

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

School Name: Marriotts Ridge High School

Goal 2: Each school will provide a safe and nurturing school environment that values diversity and commonality.



Indicators	Standards
(1) Attendance	100% of schools and student groups will have a minimum attendance rate of 94%.
(2) Safe Student Behavior	100% of schools will have 2% or less of students demonstrating an unsafe behavior.
(3) Safe and Nurturing Environment	Individual school standards based on previous year's survey results.
(4) Dropouts (HS only)	100% of high schools will have a maximum 1.25% dropout rate overall and for all student groups.

Directions: For each Goal 2 area, school improvement teams shall provide the following:

- A narrative summary of their needs assessment/data analysis
- At least one S.M.A.R.T. (specific, measurable, attainable, realistic, timely) objective for each indicator
- Data for each student group and grade level, as indicated
- A detailed plan for improvement, including objectives, strategies/activities, person(s) responsible, milestones, method of assessment and outcomes

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

School Name: Marriotts Ridge High School

School Year: 2009-2010

Goal 2: Each school will provide a safe and nurturing school environment that values diversity and commonality.

Area: Attendance

HCPSS Standard: 100% of schools will have a minimum attendance rate of 94% overall and for all student groups.

Summary of Needs Assessment/Data Analysis:

	2006-2007		2007-2008		2008-2009	
	#	Rate	#	Rate	#	Rate
Overall	882	96.2	1207	96.4	1233	96.2
African American	61	96.2	85	96.1	89	95.6
Asian	164	97.9	225	97.6	227	97.3
White	635	95.8	866	96.1	897	96.0
Hispanic	16	95.5	21	95.4	19	96.0
Special Ed	62	95.6	87	94.9	59	94.0
ELL						
FARMS	29	95.3	37	93.3	45	93.7
Male	464	96.6	618	96.5	632	96.4
Female	418	95.8	586	96.2	601	96.0

Quarterly Attendance		
Quarter	2007-2008	2008-2009
1	-	97.1
2	-	96.6
3	96.3	96.1
4	96.4	96.2

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Attendance

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
<p>By June 2010, the attendance rate will meet or exceed the MSDE “excellent” standard of 96% for all student groups.</p>	<p>Staff and Administration will continue to monitor and evaluate attendance procedures, taking the following actions:</p> <ul style="list-style-type: none"> -daily phone calls to families of absent students. -monthly Attendance Team review of students with absences greater than 5%. -teachers will include comments about attendance on report cards. - letters to parents of students with 2-5 absences. - telephone calls to parents of students with 5-10 absences. - conference with parents of students with 10-15 absences. - positive calls for attendance improvement 	<p>Attendance Team Identified Staff members Administration Leadership Team</p>	<ul style="list-style-type: none"> - By October 31, 2009 the year-to-date attendance rate will meet or exceed 96%. - By January 31, 2010, the year-to-date attendance rate will meet or exceed 96%. - By March 31, 2010, the year-to-date attendance rate will meet or exceed 96%. - By June 20, 2010, the year-to-date attendance rate will meet or exceed 96%. 	<p>The MSDE Report Card for the 2009-2010 school year will reflect that the attendance rate for all student groups will have met or exceeded the MSDE “excellent” standard of 96%.</p>	
	<p>All teachers will maintain accurate attendance records. All teachers will stress the importance of attendance when following up with students who have chronic absences.</p>	<p>Teachers</p>			
	<p>Attendance Team will target additional interventions for students with chronic attendance issues, including, but not limited to: continued referrals to SST and PPW services for problem-solving and legal action, if necessary.</p>	<p>Attendance Team</p>			

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Attendance *(continued)*

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
By June 2010, the attendance rate will meet or exceed the MSDE “excellent” standard of 96% for all student groups.	Administration, the Leadership Team and the Student Support Action Teams will coordinate various incentive programs to recognize positive attendance.	Administration Leadership Team Student Support Action Teams			
	Through the Mentor Program, BSAP Rising Scholars, 9 th grade team, and the Leadership Academy, staff mentors will monitor daily attendance for selected students.	Student Support Action Teams			
	Administration will communicate with all parents through newsletters or MRHS Alert regarding the importance of attendance.	Administration			

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Safe Student Behavior - Suspensions

HCPSS Standard: 100% of schools will have 2% or less of students demonstrating an unsafe behavior. (98% of students enrolled will demonstrate safe behavior.) All schools will show a reduction in the number of out-of-school suspensions and a reduction in disproportionality for targeted student groups.

