

# School Improvement Plan

School Year: 2010

School District: Bangor Public Schools

Intermediate School District: Van Buren ISD

School Name: Bangor High School

Grades Served: 9,10,11,12

Principal: Mr. Jeff R Melvin

Building Code: 00189

District Approval of Plan:

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Authorized Official Signature and Date

Board of Education Approval of Plan:

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Authorized Official Signature and Date

# School Improvement Plan

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# Introduction

The Michigan Department of Education, Office of Education Improvement and Innovation and Office of Field Services has developed a series of documents and tools that are designed to assist schools in the creation and use of an **Action Portfolio** that will guide and inform the school's Continuous School Improvement Planning Process.

The **Action Portfolio** begins with the **Michigan School Improvement Framework (MSIF)**. The Framework was designed to:

- Provide schools and districts with a comprehensive framework that describes the elements of effective schools.
- Provide schools and districts in our state with a common way of describing the processes and protocols of practice of effective schools.
- Give direction to, support, and enhance the school improvement planning process.

The School Improvement Framework **Rubrics** assess the framework at the benchmark level, and provide a continuum of practice that allows buildings to identify gaps that exist between where they are in their current practice and where they want to be. The rubrics also include the EdYES! Performance Indicators that schools must use for their annual self-assessment.

The **Comprehensive Needs Assessment (CNA)** is another tool that has been developed as a part of the **Action Portfolio**. This process examines building demographics, system processes and protocols of practices, instructional program, and disaggregated student academic achievement data, so that the following questions can be answered:

- Who do we serve?
- How do we do business?
- Where are we now?
- Where do we want to be?
- What and where are the gaps?
- What is/are the root cause(s) for the gaps?
- How will we get to where we want to be?
- How will we evaluate our efforts and progress?

The CNA will help a school align these system challenges with the student achievement goals the school will establish. Ensuring that your systems are aligned with the elements of effective schools, to support your instructional program goals and objectives, is the first step to establishing the continuous school improvement process.

The **School Improvement Plan template (SIP)** has been designed to provide schools and districts with a common planning template that addresses student learning and system needs that have been identified through the schools' Comprehensive Needs Assessment. It has also been designed to address any federal, state and locally required elements that must be contained in a School Improvement Plan.

The School Improvement Framework, Rubrics, CNA, and the School Improvement Planning template were developed as a comprehensive and continuous process that can provide schools and districts with a way to look at and discuss internal systems and assess where the school is, in relationship to these elements of effective schools.

Copies of these documents can be obtained on the web at: [www.mi.gov/schoolimprovement](http://www.mi.gov/schoolimprovement)

## School Information

School:	<b>Bangor High School</b>
District:	<b>Bangor Public Schools</b>
Public/Non-Public:	<b>Public</b>
Grades:	<b>9,10,11,12</b>
School Code Number:	<b>00189</b>
City:	<b>BANGOR</b>
State/Province:	<b>Michigan</b>
Country:	<b>United States</b>

# Vision

## **Vision Statement**

The purpose of a school improvement plan is to document and outline goals and strategies that will be used to assist our students in achieving academic excellence. Our number one goal is to promote positive academic achievement for all students.

## **Mission Statement**

Bangor High School will recognize all students as individuals and help them to become productive citizens.

## **Beliefs Statement**

Maximize the academic achievement for every student  
Involve parents and community in meaningful ways  
Treat all students and adults with dignity and respect  
Celebrate our diversity through multi-cultural activities  
Implement technology as a powerful learning tool  
Use data to guide our decision making process  
Engage students in establishing healthy life choices  
Deliver ongoing high quality professional development

## Goals

ID	Name	Development Status	Progress Status
8928	Increase writing proficiency for all students	Approved	Open
9215	Increase reading proficiency for all students	Approved	Open
9217	Increase mathematics proficiency for all students	Approved	Open
9219	Increase science proficiency for all students	Approved	Open
9221	Increase social studies proficiency for all students.	Approved	Open

### Goal 1: Increase writing proficiency for all students

**Content Area :** English Language Arts

**Goal Source :** cna

**Development Status :** Approved

**Student Goal Statement :** Increase students in levels 1 & 2 by 10% for 2010/11.

**Gap Statement :** 25% of students (MME 07/08, 08/09) achieved proficiency in levels 1 & 2 in writing. 30% of students achieved proficiency in levels 1 & 2 in 09/10 in writing.

**Cause for Gap :** Our students are not being instructed through a consistent writing program and process. More focus needs to be placed on writing in all content areas.

