



School Innovation and Improvement Plan

School Name	Lloyd C. Bird High School	
Principal	Dr. Laura Hebert	
Assistant Principal(s)	Adrienne Blanton, Teresa Hathaway, Quincy Waller, Adam Griffin	
School Snapshot	School Focus	Academic Success Social Success Community Success
	Age and Condition of Building	Building opened in 1978
	Demographic Overview	LC Bird Overview
	Zone or Special Programs	Governor's Academy for Engineering Studies, Marketing, and Product Design
	Most Recent Student Performance Results	Virginia Department of Education School Quality Profile
	Grant(s)	Superintendent's Innovation Grant, 2017 Virginia Wildlife Grant, VDOE Competition Grant

School Innovation Plan

Our goal is to seek new and better ways to optimize the learning experience for every student.

<p>What aspect of school improvement is the focus for the 2017-2018 school year? (What is the school hedgehog concept?)</p>	<p>Behavior Academic achievement (SWD)</p>
<p>Why is this important?</p>	<p>Bird HS reported having 26% of all high school discipline, and currently is struggling with disproportionate discipline (Black, Special Education, Males). 83% of all discipline referrals were for D codes - disrespect, defiance, or disruption. In addition, 66% of all referrals were for 9th and 10th graders. Of the 1,952 referrals written, 1,030 were written for black students; 468 were special education students (of which there are only 247 total students). Black males who receive special education services accounted for 292 of the referrals.</p> <p>Additionally, administration assigned 2,192 days of In school detention 2,265 days of out of school suspension, with an additional 468 days of long term suspension (over 10 days). This resulted in 4,925 days of missed instruction.</p>
<p>How will this change be implemented?</p>	<p>Our first strategy will be to implement Delta Discipline (Changing behavior). Rather than attempting to consequence a 9th or 10th grade student for a D code violation the first time they receive a referral, administration will provide three separate interventions before a consequence. For the first D code violation, students will be assigned 3 days of restorative circle sessions (during Bird Block so no instructional time will be missed). During these sessions, students will examine HOW their behaviors impact or affect others and reflect on how they can repair the harm caused to others. If the same student receives a second D code violation, they will be assigned 3 days of “mindfulness” training (again during Bird Block). While students may recognize their behavior affects others, they may not have a handle on how to control their initial response (which often results in a referral). Students will work on breathing, reflection, and mindfulness during these session. If a third referral is received for a D code infraction the student will be assigned 3 days of FOCUS (during Bird Block). During FOCUS students will learn the strategies and techniques associated with fishing. They will practice these fishing strategies in the gym (certified instructor) and then take part in a Fishing Club field trip as a culminating</p>

	<p>activity. Fishing will teach patience, focus, following directions, ability to deal with failure, etc. A local fishing club will provide mentors to these specific students in an effort to provide a different experience that will override their desire to act out in school.</p> <p>A second strategy will be the implementation of “Clipboard Discipline”. When a student commits a minor D code violation in class, the teacher will contact administration through a google form. The administrator will visit the class and deal with the student immediately rather than waiting on a referral and postponing the act of addressing the behavior. Students will be given the intervention and then returned to class. By addressing the behavior immediately and providing interventions rather than detention or suspension we hope to increase the number of instructional minutes (resulting in higher academic achievement for our special education students).</p> <p>Administrators will visit Bird Block classes to discuss school expectations and responses to discipline infractions. In addition, a Promote Respect Assembly focusing on Title IX and Bullying will be held by gender/grade level to inform students about the issues.</p>			
<p>How How will you measure the desired outcome? (Provide interim data you will gather and analyze)</p>	<p>Initial Data</p>	<p>Interim Data</p>	<p>Final Data</p>	
	<p>By the numbers: ISD: 2192 days assigned OSS: 2,265 days assigned LTOSS: 468 days assigned 1952 Total referrals 468 referrals given to SWD 83% referrals were for D codes 66% referrals given to 9th and 10th graders</p>	<p>Number of interventions assigned; number of days missed due to detention or suspension</p>	<p>Number of interventions assigned; number of days missed due to detention or suspension</p>	
<p>How will you train your staff to ensure they are ready to implement the change?</p>	<p>Date(s)</p>	<p>Professional Development Activity</p>	<p>What is your desired outcome?</p>	<p>What evidence will you collect to monitor outcomes?</p>
	<p>8/28/17</p>	<p>Faculty meeting dedicated to explaining the</p>	<p>Teacher buy-in</p>	<p>Anecdotal-conversations Number of referrals</p>