Summary of Needs Assessment/Data Analysis:

	2006-2007					2007-2008					2008-2009				
	Total # of Students	Total # of Students Suspended	% of Students Suspended	Total # of Incidents	% of Incidents	Total # of Students	Total # of Students Suspended	% of Students Suspended	Total # of Incidents	% of Incidents	Total # of Students	Total # of Students Suspended	% of Students Suspended	Total # of Incidents	% of Incidents
Overall	882	50	5.7	73	100.0	1207	54	4.5	82	100.0	1233	46	3.7	76	100.0
Asian	164	9	5.5	10	13.7	225	5	2.2	6	7.3	227	7	3.1	11	14.5
African American	61	11	18.0	14	19.2	85	12	14.1	16	19.5	89	12	13.5	19	25.0
White	635	26	4.1	43	58.9	866	35	4.0	57	69.5	897	26	2.9	43	56.6
Hispanic	16	4	25.0	6	8.2	21	2	9.5	3	3.7	19	1	5.3	3	3.9
FARMS	29	4	13.8	7	9.6	37	7	18.9	13	15.9	45	6	10.2	13	17.1
Special Ed	62	8	12.9	15	20.5	87	15	17.2	28	34.1	59	8	13.5	12	15.8
Male	464	43	9.3	64	87.7	618	45	7.3	73	89.0	632	39	6.2	67	88.2
Female	418	7	1.7	9	12.3	586	9	1.5	9	11.0	601	7	1.2	9	11.8

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

HCPSS Standard: 100% of schools will have 2% or less of students demonstrating an unsafe behavior. (98% of students enrolled will demonstrate safe behavior.)

Summary of Needs Assessment/Data Analysis: **Area: Safe Student Behavior**

Objectives:

MSDE Unsafe Behaviors	2006-2007		2007-2008		2008-2009	
	# of Students	% of Students	# of Students	% of Students	# of Students	% of Students
Arson/Fire	0	0.0	0	0.0	0	0.0
Drugs	2	0.2	15	1.2	4	0.3
Explosives	0	0.0	0	0.0	0	0.0
Firearms	0	0.0	0	0.0	0	0.0
Other Guns	0	0.0	0	0.0	0	0.0
Other Weapons	1	0.1	0	0.0	0	0.0
Physical Attack - Teacher/Staff	2	0.2	0	0.0	1	0.1
Sexual Assault	0	0.0	0	0.0	0	0.0

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
By June 2010, the suspension rate will decrease from 7.1 per month to below 5 suspensions per month.	Administration and teachers will consistently implement the MRHS Code of Honor and HCPSS Code of Conduct.	Administration Teachers	By the end of Jan. 2010, the monthly suspension rate will average below 6 students per month. By the end of June 2010, the monthly suspension rate will average below 5 students per month.	The End of the Year suspension report for the 2009-2010 school year will reflect an average annual suspension rate of less than or equal to 5 suspensions per month.	
The percentage of suspensions involving African American students will decrease from 25% to 15% of total suspensions.	Administration and teachers will continue to monitor hallways and bathrooms during class/class breaks		By the end of Jan 2010, the percentage of suspensions involving African-American students will be 17% or less. By the end of June 2010, the percentage of suspensions involving African-American students will be 15% or less.	2008-9 year end discipline data will illustrate that suspensions involving African-American students will be 15% or less.	
By June 2010, the percentage of students in all student groups demonstrating unsafe behaviors (as defined by MSDE) will be 2% or less.	Teachers will use positive behavior management strategies with their students.			2008-9 year end discipline data will illustrate that the percentage of students in all student groups demonstrating unsafe behaviors will be 2% or less.	
By June 2010, 100% of all staff members will be made aware of strategies and interventions to address harassment, bullying, discrimination, suicide prevention, child abuse, character development, and the Student Assistance Program.	Special Ed teachers will create and implement any necessary behavior intervention plans, working in conjunction with general ed teachers.				
	The Professional Development Committee will facilitate professional growth opportunities to promote better awareness and understanding of diverse students needs/learning styles and effective behavior management.				