**Multiple measures/sources of data you used to identify this gap in student achievement :** Michigan Merit Exam scores.  
ACT scores.  
Teacher input.

**What are the criteria for success and what data or multiple measures of assessment will be used to monitor progress and success of this goal?** Increased writing scores over time.

Michigan Merit Exam scores.

ACT scores.

**Contact Name :** Jeff Melvin

#### List of Objectives:

ID	Objective
24084	Increase writing proficiency by 10%

**SPR (90) Challenges :** None

## 1.1. Objective: Increase MME writing proficiency by 10%

**Measurable Objective Statement to Support Goal :** Increase writing proficiency by 10%

### List of Strategies:

ID	Strategy	Locked By
24084	Identify and post power standard related objective for each lesson.	

### 1.1.1. Strategy: Focus on power standards

**Strategy Statement:** Identify and post power standard related objective for each lesson.

#### Selected Target Areas

SPR (90) I.1.A.1 Curriculum Document(s): The curriculum documents are the basic framework for instruction. They contain essential and rigorous content that guides what is taught within and across grade levels. They provide consistency and continuity to the curriculum and instruction practiced at the school and reflects the belief that all students should actively construct and apply knowledge.

SPR (90) I.1.A.2 Standards Alignment: The school's curriculum framework is based upon and organized around the adopted state and local curriculum documents.

#### Other Required Information for Strategy

*What research did you review to support the use of this strategy and action plan?*

Michigan Merit Exam and ACT scores.  
Teacher input.

#### List of Activities:

Activity	Begin Date	End Date	Staff Responsible
Teachers will post power standards that are related to the lesson on a daily basis.	08/30/2010	06/01/2011	ELA staff

#### 1.1.1.1. Activity: Teachers will inform students daily

**Activity Description:** Teachers will post power standards that are related to the lesson on a daily basis.

**Activity Type:** None

**Planned staff responsible for implementing activity:** ELA staff

**Actual staff responsible for implementing activity:**

**Planned Timeline:** Begin Date - 08/30/2010, End Date - 06/01/2011

**Actual Timeline:** Begin Date - N/A, End Date - N/A

**Fiscal Resources Needed for Activity:**

Resource	Funding Source	Planned Amount	Actual Amount
General fund budget	General Funds	500.00	0.00

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## Goal 2: Increase reading proficiency for all students

**Content Area :** English Language Arts

**Goal Source :** Continuous Improvement

**Development Status :** Approved

**Student Goal Statement :** Increase reading proficiency for all students by 10% for 2010/11.

**Gap Statement :** There is a significant gap in reading scores compared to the county and statewide averages.

**Cause for Gap :** Students have not received any remedial instruction at the high school level unless it was in special education classes. Many students coming in to the high school are well below reading level based on their MEAP and ACT-EXPLORE scores. Students are placed in the next grade even if they are not scoring at the proficiency level in their current grade.

**Multiple measures/sources of data you used to identify this gap in student achievement :** MEAP scores

ACT-EXPLORE scores

Teacher interviews

Historical report card data

**What are the criteria for success and what data or multiple measures of assessment will be used to monitor progress and success of this goal?** PLAN scores

ACT/MME scores

Success in English 9, 10 and 11 classes

**Contact Name :** Jeff Melvin

**List of Objectives:**

ID	Objective
9237	Train all staff on KeyTrain to assist students in reading

**2.1. Objective: Increase use of KeyTrain**

**Measurable Objective Statement to Support Goal :** Train all staff on KeyTrain to assist students in reading

**List of Strategies:**

ID	Strategy	Locked By
9237	Increase use of KeyTrain software - especially in the area of Reading for Information.	

**2.1.1. Strategy: Increase use of KeyTrain software**

**Strategy Statement:** Increase use of KeyTrain software - especially in the area of Reading for Information.

**Selected Target Areas**

SPR (90) I.1.B.2 Students: The school makes a concerted effort to ensure that all students have a clear understanding of what they are studying and why they are studying it.
SPR (90) I.2.B.3 Student Engagement: Staff believe that active student engagement is a key feature of student success and there is an expectation that all teachers will design lessons and assessments that engage their students.

