



School: T.C. Howe High School
 SBOE Monthly Performance Report: November 15th – December 15th

Date: 11.15.13

Core Question 1: Is the educational program a success?					
	Oct. 15	Nov. 15	Dec. 15	Comments	Next steps
Student Enrollment	659	631	603	<ul style="list-style-type: none"> As we bring the semester to an end, we have become more aggressive with our attendance procedures. Home visits are done daily and parents are contacted daily in an attempt to get all students in school. As we have increased in our efforts, we have noticed a large number of students between the ages of 18 – 20 withdrawing as a result of recent employment. Additionally, with the change in our transportation (picking up students only within the boundary), we have seen an increase of students going to schools within their boundary in order to secure transportation. 	<ul style="list-style-type: none"> Continue to do home visits daily. Counselors work with students to discuss their graduation plan Compile a list of targeted students that we follow up with on a weekly basis Create a weekly attendance incentive plan for semester two
Student Attendance	89.9%	88.5%	82.3%	<ul style="list-style-type: none"> We have seen improvement in our overall attendance as we have utilized a great deal of efforts to follow up with students who have inconsistencies within their attendance. We complete home visits on a daily basis, we make parent contact with any student absent from school, we send written notification home to parents of students missing, and we identify target students that we have incentivize to attend school. Students that have withdrawn have withdrawn for the following reasons: relocation, financial (child is over 18), transportation, choice. Students that have enrolled have enrolled for the following reason: relocation, transportation, choice) Dropouts: 0 Tardies: 245 Withdrawals: 28 Enrolled: 19 	<ul style="list-style-type: none"> Semester two we will track daily (visually) the number of students tardy each day and these students will serve a consequence Build investment around attend school on time Maintain parent notification to parents of students arriving to school late
Student Suspensions	49 7 th : 16 8 th : 18 9 th : 4 10 th : 3 11 th : 5	99 7 th : 24 8 th : 32 9 th : 15 10 th : 18	135 7 th : 50 8 th : 48 9 th : 13 10 th : 10	<p>Behavior: 99</p> <p>As we continue to hold students to high expectations, we also have a number of students who need reinforcement to meet those expectations. Additionally, as we begin to see additional students show up to school through our attendance efforts, we have seen how this can bring shifts to classroom cultures that were previously establish.</p>	<ul style="list-style-type: none"> Discipline team has come up with a strategic plan to support teachers with management Discipline team has come up with a strategic plan to hold students accountable for consequence

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	12 th : 3	11 th : 2 12 th : 8	11 th : 7 12 th : 7		<ul style="list-style-type: none"> Provide additional support for teachers as it relates to classroom management.
Student Expulsions	6	2	0	<ul style="list-style-type: none"> Attendance: Behavior: 0 Drugs: Other: <p>This month we have not move forward with any expulsions.</p>	

<i>Core Question 2: Is the organization in sound fiscal health?</i>		
	Comments	Next steps
SIG Funding	<ul style="list-style-type: none"> SIG funding was used to support the school improvement process in the following ways: Implementation of I-Pads and COW's to effectively infuse technology and implement virtual classrooms, A to Z Consulting to work with math and ELA teachers on areas of improvement. We are continuing to serve students with the use of SIG funding. Just completed our SIG audit Seen improvement in attendance rate (attendance clerk/social worker) School safety improvements through or Deans and Campus Monitors which is funded through grant 	<ul style="list-style-type: none"> Focus on increasing testing scores through focus on improved attendance rate, discipline policy, and an increase at after school tutoring all of which is funded through SIG Improved LT through potential additional hiring (assistant principal) Retain and attract staff talent through incentives which is funded through SIG

<i>Core Question 3: Is the organization effective and well-run?</i>					
	Oct. 15	Nov. 15	Dec. 15	Comments	Next steps
Staff Attendance	98.4	98.2	97.1	Maintain incentives for staff members to encourage daily attendance at work. Increased intentionality as it relates to how our attendance impacts student success. Visible tracking of staff attendance.	<ul style="list-style-type: none"> Include this focus in our staff meetings to reiterate the importance

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Staff Retention	93%	90%	92%	Communication Meetings held giving staff members the space to articulate their concerns to give the leadership team an area of focus. Increased professional development for staff members in order to support their professional growth, increased college visits in order to recruit educators/talent to Howe.	<ul style="list-style-type: none"> * College visits in order to recruit upcoming talent * Increased visibility within the community to recruit talent
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Core Question 4: Is the school providing the appropriate conditions for success?					
	Oct. 15	Nov. 15	Dec. 15	Comments	Next steps
IEP / 504 Plans	98	102	102	<ul style="list-style-type: none"> ▪ We have seen a huge improvement in our SPED department as we have shifted a larger portion of responsibilities to our Students Service Coordinator who supports in scheduling meetings, organizing documentations, and making parent contact. 	<ul style="list-style-type: none"> ▪ Working with families and counselors to ensure all students are scheduled appropriately for semester two. ▪ Working with behavior specialist in order to ensure we are being proactive in supporting our students who have individualized challenges ▪ Intentional focus on structuring the resource room to provide more individualized support to students who visit the resource room.
EL Students	12	14	13	<ul style="list-style-type: none"> ▪ Our ENL teacher continues to support our ENL population. She ensured all accommodations were met during ECA testing and also meets with any ENL student as they enter/exit Howe. Additionally, she continues to grow and develop and receives professional development in that area. 	<ul style="list-style-type: none"> ▪ Completing a breakdown of academic progress for this population
Parent Engagement	Yes	Yes	Yes	Parent workshop on the use of Power School, Family Night, Home Visits Daily, Star Student Lunch (parents invited), monthly parent newsletter.	<ul style="list-style-type: none"> ▪ Utilization of Parent Link ▪ Daily home visits conducted (4 – 8 per day)
Community Engagement	Yes	Yes	Yes	ECA Pep rally (Pace-Mates, Colts Player, Congressmen, Local Sororities), Community winners for Clots game passes (HYPE/T9 monthly incentive), Limousine lunches for students passing ECA, Hickman’s Closet (community	<ul style="list-style-type: none"> ▪ Increased visibility within the community ▪ Initiate community partnerships (TFA, local colleges)

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