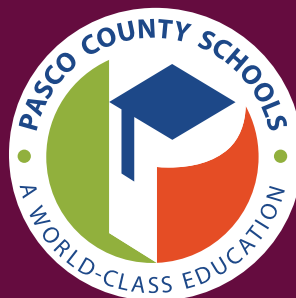
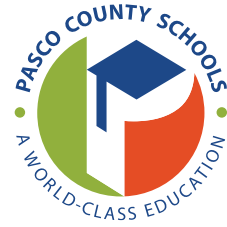




WIREGRASS RANCH HIGH SCHOOL 2015-16 SUCCESS PLAN





Pasco Schools Mission

To provide a world-class education for all students.

Pasco Schools Vision

All our students achieve success...
in college... career... and life.

Key Priorities

High Impact Instruction
Data-Driven Decisions
Collaborative Culture

District School Board of Pasco County



Allen Altman
District 1



Joanne Hurley
District 2



Cynthia Armstrong
District 3



Alison Crumbley
District 4



Steve Luikart
District 5

WIREGRASS RANCH SUCCESS PLAN

— contents —

- 4 Letter from the Superintendent
- 5 Letter from the Principal
- 6 Success Plan 101
- 8 Wiregrass Ranch 2015-16 Work Plan
- 12 SEEK-12 Performance Scorecards
- 18 The Journey To Excellence

Letter from the Superintendent Kurt Browning



We are pleased to share with you Pasco County Schools' first ever Success Plan.

Unlike so many who develop strategic plan after strategic plan — only to have the documents sit on shelves gathering dust – we are making our Success Plan operational. It will become the new guide we use for the way we do business.

This document represents collaborative work by hundreds of individuals across the district. Steps taken here are to ensure sustainable Pasco schools for years to come – and a world-class education for our students.

Teachers, support staff, administrators, parents, School Board Members and students all participated in focus groups to plan out what success looks like for our district. In addition, a dozen of our schools worked to align their plans for the coming year with the work we've done at the district level.

When we as a district define what success looks like, and all of our schools and the district align to deliver it, our students succeed and our taxpayers succeed. And THAT is a recipe for excellence.

Sincerely,

Kurt S. Browning
Superintendent of Schools

Teachers, support staff, administrators, parents, School Board Members and students all participated in focus groups to plan out what success looks like for our district.

Letter from the Principal Robyn White

Dear Parents and Partners in Educational Excellence,



It is with great pleasure that we present the 2015-16 Wiregrass Ranch High School Success Plan. This plan has been a collaborative effort on the part of teachers, parents, community members and school leaders at the school and the District levels. This plan is part of the district's overall Success Plan for creating a world-class education experience in which students are given the academic tools and supportive environment to thrive.

Within the following pages you will find information about specific projects and programs we will be working on in the coming school year to advance our commitment to preparing students for life.

Additionally, you will see our first ever SEEK-12 scorecard, which serves as a measurement system that will show you over the course of the year how well we are doing in delivering on our promise to provide students – and the Pasco community – with an outstanding educational experience.

With enthusiasm for the year before us, please join me in focusing our attention and taking the necessary actions to fulfill our vision for success.

Yours in Educational Excellence,
Robyn M. White
Principal

S U C C E S S  THIS WAY

SUCCESS

Success Plan 101

A Success Plan is the school's actionable guidebook for achieving goals that will lead to educational excellence.

It combines the collaborative efforts and ideas of district and school leaders, as well as input from community representatives –all are passionate about creating a nurturing, challenging and safe academic environment for all Pasco County students.

The plan's three key stepping stones begin with a clear expression of success goals followed by the work necessary to achieve the goals. Finally, it includes performance metrics to measure the march toward success.

Wiregrass Ranch's success ties directly to the district's overall success for the year.



A Success Plan is the school's actionable guidebook for achieving goals that will lead to educational excellence.



SEEK-12 SCORECARD

Pasco's Scorecard for Educational Excellence K-12 (SEEK-12) is an important tool in measuring how well we are doing in key strategy areas to achieve goals for a successful year.

(SEEK-12)
Scorecard for Educational Excellence K-12

Strategy	Metric	Goal
Excellence in Student Achievement	SCHOOL READINESS	6
	ACADEMICS	22
	ENGAGEMENT	8
	LIFE READINESS	4
Strategy Total		40
Employee Success	COLLABORATIVE COMMUNICATION	8
	EMPLOYEE ENGAGEMENT SURVEY	8
	VOLUNTARY DEPARTURES	1
	EMPLOYEE WELLNESS	2
	VALUABLE PROFESSIONAL DEVELOPMENT TRAINING	6
Strategy Total		25
Taxpayer Value	INNOVATIVE MANAGEMENT PRACTICES	7
	FUND BALANCE	7
	FINANCIAL STEWARDSHIP	6
Strategy Total		20
Connecting to the Community	COMMUNITY OUTREACH	3
	SCHOOL AND COMMUNITY PARTNERSHIPS	7
	FAMILY ENGAGEMENT	5
Strategy Total		15
OVERALL SEEK-12 SCORECARD TOTAL		100

3
PERFORMANCE SCORECARD

Our march to Success will be monitored over the course of the year with scorecards – one for Wiregrass Ranch and one for the entire school district.