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Safe Student Behavior *(continued)*

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
	Administration and Guidance will continually analyze staffing and class makeup to proactively address any trends that are identified.				
	Administration will facilitate “retreats” and “What’s Happening?” sessions with SGA and other student groups to discuss issues and leadership potential.				
	Students will participate in class meetings/positive behavior assemblies at the beginning of each year to discuss schoolwide expectations and to promote awareness and unity.				
	Students will be trained as Peer Mediators to aid other students in resolving their conflicts; helping those in conflict come up with effective solutions.				
	Student Support Action Teams will monitor student group progress and discuss ways to implement behavior intervention strategies.				

Area: Safe and Nurturing Environment

All schools will report positive trends in all areas of their climate data.

Summary of Needs Assessment/Data Analysis:

	Parents 2007-2008	Students 2008-2009	Staff 2008-2009
Welcoming Environment	93%	87%	76%
Physical Environment	72%	89%	89%
Discipline	95%	77%	69%
Nurturing Learning Environment	90%	83%	85%
Diversity and Commonality	93%	83%	82%

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Safe and Nurturing Environment

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
By June 2010, the percentage of students, staff and families who feel that MRHS is an environment for effective discipline will increase in a positive manner.	An MRHS Honor Code will be developed and communicated to all staff, students and families. The Honor Code will serve as the basis for all staff, student and family initiatives.	All Staff All Action Teams Leadership Team Administration	By June 2010, student, staff, and parent surveys will be implemented and illustrate that 87% or more students, staff, and parents feel that MRHS is an environment for effective discipline and values diversity and commonality.	2009-2010 year-end School Environment surveys will illustrate that 95% or more students, staff, and parents feel that MRHS provides a nurturing environment.	
By June 2010, the percentage of students, staff and families who feel that MRHS provides a welcoming environment will increase in a positive manner.	Administration and Guidance will sponsor two International Parent Nights to promote Relationships with our Limited English Proficient families.	Administration Guidance Team Bilingual Community Liaison	By June 2010, student, staff, and parent surveys will be implemented and illustrate that 95% or more students, staff, and parents feel that MRHS is a safe, nurturing, and welcoming environment.	2009-2010 year-end School Environment surveys will illustrate that 95% or more students, staff, and parents feel that MRHS provides a welcoming environment.	
By June 2010, the percentage of students, staff and families who feel that MRHS provides a nurturing environment will increase in a positive manner.	All teachers, Guidance, Special Education dept., Leadership Academy teachers will proactively invite families of struggling students to participate in conferences.	All teachers Special Education Dept Guidance Team Leadership Academy	In June 2010, a professional development survey will be implemented and reflect that staff comfort level and growth in areas addressed through professional development opportunities will be 100%.	2009-2010 year-end staff surveys will illustrate that 100% of staff will feel comfortable regarding these topics and the use of strategies and interventions in these areas.	
By June 2010, the percentage of students, staff and families who feel physically safe at MRHS will increase in a positive manner.	All teachers, Guidance, Special Education dept., Leadership Academy teachers will proactively contact families of students achieving at unsatisfactory levels each quarter to make them aware of possible interventions.	All teachers Special Education Dept Guidance Team Leadership Academy		2009-2010 year-end School Environment surveys will illustrate that 95% or more students, staff, and parents feel physically safe at MRHS.	
By June 2010, the percentage of students, staff and families who feel MRHS values diversity and commonality in the school will increase in a positive manner.	Administration, Guidance, And Teachers will utilize CLC, TeacherWeb, MRHS Alert, administrative updates, and PTSA eNewsletter to foster strong communication between the staff and community.	Administration Guidance Team All teachers		2009-2010 year-end School Environment surveys will illustrate that 87% or more students, staff, and parents feel that MRHS is an environment for effective discipline.	