**Other Required Information for Strategy**

*What research did you review to support the use of this strategy and action plan?*

Michigan Merit Examination scores

ACT scores

ACT-EXPLORE scores

**List of Activities:**

Activity	Begin Date	End Date	Staff Responsible
Teachers will accompany students to the technology lab for Key Train activities and instruction. The focus will be on the three areas required by the Work Keys exam - Reading for Information, Locating Information and Math Applications.	09/07/2010	06/01/2011	All staff

### 2.1.1.1. Activity: Utilize technology lab for KeyTrain activities/instruction

**Activity Description:** Teachers will accompany students to the technology lab for Key Train activities and instruction. The focus will be on the three areas required by the Work Keys exam - Reading for Information, Locating Information and Math Applications.

**Activity Type:** None

**Planned staff responsible for implementing activity:** All staff

**Actual staff responsible for implementing activity:**

**Planned Timeline:** Begin Date - 09/07/2010, End Date - 06/01/2011

**Actual Timeline:** Begin Date - N/A, End Date - N/A

**Fiscal Resources Needed for Activity:**

Resource	Funding Source	Planned Amount	Actual Amount
General fund budget	General Funds	2,500.00	0.00

## Goal 3: Increase mathematics proficiency for all students

**Content Area :** Math

**Goal Source :** Continuous Improvement

**Development Status :** Approved

**Student Goal Statement :** Increase mathematics proficiency for all students by 10% for 2010/11.

**Gap Statement :** Our math scores are well below the county and state averages.

**Cause for Gap :** Students are allowed to score well below 50% on MEAP math and still be considered level 2. Students are allowed to be placed in the next grade without being in grade level in core areas.

**Multiple measures/sources of data you used to identify this gap in student achievement :** MEAP scores

ACT-EXPLORE scores

Teacher interviews

Historical report card data

**What are the criteria for success and what data or multiple measures of assessment will be used to monitor progress and success of this goal?** ACT-EXPLORE scores

PLAN scores

ACT/MME scores  
Teacher generated tests

Contact Name : Jeff Melvin

**List of Objectives:**

ID	Objective
24094	Increase MME math proficiency from 42% to 52%

### 3.1. Objective: Increase MME math scores by 10%

**Measurable Objective Statement to Support Goal :** Increase MME math proficiency from 42% to 52%

**List of Strategies:**

ID	Strategy	Locked By
24094	Teachers will continue to work with the Allegan Math and Science Center consultant to implement power standards.	

#### 3.1.1. Strategy: Implement power standards

**Strategy Statement:** Teachers will continue to work with the Allegan Math and Science Center consultant to implement power standards.

**Selected Target Areas**

SPR (90) I.2.B.3 Student Engagement: Staff believe that active student engagement is a key feature of student success and there is an expectation that all teachers will design lessons and assessments that engage their students.

SPR (90) I.3.A.1 Alignment/Content Validity: Assessments are aligned with the curriculum and instruction. They have been designed by matching the appropriate measurement method to the type of learning targets (knowledge, reasoning, skill, performance or disposition.)

SPR (90) V.2.B.2 Data-Driven Decision Making: Decisions are informed /supported by the careful, appropriate analysis and interpretation of sufficient data of good technical quality. Multiple types of data from multiple sources are used whenever possible.

**Other Required Information for Strategy**

*What research did you review to support the use of this strategy and action plan?*

ACT-EXPLORE scores.  
Michigan Merit Exam scores.  
ACT scores.

**List of Activities:**

Activity	Begin Date	End Date	Staff Responsible
Math teachers will continue to work with Amy Oliver from the Allegan Math/Science Center. This work will include power standards review and other math initiatives.	09/07/2010	06/01/2011	Math staff

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### **3.1.1.1. Activity: Collaborative work with Allegan Math/Science Center consultant**

**Activity Description:** Math teachers will continue to work with Amy Oliver from the Allegan Math/Science Center. This work will include power standards review and other math initiatives.

**Activity Type:** None

**Planned staff responsible for implementing activity:** Math staff

**Actual staff responsible for implementing activity:**

**Planned Timeline:** Begin Date - 09/07/2010, End Date - 06/01/2011

**Actual Timeline:** Begin Date - N/A, End Date - N/A

**Fiscal Resources Needed for Activity:**

Resource	Funding Source	Planned Amount	Actual Amount
General fund budget	General Funds	3,000.00	0.00

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## **Goal 4: Increase science proficiency for all students**

**Content Area :** Science

**Goal Source :** Continuous Improvement

**Development Status :** Approved

**Student Goal Statement :** Increase science proficiency for all students by 10% for 2010/11.

**Gap Statement :** Our students are below county and state averages for science proficiency. Our MME scores increased only 3% last year.

