



One-Year Academic Plan 2021-2022

School:	Konawaena High School	
Address:	81-1043 Konawaena School Rd Kealahou, HI 96750	
Phone:	(808) 313-6000	
Website:	konawaenahs.org	

Where are we now?

Prioritize school's needs as identified in one or more of the following needs assessments:

- Comprehensive Needs Assessment (Title I Schools)
- WASC Self Study
 - WASC Category B: Standards Based Student Learning: Curriculum, instruction
 - WASC Category C: Standards Based Student Learning: Instruction
 - WASC Category D: Standards Based Student Learning: Assessment and Accountability
- International Baccalaureate (IB) Authorization
- Other

- 1 .Need: To continue to provide rigorous instruction based on CCSS and NGSS standards by utilizing best instructional practices and data which includes virtual teaching/learning.
2. Need: To continue to refine our MTSS processes.
3. Need: To continue implementing and improving on trauma informed practices.

Addressing Equity: SubGroup Identification

In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.

Sub Group	Identified Need(s)	Enabling Activit(ies)
EL	Newcomer group, EL inclusion classes	Copy/paste what is enabling activities for these groups
Economically disadvantaged? migrant ?		
sped	inclusion classes	

ORGANIZE: Identify your Accountable Leads.

Name and Title of Accountable Lead	Enabling activities this lead is responsible for:
1. Admin	1. All school wide initiatives
2. ILT Team	2. All school wide initiatives
3. SSC	3. MTSS, inclusion
4. Counseling Team	4. MTSS, advisory lessons
5. EL coordinators	5. Newcomer program, EL program
6. Department PLCs	6. Coordinate provider services, departmental PD
7. AVID Coordinator	7. AVID program
8. Parent Coordinator	8. Community information, community networking

Outcome: By the end of SY 21-22	Rationale:
---------------------------------	------------

Goal 1: Student Success. All students will be empowered and engaged in learning to demonstrate academic and social-emotional growth in order to achieve life-success (college, career, community).

The following are always our BIG Picture Outcomes:

- All students will be college and/or career ready upon graduation.
- All students will have access to needed supports- placement, assistance, materials.
- All students will make growth on formative/ summative assessments and ultimately STRIVE high indicators.

At the end of school year 2021-2022:

90% of our students will graduate on time.

91% or more of 9th graders will become 10th graders

95% of our students will miss less than 15 days of school.

Students will show gains on the ELA and Math SBA and

Biology End of Course Exam.

Konawaena High School believes that building relationships with students and as staff is the most important factor in a student's education. For the past few years, through PD with Trevor Regan (growth mindset, Train Ugly) and Kristine Souers (trauma invested practices with Pete Hall and EducationHall), having targeted advisory lessons developed by the counseling team, and the incorporation of daily advisory periods to address SEL needs through the 20-21 school closure, the school has been making gains. Not only have these things led to a reduction in discipline referrals for insubordination and disorderly conduct, but has also supported academic gains.

Our mid-cycle WASC visit occurred in February 2019. The team that visited had many positive things to say about the feeling you get when you are on the Konawaena High campus and how obvious it is that the adults on campus are very positive, care for students and have built good relationships with them and each other.

Our Instructional Leadership Team (ILT) is the core behind all school-wide initiatives. Although it was much more difficult for ILT to meet SY 20-21, the team continues to be the conduit connecting administration, leadership, and each department.

Partnering with ELL Coordinators at our feeder schools has helped us improve vertical supports for families. One example is the Annual EL Family Night where families from Konawaena Elementary, Middle and High school can gather to access community resources, meet other families and bond with the support staff at every grade level

The following are the WASC recommendations that we continue to work to improve.