District and Wiregrass Ranch scorecards begin on page 12.

2
WORK PLAN

To achieve our success goals, Wiregrass Ranch teams will focus efforts on 4 key Strategies, and special projects to support each strategy will be completed over the course of the year.

Work Plan projects are detailed beginning on page 8.

STRATEGIES

- 1
Excellence in Student Achievement
- 2
Employee Success
- 3
Taxpayer Value
- 4
Connecting to the Community

SUCCESS MOMENTS

It will be a successful 2015-16 school year for Wiregrass Ranch if, by June 30, 2016 we...

1. Are rated as an "A" school.
2. Achieve increased engagement among students and teachers.
3. Increase the percentage of students achieving proficiency on all required testing.

1
DEFINITION OF SUCCESS

An articulation of the goals desired to achieve this year that will lead us to educational excellence.

Wiregrass Ranch 2015-16 Work Plan

Operating Tactics are special projects and programs that Wiregrass Ranch staff will engage in over the course of the coming year to help the school – and district – achieve success for the year. Each tactic has an owner and team members, and quarterly milestones to help ensure that the project remains on schedule.

Provide additional professional site- and/or access to District-based trainings that include strategies for the identification and early intervention of at-risk Students	
Aligns with Strategy I: Excellence In Student Achievement	
Description: Teachers and itinerant staff will receive site- and/or access to district-based trainings to increase their knowledge and use of EWS data and strategies employed to intervene for students who underperform in social, behavioral, and academic domains. These trainings could include, but are not limited to, improved record keeping methods and expectations, new frameworks for discussing students' progress in PLC meetings, better ways of tracking students who received targeted interventions, etc. Professional onsite trainings may be offered in face-to-face platforms such as lunch and learn, PLC meetings, department, and leadership meetings.	
Owners: Timothy Light, Assistant Principal Team: Cathy Billington, Roderick Jones, Melinda Kantor, Allison Kanewa	
Quarterly Milestones	
Q1	▶ Survey and/or hold meetings with teachers and itinerant staff to determine limitations surrounding use of Early Warning Systems (EWS) and early intervention strategies utilized for at-risk students.
Q2	▶ Continue follow up meetings with teachers and itinerant staff to determine aforementioned limitations.
	▶ Develop plan or framework to begin site- and/or access to district-based trainings to increase knowledge and use of EWS data and early interventions as identified by staff members. ▶ Develop plan for the implementation of trainings based on continued feedback.
Q3	▶ Begin implementation of the plan.
Q4	▶ Continue with implementation schedule, assess and adjust as necessary.

WIREGRASS RANCH HIGH SCHOOL FAST FACTS

Year Established	2006
Student Body	2,350
Faculty and Staff	217
School Mascot	Bulls



Student Writing Will Emphasize Use of Evidence from Sources To Inform or Make an Argument	
Aligns with Strategy I: Excellence In Student Achievement	
Description: To achieve excellence in student achievement, we will emphasize the use of evidence from sources, when writing to inform or to make an argument.	
Owners: Shauntte Butcher, Assistant Principal; Cindy Jack, Assistant Principal Team: Marlene Freiser, Stephanie Kincaid, Carla McLeod, Dustin Quarrella, Gerard Suhkram, Eshonda Swackard, Ashley Swain	
Quarterly Milestones	
Q1	▶ Instruction: Text-based informational writing • Close reading strategies for textual evidence • RACE/ICE strategies (constructed response, introducing textual evidence) • Thesis statement and organization • MLA Citation • Conventions: rules and practice bell work ▶ Assessment: 1. Pretest at the start of the year: Informational Essay Rubric: FSA 2. Revision of pre-test
Q2	▶ Instruction: Text based informational writing, including narrative techniques (as per district requirements and standards) • Close reading strategies for textual evidence • ICE/RACE strategies • Thesis/organization • MLA Citation • Conventions: NoRedInk and bell work Assessment: 1. Informational essay (Possible prompt: compare and contrast prompt from district. Rubric: FSA) 2. Revision of essay
Q3	Instruction: Text-based argumentative writing • Claim, counterclaim, reasoning, evidence • Thesis/organization • Rhetorical strategies • Close reading strategies • MLA Citation • Conventions: No RedInk and bell work Assessment: 1. Argumentative essay/Wiregrass Writes (to be one in the same. Possible prompt: "Shut Down your Screens" from VT test. Rubric: FSA) 2. Revision of essay
Q4	Instruction: Text-based argumentative writing • Close reading strategies • Rhetorical strategies • Logical fallacies (identifying and avoiding them in writing) • Conventions: NoRedInk and bell work Assessment: Argumentative speech (Rubric: PLC developed)