School Name: Lloyd C. Bird High School

Principal: Dr. Laura Hebert

		numbers and Delta Discipline		
	11/3/17	Rabid for AVID: introducing AVID strategies to increase engagement and decrease D code opportunities	Teacher use of AVID activities and strategies	Classroom observations
	2/2/17	Discipline Data Dump	Teacher recognition of Major/Minor infractions and the strategies needed to de-escalate situations	Change in discipline numbers

Academic Intervention Plan

Our goal is to optimize the academic growth and achievement of every student, by providing appropriate supports and interventions.

<p>How are students identified for intervention?</p>	Disaggregate VDOE School Accreditation data.			
	Subject	Score	Benchmark	Met Benchmark
	English	77%	75%	Yes
	Math	74%	70%	Yes
	History	84%	70%	Yes
	Science	77%	70%	Yes
	Graduation	89% (3 year avg.)	85%	Yes
<p>Counselors will identify students who need Reading or Writing SOLs to graduate and will schedule them in English 12P. Counselors will identify seniors who need a math SOL for graduation and will schedule them into AFDA. Hosting the SOL Academy in the fall and the spring will allow Bird students to attend remediation in advance of SOL testing. Having the Academy in their home school provides ease of transportation for students who otherwise would not participate Math teachers will identify current math students (predominantly Algebra 1 and Geometry) who need specific remediation based on results gained from Common Assessments and Benchmark Testing (Mega Math - by invitation only). Bird Block (30 minute remediation time held each day) allows teachers to individually craft remediation strategies for students currently enrolled in a math class. Math Boot Camp will be offered for all students who articulate a need.</p>				
<p>What interventions are assigned?</p>	12P English AFDA for Seniors	Mega Math Sessions Bird Block	SOL/WISE/SAT Academies Site Math Boot Camp	

School Name: Lloyd C. Bird High School

Principal: Dr. Laura Hebert

How will progress be monitored?	Pass Rates; attendance at remediation; monitoring progress after remediation; disaggregating data from Power School; On Time Graduation meetings to review student needs; attendance meetings
What is the professional development plan for staff?	Project Based Learning PBIS/RC (intended to increase student engagement) Google Classroom (ongoing) iLearn, Face2Face, iTech

Behavior Intervention Plan

Our goal is to optimize the social growth and achievement of every student, by reducing out-of-school suspensions and improving the classroom learning environment.

What interventions are in place to address students with high frequency discipline?	Delta Discipline - Tiered Interventions including restorative circles, mindfulness, and FOCUS (see school innovation plan) Clipboard Discipline Restorative Conferences Success class
What interventions are in place to address teachers with high frequency discipline?	Delta Discipline will total the number of referrals written by all teachers in a live document. Teachers with high frequency discipline will be encouraged to participate in PBIS and Restorative trainings. ED teachers will have additional training in dealing with ED students.
How will you monitor effectiveness?	Monitor excel spreadsheet created by Clipboard Discipline requests
What is the professional development plan for staff?	Restorative Discipline PD offered by the county

Promote Respect Plan

Our goal is to cultivate a culture of mutual respect.

What professional development plan is in place to ensure consistency throughout the school?	Teachers were informed of the bullying protocol during Teacher Work Week. This message is reiterated at faculty meetings during the school year.
What is the plan for informing students of positive behavior expectations as well as recognizing, responding, and reporting bullying behavior?	Administrators visited all grade level Bird Blocks to deliver “The Bird Way” message - our expectations for behavior. In addition, grade level assemblies were held to discuss Title IX and bullying specifically. Finally, expectations will be reinforced when Delta interventions are implemented.
What is the plan for informing parents of positive behavior expectations as well as recognizing, responding, and reporting bullying behavior?	Parents were able to attend a Principal Coffee where expectations and interventions were explained. In addition, at Back to School Night, parents were provided with an opportunity to attend sessions related to PBIS and bullying. Finally, a presentation was made at the September PTSO meeting.