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
	Students and families will participate as active members of the Family and Community Programs Cohort and PTSA.	Family and Community Programs Cohort PTSA		2009-2010 year-end School Environment surveys will illustrate that 87% or more students, staff, and parents feel that MRHS values diversity and commonality in the school.	
	Administration, Guidance and staff will partner with the BSAP Program of Elders to facilitate the Mustang African American Awareness Club to promote African American student and family involvement in student activities.	Administration Guidance Team BSAP MAAAC			
	Administration and staff will organize and facilitate a Mentor program to monitor and assist struggling students.	Administration Mentor Action Team			
	The Family and Community Programs Cohort will create partnerships to promote safety and wellness initiatives that enrich our community.	Family and Community Programs Cohort Staff Wellness and Recognition Action Team			
	The Administration, Leadership Team and Student Programs cohort will facilitate quarterly initiatives to promote student pride, unity, and integrity.	Administration Leadership Team Student Programs Cohort			
	All teachers and staff will celebrate student success through initiatives such as ice cream sundaes, annual Evenings of Excellence, NHS inductions, and Seasonal Awards ceremonies.	Administration Student Programs Cohort			

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
	MRHS will sponsor Quarterly Breakfast celebrations for staff to recognize attendance, academic successes, and quarterly assessment gains.	Administration Leadership Team Family and Community Partners			
	The Administration, Leadership Team, and Student Programs cohort will collaborate with SGA to promote unity, spirit, and celebration for our Senior Class.	Administration Leadership Team Student Programs Cohort			
	Silver Mustang Award will be passed among the staff, allowing staff members to recognize each other for going above and beyond.	Administration Staff Programs Cohort			
	The Staff Wellness and Recognition Action Team and Administration will find opportunities to celebrate staff successes and foster unity.	Staff Wellness and Recognition Action Team Administration			
	Administration will participate in quarterly open houses with families along with PTSA/Booster/Music Foundation meetings	Administration Family and Community Programs Staff Program Action Teams			

HOWARD COUNTY PUBLIC SCHOOL SYSTEM SCHOOL IMPROVEMENT PLAN

Area: Dropouts - High School only

HCPSS Standard: 100% of schools will have a maximum 1.25% dropout rate overall and for all student groups.

Summary of Needs Assessment/Data Analysis:

Objectives:

Dropout Data (Maryland Report Card)			
	2006-2007	2007-2008	2008-2009
Overall	0.6	0.8	0.2
African American	-	1.2	-
White	0.8	0.8	0.3
Asian	-	0.5	-
Male	0.6	1.1	0.2
Female	0.5	0.3	0.3

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Area: Dropouts

Objectives	Strategies/Activities	Person(s) Responsible	Milestones (Timelines)	Method of Assessment	Outcomes (completed at the end of the school year)
By June 2010, the dropout rate for MRHS will continue to be less than 1% for students in all student groups.	All teachers, Guidance, Special Education Team, Leadership Academy teachers will proactively contact families of students achieving at unsatisfactory levels each quarter to make them aware of possible interventions.	All teachers Special Education Dept Guidance Team Leadership Academy			
	All teachers, Guidance, Special Education Team, Leadership Academy teachers will proactively invite families of struggling students to participate in conferences.	All teachers Special Education Dept Guidance Team Leadership Academy			
	Administration and staff will organize and facilitate a Mentor program to monitor and assist struggling students.	Administration Mentor Action Team			