# Burke High School School Improvement Plan 2022-25



#### **Our Mission**

 Burke High School is dedicated to providing exemplary education through the collaborative efforts of students, parents, staff, and community.

#### **Academics**

• Burke High will increase the percentage of 9-12th grade students identified as on-track for graduation by 5% annually.





#### **Staff Retention**

• Burke High will recruit and retain highly qualified and developed staff as it is the most essential component of a successful school district.

# **Financial Accountability**

 Burke High will maximize resources to best serve student needs, academic gains, and community goals.





## **Ethic of Care**

 Burke High will foster a caring, inclusive culture that assures all feel value, support, and joy.

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Implementation Design for Priority 1 Academics  Focus Area: High School On-Track  Facilitators Guide Page 22: Driver Diagram Strategies: Identify the strategies that will be used to achieve this goal.  • All teachers will utilize dashboard data to identify students in need of support.  • Teams will discuss interventions for students in need of support.  • Teachers will foster productive relationships with students in need of support.	high school will increase the percentage of ninth-twelfth grade students identified as on-track for graduation by 5%.  Annual Benchmarks: Year 1: Freshmen On Track=85% Gr10 Acad On-Track=85% Grs11-12 On-Track=80% Year 2: Freshmen On Track=90% Gr10 Acad On-Track=90% Gr11 Acad On-Track=85% Gr12 On-Track=85% Year 3: Freshmen On-Track=95% Gr10 Acad On-Track=95% Gr10 Acad On-Track=95% Gr11 Acad On-Track=90% Gr12 Acad On-Track=90%	Grading Distribution Data     Analysis.     Use of Tier 2 Interventions for Academics.	Professional Learning: Identify the professional learning that will be implemented in your school to support teacher and staff development with this goal.  • MTSSA Tier Review • Tableau Dashboard Review • Teams Development for Grade 10-12 • Teams Leaders Facilitation Training • IC Messenger Refresher Training • Teaching in a Block Refresher Training • Clear and consistent expectations for teachers on grading practices.
<ul> <li>Teams will celebrate students who are on-track.</li> <li>Every at-risk senior is paired with a teacher mentor.         "Adopt-A-Senior Program"</li> </ul>	Actions: Identify the specific actions you will take in the implementation of each strategy.  • Infinite Campus (IC) Messenger use by all teachers: Missing Assignments notifications.  • IC Messenger notifications by attendance staff for unverified absences.	Progress/outcomes: Identify your evidence of measurable progress in the achievement of this goal based on each strategy. Indicate the frequency of collection.  IC Messenger Use report will be collected Monthly to check fidelity of parent contacts Faculty Teams meeting minutes will be reviewed monthly to check fidelity of team interventions planning	<ul> <li>Advisement content support groups by grade level.</li> <li>Senior Mentorship Programs</li> </ul>



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	<ul> <li>On Freshmen Teams, weekly failure rate observations. Biweekly team student interventions.</li> <li>On Gr10 Teams, weekly failure rate observations. Biweekly team student interventions.</li> <li>Gr11-12; Quarterly grade analysis and identification. Quarterly Advisement grade checks.</li> </ul>		<ul> <li>Celebrations will documented on Taritter.</li> <li>Senior mentor paprogress with School Counselors quart</li> </ul>	reams or irs will share nool	
Quarterly Disaggregated Results for P	riority 1	Are we on track toward ou goal?	ur annual benchmark	What action w	ill we take based on these results?
Academics		gouil			
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Mid-Year Disaggregated Results for Priority 1 Academics		Are we on track toward ou goal?	ur annual benchmark	What action w	ill we take based on these results?
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Quarterly Disaggregated Results for P Academics	riority 1	Are we on track toward ou goal?	ur annual benchmark	What action w	ill we take based on these results?



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Focus Area: Pass Rate	For whom was our work an improvement?	Problem of Practice for Instructional Rounds:

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Implementation Design for Priority  2  Focus Area: Staff Retention and Development  Facilitators Guide Page 22 Driver Diagram Strategies: Identify the strategies that will be used to achieve this goal.  New Teacher induction and mentoring focus  Social Emotional Learning RULER Model for Staff and Students  Teacher Wellness Initiatives  Teacher Pipeline development, through the	Facilitators Guide Page 11 Goal Calculator Three Year Goal: Recruiting and retaining a highly qualified, developed staff is the most essential component of a successful school district. Omaha Public Schools has highly qualified and effective staff in every division.  Annual Benchmarks: Year 1: 22-23=4% Vacancy (4/100 FTE), 14% Mobility (14/100 FTE). Year 2: 23-24=3% (3/100 FTE) Vacancy, 12% Mobility (12/100 FTE) Year 3: 24-25=2% Vacancy (2/100 FTE), 10% Mobility (10/100 FTE)	<ul> <li>Proactive engagement with staff goals and well being</li> <li>100% turn-in rate for Spring Staffing Indicator Form</li> <li>Staff mobility identified before April resignation deadline</li> <li>85% SIP Faculty Meeting Attendance</li> <li>Staff Climate Survey data</li> </ul>	Professional Learning: Identify the professional learning that will be implemented in your school to support teacher and staff development with this goal.   • Wellness Training • Academy Team and Content PLC Collaboration • Social Emotional Learning/RULER Model Training • PAWS Embedded Practices
Teaching as a Profession Communications Academy Pathway, and Post-Secondary Practicum and Cooperative Teacher Placements.	Actions: Identify the specific actions you will take in the implementation of each strategy.	Progress/outcomes: Identify your evidence of measurable progress in the achievement of this goal based on each strategy. Indicate the frequency of collection.	
<ul> <li>LifeWorks Access and Usage</li> <li>EHA Initiatives</li> </ul>	<ul> <li>Building-level new teacher meetings.</li> <li>New teacher mentor pairings.</li> <li>2<sup>nd</sup> year of Mentoring for teachers new to the profession</li> <li>Wellness Initiatives</li> </ul>	<ul> <li>Monthly Faculty Meeting participation checks</li> <li>Quarterly Frontline Absence Management analysis</li> <li>Staff Climate Survey Data will indicate an improvement the category: "Students at this school show respect or one another."</li> </ul>	



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•	Building Exit interviews for departing staff	
Quarterly Disaggregated Results for Priority 2 Focus Area:	Are we on track toward our annual benchmark goal?  For whom was our work an improvement?	What action will we take based on these results?
Mid-Year Disaggregated Results for Priority 2 Focus Area:	Are we on track toward our annual benchmark goal?  For whom was our work an improvement?	What action will we take based on these results?
Quarterly Disaggregated Results for Priority 2 Focus Area:	Are we on track toward our annual benchmark goal?  For whom was our work an improvement?	What action will we take based on these results?

