



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

Date: 1.15.14

<i>Core Question 1: Is the educational program a success?</i>					
	Nov. 15	Dec. 15	Jan. 15	Comments	Next steps
Student Enrollment	631	603	610	<ul style="list-style-type: none"> ▪ At the start of the new semester, we have seen an increase in student enrollment. Students have enrolled from a variety of different schools. Most families have reported that they are enrolling at Howe at this point in the school year because they have recently moved over the holiday break into our district. We have seen a few students transition out of Howe during this time period as well because they have relocated and are no longer within our district. ▪ Dropouts: 0 ▪ Withdrawals: 6 ▪ Enrolled: 14 	<ul style="list-style-type: none"> ▪ Revisit and review our enrollment process/plan to ensure “Red Carpet Service” when families arrive to enroll students. ▪ Work closely with families to ensure a solid graduation plan is in place for the student upon their first day of arrival. ▪ Identify nearby bus stops for students who have transportation needs.
Student Attendance	88.5%	82.3%	86.7	<ul style="list-style-type: none"> ▪ There was a spike in attendance during the last week of school as students put forth their best effort to end the semester with high performance on their final exams. ▪ As a result of our efforts to notify parents when students are absent, we have seen an increase in parental involvement with reporting if a student will be out on a particular day. ▪ Attendance expectations have been clearly communicated to students this semester at their most recent Town Hall meeting as well as the steps staff will follow if students miss a certain number of school days. ▪ Tardies: 259 	<ul style="list-style-type: none"> ▪ One of our four priorities for this semester is attendance. This will be a focal point in our SIT Team meetings held once a week for both HS and MS. ▪ Currently, we are identifying students who have withdrawn from Howe within the last two years and are who currently not enrolled in school in order to discuss a plan of action to get them active in school. ▪ A clear intervention plan has been put into place in order to notify parents daily if students are absent from school. We also plan to continue to meet with parents, conduct house visits, and work with our School Resource Officers to communicate to parents and students the importance of

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					attending school daily.
Student Suspensions	99 7 th : 24 8 th : 32 9 th : 15 10 th : 18 11 th : 2 12 th : 8	135 7 th : 50 8 th : 48 9 th : 13 10 th : 10 11 th : 7 12 th : 7	34 7 th : 6 8 th : 10 9 th : 13 10 th : 4 11 th : 0 12 th : 1	Behavior: 34 The number of instructional days within this specific report period are reflective of the number of suspensions given. Also, an intentional effort was made to ensure that students were present during the last week of school in order to complete their final exam.	<ul style="list-style-type: none"> ▪ School wide implementation of PlascoTrac, a program that allows staff to track positive and negative points given to students throughout the day/week/quarter/semester. ▪ Incentive plan in place for staff members who effectively utilize PlascoTrac consistently within their classrooms. ▪ Incentive plan in place for students who receive a designated number of positive Plasco points within a given amount of time.
Student Expulsions	2	0	0	<ul style="list-style-type: none"> ▪ Attendance: ▪ Behavior: 0 ▪ Drugs: ▪ Other: Although we have expulsion hearings that are currently pending, we have not moved forward with any expulsions at this time.	<ul style="list-style-type: none"> ▪ Conduct expulsion hearings for those that are currently pending ▪ Meetings have been held to meet with the parent and student of those returning from a one semester expulsion in order to support them in their transition back.

Core Question 2: Is the organization in sound fiscal health?		
	Comments	Next steps
SIG Funding	<ul style="list-style-type: none"> ▪ A leadership team meeting was recently held with administrators and our Grant Coordinator in order to gain a better understanding of where we are in regards to fully utilizing the money that has been provided through the SIG grant. As a team, we brainstormed different ways that we could utilize/redistribute funds in a way that would provide additional support to both students and teachers in the classroom in order to increase student achievement. 	<ul style="list-style-type: none"> ▪ Action items have been created for each member of the team with the purpose of coming back together to discuss potential ways in which funds can be utilized. ▪ Our Grant Coordinator will make a proposal to make amendments in order to better utilize funds.

