



School Improvement Plan

Inspire 2025: A Promise for Progress

School Year: 2023-2024

School: Dowell J. Howard Center

Principal: Ben Thompson

School Improvement Team (list all members and roles; Title I schools MUST include a parent): Ben Thompson, Principal; Janet Pack, Assistant Principal; Nicole Johnston, Senior Lead Teacher; Kevin Unger, Lead Counselor; Caressa Dengler, Alternative Ed Teacher; Cassie Lockwood, Testing Coordinator/Career Coach; and Candice McGovern, IRT. Parent and student representatives to be determined.

School Vision Statement:

TBD

School Mission Statement:

We, the staff of Dowell J. Howard Center, accept the responsibility of teaching all students skills for life, to include a sense of their future potential and a love of learning, by committing to a non-traditional process for earning various credentials that can include a high school diploma.

To this end, we also accept responsibility for:

- Reviving and refining a sense of student confidence in their ability to be successful learners,
- Redefining “school” for students who have lost their interest or focus,
- Providing specific vocational training for students who have determined a career goal, and
- Assuring that students have the advantage of interacting with adults who care deeply about the content they are teaching and who share that care with the students.

Community Meeting Dates (quarterly):

August 29, 2023, November 2, 2023, February 7, 2024, May 15, 2024

We are committed to Continuous Improvement

Plan-Do-Study-Act

Why? Our students, teachers, and community deserve a meaningful and engaging learning experience. Our families deserve a school system that fosters innovative ideas that challenge conventional thinking so learners can realize their dreams and aspirations. In order to accomplish this, we have to be committed to continuous improvement.

How? This is going to take time and patience. Our improvement plan methodology follows the VDOE continuous school improvement process model that is based on the Plan-Do-Study-Act methodology. When implemented with fidelity, this model works and will render positive results.

What, When, and Who? Data will be collected and reviewed continuously. Each school will identify a committee that will review the data, create strategies for implementation, and monitor the results. These goals will be reviewed every 45 days, and will continue every year.



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Inspire 2025 - Four Goals

1. Student Success
2. Culture
3. Strategic Partnerships
4. High Quality Staff

Title I Schoolwide Components

1. Comprehensive Needs Assessment
2. Academic Supports During the School Day
3. Academic Supports Outside the School Day
4. Addressing Needs of All Children (Includes Parent and Family Engagement and PBIS/SEL)

Step 1: Needs Assessment; Root cause Analysis (be sure to include specific data when applicable)

Due: July 8, 2023

Strengths	Areas of improvement
<p>Meeting The Needs of Every Student. We focus on supporting the needs of each and every student through our programing to include but not limited to the following:</p> <ul style="list-style-type: none"> ● TDT ● Social Skills Contracted Counseling Service ● Intervention Meetings ● School Counselor Support ● Transition Support Staff ● Summer School ● Proposed Hybrid Night School 	<p>Trauma Informed Care. There is a need for the staff to be trained and provide on-going support of Trauma Informed Care due to our students' significant past and present traumas.</p>
<p>ISAEP Graduate Numbers/Program Revitalization. (Data Shows Previous High of 5 Graduates, SY 22-23 Graduate = 15)</p>	<p>Providing Appropriate Mental Health Supports. We initiated a pilot program this year in collaboration with EAS Winchester. As a result of the benefits of this program we have advocated for and received the funding to implement this program on a larger scale.</p>
<p>Program Growth. (Data Indicates a Dedicated ISAEP Teacher and Dedicated High School Alternative Education Math Teacher, Addition of Pharmacy Technician, and Criminal Justice.</p>	<p>Additional Staffing. needed to support the number of students being referred to DJH. Unfortunately, there is approximately a 50% rejected rate due to limited staffing, classroom space, and class cap numbers.</p>
<p>Recruit and Maintain High Quality Staff. - We have been very fortunate to retain high quality staff and recruit high quality staff during the spring 23 hiring season. This includes: Deputy Caden Thurgood (Criminal Justice), Nicole Johnston (Senior/Lead Teacher), Kevin Unger (Lead Counselor), Allison Seabright (Counselor),</p>	<p>CTE and Alternative Ed Programming Options. We are very limited on the CTE course options. For high school alternative ed limited course options due to limited staffing. A significant growth in these areas will result in a sizable addition/renovation.</p>



