tracker sheet and train the staff • Beginning of the year presentation for incoming freshmen on expectations. 2nd semester meeting for new students and/or students who are not on track for graduation. (promote positive behavior) <p><u>Professional Development</u></p> <ul style="list-style-type: none"> • PD Committee will incorporate EEI into each PD to increase teacher skills in the classroom.: <ul style="list-style-type: none"> ○ PD on classroom management ○ PD on engagement ○ PD on using Distinguished Demons as part of classroom management • Create a list of teachers with solid classroom management and their expertise. They will provide training for new staff and volunteer on classroom management strategies during staff development the first three before school starts. • Admin will review referral data during admin leadership meeting to analyze type of referrals written, and identify problem areas: <ul style="list-style-type: none"> • Management skills? 	<p><u>Creating and maintaining calendars</u></p> <ul style="list-style-type: none"> • Create monthly calendars for all campus events and teachers will deploy them in designated communication areas in their classroom • Embed school Google Calendar in Schoology and ParentSquare. <p><u>Weekly Newsletters</u></p> <ul style="list-style-type: none"> • Create a digital newsletter each week to promote staff and students and update what's coming up with the community. • Newsletters will be sent out on social media, all faculty and staff, and to the community via ParentSquares. • Include community stakeholders in the newsletter. Post newsletter on the website. <p><u>Social Media</u></p> <ul style="list-style-type: none"> • 5x/week engaging social media posts focusing on celebrations and student showcases. <p><u>Create Quarterly school-generated DIP survey</u></p> <ul style="list-style-type: none"> • Create 3 to 4 questions to ask parents, staff and students to gauge progress towards goals and post results on social media to promote communication and transparency. <p><u>Building school culture</u></p> <ul style="list-style-type: none"> • Quarterly staff vs staff challenges • Monthly pep rallies before school with cheer, StuCo, band, and in-season sports in the quad. <ul style="list-style-type: none"> ○ Planned activities ○ Pass the Demon to staff ○ P.R.I.D.E. staff member of the month is recognized ○ P.R.I.D. E students of the month are recognized. • Create themed Distinguished Demon parties to include the categories of Grades, Attendance, Discipline, etc.

<ul style="list-style-type: none"> Admin dropins will use this as reference to look for the strategies the PLC teams identified and provide feedback. <p>Advisory Alignment to Support Student Achievement</p> <ul style="list-style-type: none"> Create an Advisory Committee to coordinate advisory efforts. Increase Advisory frequency from 1 to 3 a month. Create Advisory focuses on (see Advisory Schedule): Student intervention, State assessment prep, School culture, CCR for seniors Interventionists provide targeted pull out sessions during advisory. Teacher anatomy to call student between classroom for intervention (eg. taking Johnny out of advisory to do a lab makeup). <p>Support student success in school and post-secondary</p> <ul style="list-style-type: none"> Create tutoring coordinator role to coordinate after/before school tutoring Use Targeted English Class for EL support Freshman Experience class - for students that are min prof in both English and Math. Piloting Read 180 and examine effectiveness at the end of the year. CCR focus during senior advisory: <ul style="list-style-type: none"> All seniors do FAFSA and apply for scholarships. Resume and cover letter practice. Support student academic success by increased attendance rates <ul style="list-style-type: none"> Send home 5, 10 and 18 day attendance letters Academic Interventionist will meet with students that get to 10 days (in a semester). Administrations will meet with students that get to 13 days (in a semester). Family specialists work with families to determine cause of absence and minimize cause where possible. Counselors perform audits each semester to ensure students have credits needed for graduation. 	<ul style="list-style-type: none"> Misuse of referrals? Negative mindset? <ul style="list-style-type: none"> TLC works with teachers with high referral to address the above possible areas. 	<ul style="list-style-type: none"> Student ownership of their grades: <ul style="list-style-type: none"> School wide grade check during advisory All students make monthly plans for passing classes, and execute them during advisory. Creation of the Habaneros - "We bring the heat" <ul style="list-style-type: none"> Initially made up of teachers with high DHS spirit to start recruiting students to support school events. (e.g. Ganados recruit football players to attend and cheer for our dancers). Weekly check-ins with StuGo with admins. Work with sponsors and PTO's to get school shirts for the class of 2028 and staff shirts. <p>Family Outreach Specialist</p> <ul style="list-style-type: none"> Create a family engagement committee to reach out and work with our feeder schools and the community to develop early and ongoing partnerships (i.e. Demon Nation Parent 101, FAFSA Nights, Future Freshman Night, Course Registration Informational Night, ETC. Hold monthly admin/community chat nights. <p>FAC Committee</p> <ul style="list-style-type: none"> Admin will attend monthly FAC meetings to foster partnership.
Monitor/Assess	Monitor/Assess	Monitor/Assess
<ul style="list-style-type: none"> PD committee, admin, AVID Coordinator and TLS will collect and review teacher and staff PD attendance and provide feedback surveys for each PD. Classroom observations with feedback on implementation of strategies. Teachers will review and share successful learning practices with PLCs and other staff allowing for grade level articulation. Teachers will complete feedback surveys to the PD committee, admin, AVID Coordinator and TLS on PD about effective instructional practices. Admin and TLS will monitor data for implementation of highly effective teaching strategies. Admin will monitor PLC meeting minutes and provide feedback in relation to how they are using skills by students and will review lesson plans and provide feedback. Admin will ensure that students by need are listed within the PLC minutes. TLS will create a Google document to sign up for learning walks. PLC will give feedback to teachers visited. Teachers submit a reflection of learning walks to and share their observations at their next PLC meeting. AP Teachers and counselors will look at the number of students signed up to take AP/DE courses and identify students who can be in it. Reach out to individuals to sign up if they have not. 	<ul style="list-style-type: none"> Staff/administration will adhere to the school-wide expectations and implement them in their classrooms, daily observed by walk-thru data. Administration and TLS will give feedback and support for teachers. Classroom and administration walk-thrus. PRIDE Committee will monitor PRIDE points, train teachers who need support in using the PRIDE point system. Monthly tally of teachers who did not/did award points. Tracking students who have/have not earned points for the semester. Attendance will be monitored and Attendance Interventionist and administration will look at the trend data for chronic absenteeism. Track data to see if pull credit and meeting with families is reducing the daily absence rate. The P.R.I.D.E. Committee will reward students for having high attendance rates. PD coordinator and committee will review PD survey data each semester to determine topics for 	<ul style="list-style-type: none"> Track the amount of attendees for each event. Class of 2028 will have a class shirt. All staff will start the year with a staff shirt. Administration, TLS and Family Outreach Specialists will review any DIP survey results, share results with stakeholders and make adjustments as needed. Administration, Student Government, and P.R.I.D.E committee will create the staff vs staff events based on staff/student input. They will also review feedback from the monthly prep rallies. The P.R.I.D.E committee will do the DD parties, staff and student of the month. They will review feedback after the quarterly DD themed parties. Administration, Instruction Cabinet and TLS. Keep track of the number of parents attending events and how many events we are offering each month.

- Administration and teachers will monitor benchmark data and program data in Frosh Experience classes.
- Team will monitor weekly/monthly attendance reports to see if the interventions we put in place are effective.

Safety PD- Monitor referral data throughout the semester to determine topics for PD. Staff will share success stories during PD time.