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Core Question 3: Is the organization effective and well-run?						
	Nov. 15	Dec. 15	Jan. 15	Comments	Next steps	
Staff Attendance	98.2	97.1	97.6	As we have incorporated staff attendance into our conversations around student achievement, we have noticed that staff members are more cautious about requesting time off. Additionally, if teachers request a day off, they are more thoughtful in their lesson plans to ensure instruction still takes place in their absence. We have also hired building subs in order to build consistency within the building for students.	<ul style="list-style-type: none"> Include this focus in our staff meetings to reiterate the importance 	
Staff Retention	90%	92%	95%	<p>A focus has been made to create leadership opportunities for staff members in order to increase the feeling of being valued and to also promote being a part of a team. As staff members have stepped into leadership roles, we have seen an increase in their desire for long-term success not only personally, but also for the school as a whole.</p> <p>As we have added new staff members to our team, an onboarding process has been created and implemented in order to make sure new staff members feel equipped and confident during their transition.</p> <p>Termination: 0 Resignation: 2 (HS Math and MS Math) New Hire: 4 (2 Building sub, Credit Recover Instructor, and a Temporary Position)</p>	<ul style="list-style-type: none"> Continue to support staff members in developing their leadership within the school. Create a clear and supportive system for onboarding new staff members in order to support them in their transition here at Howe. 	

Core Question 4: Is the school providing the appropriate conditions for success?						
	Nov. 15	Dec. 15	Jan. 15	Comments	Next steps	
IEP / 504 Plans	102	102	104	<ul style="list-style-type: none"> In order to ensure that our students who receive Special Education Services are receiving the support that they need within the classroom, all teachers have been provided with an IEP at a Glance which includes all relevant information as it relates to supporting the individual student within the classroom. SPED team meetings are held every Friday in order to ensure constant communication within the team Students are receiving additional support in their third period classes 	<ul style="list-style-type: none"> Continue to provide all staff with professional development as it relates to special education services. Work diligently with families and students to educate them on the needs of their child and ways to go about supporting their needs Equip staff members with the tools 	

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				where lessons are being created by content specific special education teachers to address the goals created within their IEP.	necessary to be proactive in meeting the needs of our students with special needs.
EL Students	14	13	16	<ul style="list-style-type: none"> ▪ Our ENL coordinator receives ongoing professional development on strategies that she can bring back to the staff to utilize in the classroom to support our ENL population ▪ Our ENL coordinator has reviewed the ILPs of all students with our staff so that they have a better understanding of how to support these students. ▪ Our testing coordinator has worked closely with our ENL coordinator to ensure that all students are receiving proper accommodations for testing. ▪ Students receive services in the classroom from our ENL coordinator as she provides push in support in classrooms. 	<ul style="list-style-type: none"> ▪ Continue to provide ongoing professional development for our staff on how to support or ENL population. ▪ Initiate conversations with parents and students within this population on how we can better serve kids.
Parent Engagement	Yes	Yes	Yes	<ul style="list-style-type: none"> ▪ Parent workshops are held every month on ways that parents can effectively utilize PowerSchool. As a result of these trainings, our parent liaison has seen an increase in phone calls from parents seeking ways in which they can better monitor the progress of their child. This initial contact has helped our parent liaison build a rapport with parents. ▪ Family night was held on December 19th. We had approximately 75 individuals show up for this particular event where food was served, games were played, and families had the opportunity to create fun crafts. ▪ Our parent liaison is involved in doing home visits on a daily basis to follow up with parents as it relates to attendance. ▪ Monthly newsletter is sent out to parents in order to keep them informed of what is going on within the school and to also take advantage of opportunities offered by the school such as parent workshops and family nights. 	<ul style="list-style-type: none"> ▪ Continue to utilize ParentLink in order to communicate mass messages to parents. ▪ Phone calls are made daily to parents to report student absences and tardies. ▪ Daily home visits conducted (4 – 8 per day) ▪ Increased efforts to get parents in to volunteer
Community Engagement	Yes	Yes	Yes	<ul style="list-style-type: none"> ▪ For the month of December we identified families in need and provided them with Christmas gifts for the holidays. These gifts were delivered to families by our parent liaison and community liaison. 	<ul style="list-style-type: none"> ▪ Continue to maintain visibility within the local community. ▪ Partner with outside organizations when planning programming for the school.



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