	<ol style="list-style-type: none"> 1. Build and increase communication and outreach between the complex schools and community/students/parents. 2. Ensure rigor for all students through differentiation and inclusion by utilizing demographic, assessment and other appropriate data to inform instruction. 3. Systematize clear processes and procedures to build student interventions, provide appropriate resources, and monitor progress data for identified struggling students in all tiers. 4. Evaluate the effectiveness of resources, interventions, services, and programs for high needs students. 5. Implement routine vertical articulation processes with complex area feeder schools in core subjects. <p>We feel that we are addressing these areas in our academic plan and will continue working on improving these beyond school year 21-22.</p>
--	---

Goal 2: Staff Success Schools will have a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

Outcome: By the end of SY21-22	Rationale:
--------------------------------	------------

New teachers will be supported and mentored by DHs as they enter the profession. The school also has two training induction and mentoring teachers that support new, non-TFA teachers. TFA teachers have the support of that organization as well as support from a school-sponsored service provider (McCarley). New teachers

All teachers will be trained in Trauma Invested practices and school-wide academic initiatives.

All teachers will have opportunities for professional development, coaching support and feedback in order to improve their practice.

Continued opportunities to dialogue across departments, feeder schools and other high schools.

Many of the current practices and initiatives at our school have been teacher conceived/driven. We believe that investing in the development of teachers helps ensure the best education for students.

We understand that students benefit from some basic, consistent messages and practices. As a school we have pursued training in AVID school-wide strategies, thinking maps, Visible Learning, and strategies to increase students engagement and critical thinking. We have departments working to develop units in Project Based learning. We believe in allowing opportunities for teachers to try and sometimes fail. What SY20-21 emphasized is that we are all learners and that we need to continually add to our toolbox and make adaptations to our instruction based on student need.

Our PLC structure, led by an ILT member, continues to be instrumental in supporting teacher development through planning lessons and going through data team cycles in course-alike groups. During PLC meeting time (typically 3x per week during the school day, reduced to bi-monthly given the changes to our schedule SY20-21), not only do teachers plan together, look at data and share successful practices, but are able to do observations of other classes during this time. The expectation on our campus is that everyone has an opportunity to visit everyone.

As we were unable to fully pursue more training in Trauma Invested practices this past school year, we will do so in SY 21-22 as well as build on the Visible Learning strategies we started in school year 19-20. To do so we would like to pursue professional development with Chris Tovani (who is also supported by our complex area team). We also would

	like to meet with our feeder middle school to better support student transitions. Department Heads (DHs) will continue to support new teachers.

Goal 3: Successful Systems of Support. Schools will be empowered to develop innovative systems that strive for equity and promote sustainable and continuous growth (financial, human, and community resources).

Outcome: By the end of SY21-22	Rationale:
<p>Our school will have a sustainable improvement process system for evaluating programs for students and staff.</p> <p>We will continue to develop coaching and leadership skills in our Department Heads so that they can support their departments and new teachers.</p> <p>We are establishing a newcomer program for our non-English speaking EL students and are offering inclusion classrooms in all four core areas.</p>	<p>Per our WASC visit recommendations, we need to be more consistent with the way we monitor and evaluate our initiatives. By developing our ILT team’s leadership and coaching skills, Department Heads can help support not only the teachers in their respective departments, but our overall schoolwide improvement efforts as well.</p> <p>We are always trying to improve our systems. One of the areas is our RTI (MTSS) system. This past year, we focused on implementing a newcomer program where non-English speaking EL students spend more time in their classroom with sheltered instruction in the four core areas. We are also implementing at least one co-taught inclusion class in each of the core areas. Both of these will require support, training and ongoing discussion to make them work effectively for students.</p>