Less than 8% of our students are college ready with an ACT score of 24 or higher.

**Cause for Gap :** Students are allowed to be placed in the next grade level even if they are not achieving/scoring at grade level for their core content areas.

Students are not engaged in higher level classes.

**Multiple measures/sources of data you used to identify this gap in student achievement :** MEAP scores

ACT-EXPLORE scores

Teacher interviews

Historical report card data

**What are the criteria for success and what data or multiple measures of assessment will be used to monitor progress and success of this goal?** PLAN scores

Teacher generated tests based on the power standards

ACT/MME scores

**Contact Name :** Jeff Melvin

#### List of Objectives:

ID	Objective
24101	Increase science scores by 10%. Increase the number of students passing all science courses by 10%

## 4.1. Objective: Increase student engagement in science.

**Measurable Objective Statement to Support Goal :** Increase science scores by 10%. Increase the number of students passing all science courses by 10%

#### List of Strategies:

ID	Strategy	Locked By
24101	Teachers will work collaboratively on student engagement to increase the number of passing grades in science.	

### 4.1.1. Strategy: Increase student engagement in science.

**Strategy Statement:** Teachers will work collaboratively on student engagement to increase the number of passing grades in science.

**Selected Target Areas**

SPR (90) I.2.B.3 Student Engagement: Staff believe that active student engagement is a key feature of student success and there is an expectation that all teachers will design lessons and assessments that engage their students.

SPR (90) I.3.B.3 Meets Student Needs: All stakeholders are committed to the belief that all student learners will be successful. In order to achieve this goal, students play a major role in monitoring and improving their own performance. Student achievement is truly a joint venture among student, teacher, and parent. In order to ensure success of all students, a school-wide or cross-program system is in place that monitors the progress of any student not succeeding and provides data to all stakeholders to inform them about resulting interventions.

SPR (90) II.1.B.4 Clear Expectations: School leaders are able to clearly and consistently communicate and articulate the high expectations for instruction and student success to all with whom they come in contact. The result of this effort is demonstrated in its shared belief by all stakeholder groups.

**Other Required Information for Strategy**

*What research did you review to support the use of this strategy and action plan?*

ACT-EXPLORE scores

MME scores

ACT scores

**List of Activities:**

Activity	Begin Date	End Date	Staff Responsible
Participate in professional development activities with the Allegan Math/Science Center to seek strategies to increase student engagement. Increased student engagement should result in higher passing rates.	09/07/2010	06/01/2011	Science staff

**4.1.1.1. Activity: Work with Allegan Math/Science Center on power standards**

**Activity Description:** Participate in professional development activities with the Allegan Math/Science Center to seek strategies to increase student engagement. Increased student engagement should result in higher passing rates.

**Activity Type:** None

**Planned staff responsible for implementing activity:** Science staff

**Actual staff responsible for implementing activity:**

**Planned Timeline:** Begin Date - 09/07/2010, End Date - 06/01/2011

**Actual Timeline:** Begin Date - N/A, End Date - N/A

**Fiscal Resources Needed for Activity:**

Resource	Funding Source	Planned Amount	Actual Amount
General fund budget	General Funds	1,000.00	0.00

## Goal 5: Increase social studies proficiency for all students.

**Content Area :** Social Studies

**Goal Source :** Continuous Improvement

**Development Status :** Approved

**Student Goal Statement :** Increase social studies proficiency for all students 10% for 2010/11.

**Gap Statement :** Our students are currently at 83% proficiency on the MME. The scores have fluctuated since 2007, beginning at 78%, 75%, 73% to 83%.

**Cause for Gap :** Students are allowed to be placed at the next grade level without being proficient in the core content areas.

**Multiple measures/sources of data you used to identify this gap in student achievement :** MEAP scores  
ACT-EXPLORE scores  
Teacher interviews  
Historical report card data

**What are the criteria for success and what data or multiple measures of assessment will be used to monitor progress and success of this goal?** MEAP scores from social studies 9 test  
PLAN scores  
ACT/MME scores  
teacher generated test scores based on the power standards

**Contact Name :** Jeff Melvin

**List of Objectives:**

ID	Objective
24104	Increase the number of students scoring at the proficient level by 10% on the MME by improving overa

### 5.1. Objective: Increase student engagement in social studies

**Measurable Objective Statement to Support Goal :** Increase the number of students scoring at the proficient level by 10% on the MME by improving overa

**List of Strategies:**

ID	Strategy	Locked By
24104	Continue to engage all students (including special needs)with meaningful classroom activities.	

