

Westminster High School

School Improvement Plan 2022-2023

School Vision / Mission

Westminster High School is a progressive school with a long tradition of academic excellence.

Our mission is to prepare students for the future by fostering intellectual, social, and personal skills through a rigorous and relevant curriculum.

Carroll County Public Schools Vision 2020: Focus on Excellence Objectives

Prepare Globally Competitive Students

- Fully implement a CCPS curriculum aligned with the Maryland State Standards.
- Partner with local institutions of higher education to ensure college readiness.
- Enhance programs to ensure career readiness for all students.

Meet Each Student's Instructional Needs

- Close the achievement gap between highest achieving and most struggling students.
- Provide appropriate education services for students identified with Autism Spectrum Disorder.
- Enhance alternative programs responsive to the needs of at-risk students.
- Implement a Gifted and Talented Program aligned with COMAR requirements.
- Enhance alternative learning opportunities through the use of digital resources.

Develop and Maintain an Effective Workforce

- Attract and retain highly qualified, effective, and diverse employees.
- Promote a culture of diversity in the workplace.
- Develop an electronic observation, evaluation, feedback, and professional development system.
- Continuously monitor the organizational structure to support the Vision 2018 Plan.

Provide a Secure, Orderly, Modern Environment

- Reduce incidents of bullying, violence, intolerance, and behavioral disruptions.
- Improve and modernize the environment within our school facilities and school buses.
- Enhance security for all CCPS students, staff, volunteers, and visitors.

School Needs Assessment

Process Data:

Outcome Data:

Retention Data

GPA data by Grade

Suspensions by Grade; Suspensions by offense -

Attendance

Advanced Placement Trends; AP Performance by Grade; AP Scores by Exam; AP Results

Discipline Referral Data and Trends

D/F Data

Career Connection Data

School Improvement Goals to Target Areas from Needs Assessment

1. By June 2023, Westminster High School will increase the GPA for all underserved 9th and 10th graders by 0.2 points from a baseline of the 2021-2022 GPA data.
2. By June 2023, Westminster High School will increase the attendance rate of FaRM students who are enrolled at WHS for at least marking periods from 88% to 90%.
3. By June 2023, Westminster High School will decrease the average number of student discipline referrals for disrespect from a baseline of 322 (2021-22average) by 5% to be \leq to 306.

School Improvement Goal 1.

By June 2023, Westminster High School will increase the GPA for all underserved 9th and 10th graders by 0.2 points from a baseline of the 2021-2022 GPA data.

Strategic Action	Timeline	Measure of Success/Desired Performance Level
Teachers will run an Advanced Course Roster in ESP Resource Center to identify students in each of their classes who are from traditionally underserved groups.	This will be completed at the beginning of each quarter.	By identifying students from traditionally underserved groups, teachers will build awareness of and be able to meet the needs of individual students.
SIT will look at the D/F data at the end of each quarter.	Quarterly	D/F grades are reduced.
Teachers will continue to request students in their classes who have a D/F	Weekly when the class the student is in has priority.	Admin will monitor Flex tracker to ensure teachers are requesting students. D/F grades are reduced.
Peer Tutoring during Flex. Teachers/Counselors/Administration/SIT will use data to identify struggling students and share these names with peer tutor groups.	Weekly	The number of students being recommended for peer tutoring is reduced due to their grades improving.
Parent Contact. Teachers and counselors will contact parents to provide them with actions the student can take to improve their grades.	As needed.	Student grades will improve after contact.
Teachers will inform counselors/and or administration if there is no improvement through FLEX and parent contact.	As needed.	Counselors and Admin will contact parent/students and develop a plan to improve grades.
SST (Previously GAPS)	Weekly	Reduction in SST referrals.
Administration will continue to encourage teachers to enter grades in a timely fashion.	As needed.	Fewer teachers will have to be reminded to enter grades on a timely basis.

SCHOOL IMPROVEMENT GOAL 2

By June 2023, Westminster High School will increase the attendance rate of FaRM students who are enrolled at WHS for at least three marking periods from 88% to 90%.

Strategic Action	Timeline	Measure of Success/Desired Performance Level
Invite FARM students to join Sources of Strength	Sept. 2022	The number of FARM students in Sources of Strength will increase by 10 % from last year. 2022 (9) 2023 (28) ✓
Pull out and support for retention students.	Monthly	Reduction in students on retention list.
Advisory lessons tailored to 9 th grade success.	Throughout the year	Reduction in absences.
Vouchers for attendance (example – vouchers to use at the food trucks at PPN Night?	Monthly/quarterly	Increased participation by FaRM students at PPN.
Pair 9 th grade FARM students with faculty mentor to regularly meet with.	As needed.	Increase in attendance for those students.
Try to have all 9 th grade and FARM students in at least one club/organization/ Athletic team.	By Spring sports season	All FaRM students participating in a Club/Organization/Athletic team.
ELO	T/Th all year	Increased attendance and decrease in need for ELO

School Improvement Goal 3:

By June 2023, decrease the average number of student discipline referrals for disrespect from a baseline of 322 (2021-22 school year) by 5% to be \leq to 306.

Strategic Action	Timeline	Measure of Success/Desired Performance Level
Analyze quarterly discipline data by Discipline Committee	Quarterly	Instances of disrespect will lessen.

Professional Development provided during required meeting times based off the findings by the Discipline Committee	Monthly	Decrease in referrals.
Document parent contact through e-mail or phone call in TAC.	As needed	Verified documentation in TAC and a decrease in the number of referrals.
Document all warnings, infractions, and consequences in Discipline System	As needed	Verified documentation in Discipline System and a decrease in the number of referrals.
Ensure all CCPS, WHS, and personal classroom expectation are being communicated and enforced.	Daily	Teacher Syllabus. Advisory Lessons. Administrative presentations. A decrease in the number of referrals.