Planning				Funding Source(s)		How will you measure this enabling activity?		
Desired Outcome	Promise		Enabling Activity	Lead(s)				
To continue to provide rigorous instruction based on		Hawai'i	<p>1. All classrooms will utilize best practices to deliver standards-based lessons including WICOR, trauma-invested practices, and active engagement strategies in all classes (AVID and Visible Learning).</p> <p>2. Students will understand what they are learning and how they will know when they are successful (Learning targets and success criteria). They will be</p>		x	WSF	<p>SBA, EOC, WIDA scores End of Course Biology exam Strive High measure Walkthrough data collection forms on cycles of Instruction will show use of learning targets and success criteria on a consistent basis.</p> <p>(Title 1:\$71,184 online subscription/licenses & other supplies & materials for CCSS & differentiation)</p>	
		Equity				x		Title I
	X	School Design						Title II
		Empowerment						IDEA
CCSS and NGSS standards by utilizing best instructional practices and data.		Innovation	<p>able to use feedback to improve their work and offer feedback to others.</p> <p>3. Students will have access to Tier 2 and 3 academic, behavioral and emotional supports based on data(formative, summative and observational).</p> <p>4. Increase ELL opportunities and courses to address the increase in NEP and LEP students.</p>			Other		
		Hawai'i	<p>1.New teachers will be trained in school wide common practices (AVID strategies, close reading, engagement, Visible Learning strategies, complex provided/directed PD).</p> <p>2. All teachers will be trained in learning targets, success criteria and giving meaningful feedback (McCarley Group, Chris Tovani). Work on better</p>			WSF	<p>Agendas Master Schedule Teacher observations, EES Walkthrough data collection forms on cycles of Instruction will show use of learning targets and success criteria on a consistent basis. WSF funded curriculum coordinator</p>	
		Equity				Title I		
		School Design				Title II		
		Empowerment				IDEA		

	Innovation	<p>understanding and development of success criteria.</p> <p>3. Teachers will participate in planning (for course alike when applicable) and data team cycles in order to improve their practice and identify students in need of extra support.</p> <p>4. Provide opportunities for teachers to dialogue with feeder schools and work in cross department groups. (McCarley Group)</p> <p>5. Strengthen ILT leadership team by providing training in coaching and meeting facilitation (McCarley Group)</p> <p>6. Increase courses and student opportunities based on student needs/interest (creative writing, music etc)</p> <p>7. Add a second ELL coordinator position.</p>		Other		
	Hawai'i	<p>1. The Instructional Leadership team (ILT) will continue to meet regularly and provide two way communication between administration and departments. ILT team uses data, supports new teachers, conducts observations and are the drivers of school improvement. The ILT will monitor student success in Literacy and Math as well as evaluate program success.</p> <p>2. Our RTI team will continue to improve our system of supporting students in all areas. We will calendar meetings so that we can look at grades and attendance in a more timely and systemic way.</p> <p>3. Focus on 9th graders - Early College bridge</p>		x	WSF	<p>SBA, EOC, WIDA scores End of Course Biology exam Strive High measure Peer Review Notes These will show use of learning targets and success criteria on a consistent basis. (Title 1: \$30,876 PTTs)</p>
	Equity			x	Title I	
	School Design				Title II	
<p>CNA pg # 12-13, 18 FRF Line # 12, 17, 18 WASC Critical Area for Follow up # 2, 3, 4, 5 SW# 5, 6</p>	Empowerment				IDEA	

			<p>opportunity, after school tutoring for those in danger of not becoming 10th graders, targeted advisory lessons</p>				
--	--	--	---	--	--	--	--

			<p>4. Update technology and access for students and staff. Purchase and update our chromebooks to become a one to one school with a year rotation.</p>				
--	--	--	--	--	--	--	--

		Innovation		<p>5. Continue to increase opportunities for EL students (i.e. student ambassador program, course self-selection, new comer course, seal of biliteracy, home visits and after school tutoring)</p> <p>COMPLEX Enabling activity--add bullets as needed) Utilize the complex literacy framework to ensure that students progress through the K-12 continuum with the requisite skills appropriate to each grade level.</p> <p>COMPLEX Enabling activity--add bullets as needed) Utilize the complex math framework to ensure that students progress through the K-12 continuum with the requisite skills appropriate to each grade level.</p>		x	Other P20	
--	--	------------	--	--	--	---	--------------	--