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Strengths	Areas of improvement
Kenny Snow (Carpentry Teacher), Sydney Haupt (High School Alt. Ed. English), Candice McGovern (IRT), Tisha Hicks (Pharmacy Technician).	
Climate and Culture. There has been a shift in leadership and with it a focus on the climate and culture at Dowell J. Howard.	Climate and Culture. There is a need for a more concerted effort to recognize staff and students. There is a need to change public perception of DJH.

Step 2: Plan, Do

Schools will have at least one overarching measurable goal dedicated to student achievement. Additional goals are optional. Goals can be focused on enhancing strengths or addressing concerns. Each goal may have multiple objectives or targets along with numerous corresponding strategies. You can duplicate this page for more than one goal.

Goal Statement: Dowell J. Howard's goal is to increase the number of students graduating / completing ISAEP to 20.

Due Date: August 1, 2023

Target	Baseline Data	Metric/ Timeline	Responsi- bility	Strategies/tactics	Title I Schoolwide Component and budget Implications (for Title I schools, only)
What objective are you trying to accomplish?	How do you know this is an area of improvement?	How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know that this strategy or tactic is effective (cite source)?	
Increase the number of students graduating / completing ISAEP to 20 by June 2024.	A review of data shows that our previous high prior to SY 22-23 was 2 students completing the ISAEP.	Our first indicator will be increasing the number of students in the program. Our second measure will be our annual ISAEP report sent to the VDOE. Our goal is to increase the number to 20.	Ben Thompson em, Nicole Johnston, Kevin Unger, Jonathan Farringer.	1. Reduction of "false" barriers. Examples of these include: removal of the 18 y/o limit to enrolling into ISAEP, removal of monthly testing and adding the ability to test on an as needed basis when the situation calls for the need, removal of "pre-screening" of students based on discipline, attendance, and academic performance, and	



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				<p>removal of automatic removal from ISAEP based on non-attendance.</p> <ol style="list-style-type: none"> a. The number of student increased that would have previously been denied entry due to the “false” barrier. 2. Communication with the home schools emphasizing the removal of barriers to enrolling into the ISAEP program. 3. Maintain a dedicated ISAEP instructor. 4. Develop a process and procedure to identify potential ISAEP students. 	

Step 3: Study, Act

School improvement teams will need to meet quarterly to discuss the target, data, and any changes that need to be made and implemented.

Goal Statement:

Due Date: October 20, 2023



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Target What objective are you trying to accomplish?	Data Dive What performance data did you observe?	Changes Based on the performance data that you observed, what changes (if any) do you intend on making? What will these changes be implemented and how?

Goal Statement:

Due Date: December 21, 2023

Target What objective are you trying to accomplish?	Data Dive What performance data did you observe?	Changes Based on the performance data that you observed, what changes (if any) do you intend on making? What will these changes be implemented and how?

Goal Statement:

Due Date: March 8, 2024

Target What objective are you trying to accomplish?	Data Dive What performance data did you observe?	Changes Based on the performance data that you observed, what changes (if any) do you intend on making? What will these changes be implemented and how?

Goal Statement:

Due Date: May 31, 2024

Target What objective are you trying to accomplish?	Data Dive What performance data did you observe?	Changes Based on the performance data that you observed, what changes (if any) do you intend on making? What will these changes be implemented and how?



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Summary

Goal Statement:

Due Date: May 31, 2024

Target What objective are you trying to accomplish?	Data Dive What performance data did you observe?	Changes for next cycle Based on your performance during the last school year, what changes do you intend on incorporating into your next school improvement plan?

Resources and Tools:

Cited Sources (if applicable):