



School Improvement Plan Summary

Introduction and Purpose

The School Improvement (SI) Plan answers the question, “How are we going to get to where we want to be?” It is different from typical, annual plans that are written to close a gap or achieve a couple goals. The SI Plan is written to achieve the vision of the school and is about keeping the entire system together and moving forward. The SI Plan should be support and align to the World’s Best Workforce Plan, the North Star Excellence and Equity System, and/or the Minnesota Department of Human Rights Agreement and Plan to reduce suspensions and expulsions.

The primary purpose of the plan is to identify the strategies, practices, or programs (referred to collectively as “strategies” in this document) based on the root-cause analysis, the system can implement with the highest likelihood of success. Schools should select strategies that are informed by research as having a desired impact in addressing root causes for the intended student population.

Under Every Student Succeeds Act (ESSA), Duluth Public Schools—in partnership with stakeholders (including principals and other school leaders, teachers and parents)—must locally develop and implement a school improvement plan for the school to improve student outcomes.

Outcome

The SI Plan identifies what will be done, how it will be done, when it will be done, why it will be done, and who will do it is at the heart of an action plan. Aligned with the existing strengths and resources within a district/school, and their readiness, the action plan will have a high likelihood of success.

School Information	School Phone, Fax, Email
School Name, Number and Grade Span: Duluth East High School 0220 Grades 9-12	Phone: 218-336-8845
School Address: 301 N 40th Ave E Duluth, MN 55804	Fax: 218-336-8859
Principal: Danette Seboe	Email: danette.seboe@isd709.org

School Improvement Strategy(ies)--Summary

Strategy #1	
Consistent Attendance	X Click here X if the strategy is an Evidence-Based Practice (EBP)
The Strategy we are going to implement is...	Trauma Informed & Culturally Responsive Strategies- Interactions (Language, Positive Relationships, Unconditional Positive Regard)
...to address this Root-Cause(s)	Once students start missing it is difficult to get them back in. Lack of consistent connection to adults in the building who will hold them accountable. Difficulty building connections with teachers especially with large class sizes and disrupted attendance. Students experiencing trauma or with history of trauma more likely to miss school and lack parent involvement - school connection with family.
Which will help us meet this student outcome Goal*	By Spring 2020, the consistent attendance rate for students in the Black/African American subgroup will increase from the 2018-2019 rate of 54.76% to 59.8% consistently attending as measured by the Consistent Attendance Report provided by MDE.
Explain how this strategy aligns to the World's Best Workforce Plan, North Star Excellence and Equity System, and/or the MDHR Agreement and Plan to reduce suspensions and expulsions	Aligns to North Star consistent attendance goal to have all student groups with 85% consistent attendance by 2025. Aligns to WBWF Plan connected to North Star Excellence and Equity System Stage 3: Consistent Attendance

Strategy #2 Disproportionate OSS	X Click here X if the strategy is an Evidence-Based Practice (EBP)
The Strategy we are going to implement is	Trauma Informed & Culturally Responsive Strategies- Structure (Procedures, Routines, Expectations)
to address the Root Cause	Not a core systematic approach that is held to fidelity to behavioral expectations by all staff. Lack of knowledge when working with diverse groups of students. Lack of strategies when working with students who have trauma, social and emotional needs.
Which will help us meet this student outcome Goal*	Long Term Goal: By 2025, the disproportionality of out-of-school suspensions will be reduced by decreasing the percent of total suspensions to be equal to student demographics, as measured by days of OSS. 2019-2020 Goal: By Spring 2020, the disproportionality of out-of-school suspensions for Free and Reduced Lunch students will be reduced from 62.4% of total suspensions to 54.42% of total suspensions, as measured by days of OSS.
Explain how this strategy aligns to the World's Best Workforce Plan, North Star Excellence and Equity System, and/or the MDHR Agreement and Plan to reduce suspensions and expulsions	Aligns to MDHR Agreement and Plan to reduce disproportionality in out of school suspensions.

Strategy #3 Math and Reading Graduation Rates	X Click here x if the strategy is an Evidence-Based Practice (EBP) Strategy 3 will address all identified Core Components as indicated in the <i>Minnesota Check and Connect Abstract</i> with an intentional focus on increasing capacity with the following components. Additional research citations are available at Minnesota Department of Education - Evidence Based Practices, Programs and Policies
The Strategy we are going to implement is	Check & Connect is an intervention used with K-12 students who show warning signs of disengagement with school and who are at risk of dropping out of school. Trained staff meet with identified students at least once

	per week to “Check and Connect.” Monitoring attendance and grades and connecting students with resources that may include WIN intervention, tutoring, counseling, etc.
to address the Root Cause	Disengagement and dropping out of school, disproportionate graduation rates among some subgroups of students of color, special education, free and reduced lunch.
Which will help us meet this student outcome Goal*	<p>Reading Goal for East: By Spring 2020, the reading proficiency of students who are enrolled October 1 and are in Black/African American student group will increase from 0% to 14.17% as measured using the North Star Academic Achievement Report (MCA and MTAS). Targets will be calculated annually by the East Continuous Improvement Team.</p> <p>Math Goal for East: By Spring 2020, the math proficiency of students who are enrolled October 1 and are in the Black/African American student group will increase from 33.3% to 41.92% as measured using the North Star Academic Achievement Report (MCA and MTAS). Targets will be calculated annually by the East Continuous Improvement Team.</p> <p>Graduation Rates Long Term Goal: By Spring of 2025, East will achieve and/or maintain a graduation rate of no less than 90% for all students and no less than 85% in each subgroup.</p>
Explain how this strategy aligns to the World’s Best Workforce Plan, North Star Excellence and Equity System, and/or the MDHR Agreement and Plan to reduce suspensions and expulsions	<p>This goal aligns to the WBWF goal for 90% four-year, on-time graduation rate with no groups lower than 85% by 2025.</p> <p>This goal aligns to the North Star Excellence and Equity System and the District WBWF Goal of 90% Reading and Math Proficiency, with no student group below 85% by 2025.</p>