Planning						Funding Source(s)		How will you measure this enabling activity?
Desired Outcome	Promise		Enabling Activity	Lead(s)				
<p>Improve attendance so that student miss less than 15 days of school by engaging students in school through positive students teacher relationships</p> <p>Student comfort, MTSS system, Reduced 9th Retention</p>	X	Hawai'i	<ol style="list-style-type: none"> 1. Talk with students about the importance of attendance/advisory lessons 2. Engage students in meaningful work and support them in using trauma invested practices. 3. Refine our advisory curriculum and course to increase student/family contact 		X	WSF	<p>Advisory Lessons Senior Exit Interviews Attendance Data Student surveys These will show use of learning targets and success criteria on a consistent basis.</p> <p>(Title 1: \$50,000 Kristin Sours \$20,000 Tovani)</p>	
		Equity			x	Title I		
	X	School Design				Title II		
	X	Empowerment				IDEA		
		Innovation				Other		
	X	Hawai'i	<ol style="list-style-type: none"> 1. All teachers will implement the attendance policy as written. 2. All teachers will have PD in trauma invested practices (Kristin Souers) and con 3. Staff will complete annual complex Suicide 		x	WSF	<p>Agendas Sign-in documents</p>	
	X	Equity				Title I		
		School Design				Title II		

	X	Empowerment		Prevention training.			IDEA	
--	---	-------------	--	----------------------	--	--	------	--

	X	Innovation					Other	
		Hawai'i		<p>1.Consider through grade levels, incentive programs to bring awareness and reward student attendance. we have the punitive piece in place.</p> <p>COMPLEX ENABLING ACTIVITY (State mandate for each school to develop an MTSS plan) Design and implement a comprehensive MTSS plan to address achievement, socio-emotional learning, and student behavior</p>			WSF	
		Equity			Title I			
		School Design			Title II			
CNA pg# 2, 9 FRF Line # 18, 22 WASC Critical Area for		Empowerment			IDEA			
Follow up # 1, 3, 4 SW # 6,,7		Innovation			Other			
Planning							Funding Source(s)	How will you measure this enabling activity?
Desired Outcome	Promise	Enabling Activity			Lead(s)			
All students to be college and career ready upon graduation.	Hawai'i		<ol style="list-style-type: none"> 1. Provide in-person ACT/SAT test taking including weekend opportunities 2. Participate in our Huiana work internships, begin developing a school-based and funded internship program. Also begin using state-provided ClimbHI resources. 3. Virtual and in-person college visits (as circumstances allow) including participating in a virtual Reality Fair 4. AVID trip to Oahu colleges (as circumstances 		X	WSF	<p>Student exit surveys will show increase in college and career entrance and readiness</p> <p>Student participation forms showing increase in college and career entrance</p>	
	Equity				X	Title I		
	School Design					Title II		

	Empowerment		allow			IDEA	(Title 1: \$6,406 Supplies/Other Expenses)
	Innovation		<ul style="list-style-type: none"> 5. Family nights for college going students 6. Teacher-targeted advisory lessons that focus on life skills, coping strategies, and SEL 7. Senior exit interviews as a culmination of their PTP 8. Title I funded Parent Coordinator Position 		x	Other (Huiana Grant)	

	Hawai'i		<ol style="list-style-type: none"> 1. Provide professional development in AVID Strategies 2. Provide PD on the ClimbHI system. 3. CFES planning and development sessions 4. Teachers will be informed of the opportunities available. 		x	WSF	Agendas to document PD focus Teacher-sign in sheets. Minutes documenting PD discussion and next steps
	Equity				Title I		
	School Design				Title II		
	Empowerment				IDEA		
	Innovation				x Other (P-20, CFES)		
	Hawai'i		<ol style="list-style-type: none"> 1. Communication with teachers, parents and students about opportunities available. <ul style="list-style-type: none"> • Family Engagement Team • School Messenger • letters home • maintaining school website 2. Culminating PTP/Senior Exit interview. 3. Continue to build community partnerships (Huiana, ClimbHI, WH Health Center) 4. Fund parent engagement coordinator 		x	WSF	Meetings and agendas 25% increase in parent engagement in school activities (Title 1: \$30,876 Personnel Services)
	Equity				x Title I		
	School Design				Title II		
	Empowerment				IDEA		
	Innovation				Other		
CNA pg# 8-10 FRF Line # 22 WASC Critical Area for Follow up # 2,3 SW# 4,5							