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### 5.1.1. Strategy: Increase student engagement in social studies

**Strategy Statement:** Continue to engage all students (including special needs)with meaningful classroom activities.

**Selected Target Areas**

SPR (90) I.1.A.5 Inclusive: The curriculum is sufficiently flexible to allow for adaptation and modification to meet the wide range of needs and abilities of all students.

SPR (90) I.2.B.3 Student Engagement: Staff believe that active student engagement is a key feature of student success and there is an expectation that all teachers will design lessons and assessments that engage their students.

**Other Required Information for Strategy**

*What research did you review to support the use of this strategy and action plan?*

MEAP SS 9 scores  
ACT PLAN scores  
MME scores

**List of Activities:**

Activity	Begin Date	End Date	Staff Responsible
Contiune to develop cooperative group activities that promote inclusion of all students. This is an extension of current classroom practices.	09/07/2010	06/01/2011	Social studies staff Art staff

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#### 5.1.1.1. Activity: Cooperative group activity development

**Activity Description:** Contiune to develop cooperative group activities that promote inclusion of all students. This is an extension of current classroom practices.

**Activity Type:** None

**Planned staff responsible for implementing activity:** Social studies staff  
Art staff

**Actual staff responsible for implementing activity:**

**Planned Timeline:** Begin Date - 09/07/2010, End Date - 06/01/2011

**Actual Timeline:** Begin Date - N/A, End Date - N/A

**Fiscal Resources Needed for Activity:**

Resource	Funding Source	Planned Amount	Actual Amount
General fund budget	General Funds	1,000.00	0.00

## Resource Profile

Funding Source	Planned Amount	Actual Amount
General Funds	\$8,000.00	\$0.00

## Stakeholders

List of names, positions and e-mail addresses of the stakeholders (staff, parents, community/business members and, as appropriate, students) who were involved in the planning, design, monitoring, and evaluation of this plan.

Title	First Name	Last Name	Position	E-mail
Mr.	Jeff	Melvin	Principal	jmelvin@bangorvikings.org
Mr.	Dennis	Paquette	Dean of Students	dpaquett@bangorvikings.org
Ms.	Sara	Burnaby	Math teacher	sburnaby@bangorvikings.org
Mr.	Dale	Hoch	Science teacher (past AP)	dhoch@bangorvikings.org
Mr.	Phil	Devers	Social Studies teacher	pdevers@bangorvikings.org
Mrs.	Darla	McCrum	ELA/Business teacher	dmccrumb@bangorvikings.org

***1. Describe how all stakeholders are involved in the planning, design, monitoring and evaluation of this institution improvement plan.***

We have monthly district-wide school improvement meetings along with monthly building meetings. There are also many other conversations that take place during professional development days and regular staff meetings.

***2. Describe how decisions about curriculum, instruction and assessment are made at this institution, and how all stakeholders are involved in the process.***

Teachers collaborate during school improvement, professional development, content area and other meetings. Everyone has a voice in the process.

***3. Describe how institution and student information and progress will be shared with all stakeholders in a language that they can understand.***

The school improvement plan will be posted on the district web site. Printed copies will be available in the school office and during parent/teacher conferences.

# Statement of Non-Discrimination

## Federal Office for Civil Rights

The institution complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of this school that no person on the basis of race, color, religion, national origin or ancestry, age, gender, height, weight, marital status or disability shall be subjected to discrimination in any program, service or activity for which the district/school is responsible, or for which it receives financial assistance from the U.S. Department of Education.

## Contact Information

Schools/Districts are required to designate an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities.

Position of Contact:

Ron Parker, Superintendent

Address:

801 W Arlington, Bangor MI 49013

Telephone Number:

269-427-6800

## References

- Title VI of the Civil Rights Act of 1964
- The Age Discrimination Act of 1975
- The Americans with Disabilities Act of 1990
- Elliott-Larsen prohibits discrimination against religion

## Conclusion

***1. What Professional Learning activities will you need to provide to support the successful implementation of this school improvement plan?***

We need to continue to collaborate on ways to increase our use of data. We must find the time needed to adequately address this area. We also need to include some persons from outside the school staff.

***2. How has the institution integrated its available fiscal resources to support this school improvement plan?***

Professional development for this area has always been a priority in our budget.

***3. How has the institution assessed the need for and integrated the use of technology to support this school improvement plan?***

The district technology plan considers the need for technology in all aspects of the school. We are in very good shape with technology that is available for both students and staff.