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Focus Area: Ethic of Care Facilitators Guide Page Pacilitators Guide Page Comprehensive Burke Marketing Campaign Focus Area: Ethic of Care Facilitators Guide Page Comprehensive Burke Marketing Campaign Facilitators Guide Page Cab Attendance Team Meetings Week Student Check- Ins  Annual Benchmarks: Campaign Facilitators Guide Page Cab Attendance Team Marketing Campaign  Annual Benchmarks: Campaign Facilitators Guide Marketing Campaign  Facilitators Guide Page Cab Attendance Team Attendance Team Cohesion during meetings  Attendance Team Cohesion Meetings Week Schools will decrease Team Cohesion Must Guide Burke Value of Schools will decrease Team Cohesion during meetings  Attendance Team Cohesion Meetings  Attendance Team Cohesion Meetings  Attendance Team Cohesion Meetings  Academy PLC Meetings Annual Benchmarks: Vear 1: 1. The number of students missing fewer than nine days of Schools will increase to 28.1%.  2. Parent Climate Survey Data will indicate growth in	Implementation Design	Facilitators Guide Page 11	Success Criteria:	Professional Learning:
Focus Area: Ethic of Care  Facilitators Guide Page 22  Driver Diagram Strategies: Identify the strategies that will be used to achieve this goal.  • Attendance Team Meetings • Dean Team Meetings • Academy PLC Meetings Week 2 Student Checklins • MTSSB Tiers 1 & 2. • Comprehensive Burke Marketing Campaign  • MTSSB Tiers 1 & 2. • Comprehensive Burke Marketing Campaign				
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Schools will demonstrate an increase of up to 2% in the percentage of students missing fewer than nine days and demonstrate a reduction of the percentage of students identified as chronically absent.   Strategies: Identify the strategies that will be used to achieve this goal.   Attendance Team Meetings	Focus Area: Ethic of Care	1. Each year, all schools and programs in the Omaha Public	·	
Facilitators Guide Page 22 Driver Diagram Strategies: Identify the strategies that will be used to achieve this goal.  • Attendance Team Meetings • Dean Team Meetings • Academy PLC Meetings Week 2 Student Climate Ins • MTSSB Tiers 1 & 2. • Comprehensive Burke Marketing Campaign  percentage of students missing fewer than nine days of school will increase to 28.1%. 2. Parent Climate Survey Data will indicate growth in the area of "Adults in this school openly show that they care about me," by 2% from 50% positive to 52%. 3. The number of students missing fewer than nine days of school will increase to 30%. 3. The number of students missing fewer than nine days of school will increase to 30%. 3. The number of students missing fewer than nine days of school will increase to 30%. 3. The number of students missing fewer than nine days of school will increase to 30%. 3. The number of students missing fewer than nine days of school will increase to 30%. 4. Attendance Team Cohesion during meetings verificate survey out that there is evidence in the data that they are equitably improving interactions with students and families. 3. Proactive efforts focused on improving social/emotional skills at each school/program in the Omaha Public Schools will decrease annually the number of students missing fewer than nine days of school will increase to 28.1%. 4. Attendance Team Cohesion during meetings  • Accurate attendance Team Cohesion during meetings  • Parent Contact Log usage fidelity  • BWeekly Updated Grade books  • MTSSB Tier 1 & 2 fidelity  • Advisement Lessons for Behavior Expectations  • Attendance Team Cohesion during meetings  • Parent Contact Log usage fidelity  • Acturate attendance Team Cohesion during meetings  • Parent Contact Log usage fidelity  • Acturate attendance Team Cohesion during meetings  • Parent Contact Log usage fidelity  • Advisement Lessons for Behavior Expectations  • Attendance Team Cohesion Team	r code / ir car Etrino or caro			
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School Will increase to 28.1%.  2. Parent Climate Survey Data will indicate growth in the area of "The atmosphere at this school is positive," by 2%; from 60% positive to 62%. Student Climate Survey Data will indicate growth in the area of "Adults in this school openly show that they care about me," by 2% from 50% positive to 52%.  3. The number of behavior events will decrease from 595 to 577.  Year 2: 1. The number of students missing fewer than nine days of school will increase to 30%.  2. Parent Climate Survey Data will indicate growth in the area of "Expectations"  • Vear 2: 1. The number of students missing fewer than nine days of school will increase to 30%.  2. Parent Climate Survey Data will indicate growth in the area of "Expectations"  • Data to the area of "Expectations	_		Lessons for	
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Year 2: 1. The number of students missing fewer than nine days of school will increase to 30%.  2. Parent Climate Survey Data will indicate growth in the area of		3. The number of behavior events will decrease from 595 to 577.		
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positive to 64%. Student Climate Survey Data will indicate				
growth in the area of "Adults in this school openly show that				



# School: Burke High School

	3. The number of Year 3: 1. The number of school will inc. 2. Parent Climate "The atmosph positive to 660 growth in the they care abo	ut me," by 2% from 52% positive to behavior events will decrease from f students missing fewer than nine or ease to 32%.  Survey Data will indicate growth interer at this school is positive," by 29%. Student Climate Survey Data will area of "Adults in this school openly ut me," by 2% from 54% positive to f behavior events will decrease from	days of the area of from 64% indicate reshow that 56%.		
	Actions: Identify the spec of each strategy.	cific actions you will take in the impl	Ide me the goa stra	rogress/outcomes: entify your evidence of easurable progress in e achievement of this bal based on each rategy. Indicate the equency of collection.	
		rsis through MTSSB aboration between Due Process Sta ers	ff (Deans,	<ul> <li>Attendance         Team will have         100% return on         directed tasks.</li> <li>Parent Contact         Log Usage Report         checked Quartly</li> </ul>	
Quarterly Disaggregated	Results for Priority 4	Are we on track toward our annua	Il benchmark	What action will we tak	e based on these results?

Demonstrate financial accountability tied to student outcomes.

Focus Area:

goal?



# School: Burke High School

	For whom was our work an improvement?	What will be our Tiered Focus for MTSS-B Fidelity Checks? Attendance Meetings?
Mid-Year Disaggregated Results for Priority 4	Are we on track toward our annual benchmark goal?	What action will we take based on these results?
Focus Area:	goal:	
	For whom was our work an improvement?	What will be our Tiered Focus for MTSS-B Fidelity Checks? Attendance Meetings?
Quarterly Disaggregated Results for Priority 4	Are we on track toward our annual benchmark goal?	What action will we take based on these results?
Focus Area:		
	For whom was our work an improvement?	What will be our Tiered Focus for MTSS-B Fidelity Checks? Attendance Meetings?