Teachers Will Be Able To Help Students Practice and Deepen New Knowledge (Marzano DQ3 – Elements 14-20)	
Aligns with Strategy 2: Employee Success	
Description: To achieve employee success, we will align our SIP, our school-based professional development (lunch & learns), faculty meetings, and PLC meetings towards the implementation of goal 3. Additionally, a well-defined schedule will be published including the key milestones needed to understand and implement deep understanding.	
Owners: Diamela Vergne, Assistant Principal Team: Tom Adams, Nick Cuvillo, Karen Ippolito, Harry Llenza	
Quarterly Milestones	
Q1	<ul style="list-style-type: none"> ▶ PLC Facilitators along with its members will create an action plan on how PLCs will discuss elements 14-20. ▶ Lunch & learns and faculty meetings will align with elements 14-20.
Q2	▶ PLCs will pick a element of their choice from elements 14-20 and implement that strategy in their own classroom.
Q3	▶ PLCs will provide input to the Goal 3 Operating Tactic Team what strategies were successful and which ones were not. Input will be provided in the form a survey.
Q4	▶ At the end of quarter 4, PLC's will have an opportunity to share successes at the March and April faculty meetings.

Develop Culture and Structure for Employee Sharing Knowledge and Experience	
Aligns with Strategy 2: Employee Success	
Description: Teachers will have and be encouraged to establish working relationships that foster trust, fairness, respect, and sharing of expertise and resources to promote academic excellence and student success. Relationships may be formally structured such as through PLC's or informally based on teacher preferences.	
Owners: Christy Rankin, Assistant Principal, Marilyn Davis Team: Patricia Bacon, Donna Fraser, Marianne Kerrigan, Peter Skoglund	
Quarterly Milestones	
Q1	<ul style="list-style-type: none"> ▶ List of subject area and skills area experts (such as Classroom Management, Technology, and Learning Strategies). ▶ Identify needs and engage in collaborative decision making. ▶ Identify culture of professionalism, etiquette, promotion of integrity, and initiatives.
Q2	<ul style="list-style-type: none"> ▶ Classroom visits, PLC reflective dialogue in identifying students successes and needs improvement. ▶ Modeling examples and sharing professional development (Example: Tech Team). ▶ Promote successful achievements.
Q3	<ul style="list-style-type: none"> ▶ Identify and promote successful learning environments from visits and conversations. ▶ Promote mentorship and collegial relationships to encourage and address issues that impact instruction and collaboration. ▶ Celebrate teacher success with Bulls Pride or Sunshine Committee and faculty awards and special achievement awards.
Q4	<ul style="list-style-type: none"> ▶ At the end of quarter 4, PLCs will have an opportunity to share successes at the March and April faculty meetings. ▶ Create a scale for incoming teachers for next year from lessons learned. ▶ Identify new strategies for proceeding school year.

Increase Engagement of All Stakeholders	
Aligns with Strategy 4: Connecting to the Community	
Description: To achieve success in increasing engagement of all stakeholders, we will develop a communication strategy and procedures for communicating policies, expectations, and other important items to teachers, parents and students. We will also create structures that will introduce students to life ready experiences and activities to increase their engagement.	
Owners: Robyn White, Principal Team: Alisa Cimino, Jimmy DuBose, Denice Stanforth	
Quarterly Milestones	
Q1	<ul style="list-style-type: none"> ▶ Meet with team to develop plan for life ready activities. ▶ Continue communication strategy and procedures developed during the 2014-15 school year. ▶ Implement Bulls PRIDE program. ▶ Develop needed volunteer roles.
Q2	<ul style="list-style-type: none"> ▶ Develop student and parent poll to determine most effective communication strategies. ▶ Implement Life-ready activities on a monthly basis. ▶ Re-instate Great American Teach-In Guest Speakers focused on current job demands. ▶ Implement volunteer program
Q3	<ul style="list-style-type: none"> ▶ Implement new communication strategies. ▶ Continue life-ready activities. ▶ Review the 2015-2016 Gallup survey and teacher, student, and parent feedback and identify areas of focus for improvement.
Q4	<ul style="list-style-type: none"> ▶ Develop an action plan for developing Support a Job Fair for internship and summer work opportunities the 2016-2017 school year. ▶ Identify best practices for addressing 2015-2016 Gallup areas of focus and develop plan for implementing them in 2016-2017.


SEEK-12 Performance Scorecards


Wiregrass Ranch High School's scorecard is part of the district's new performance scorecard system (Scorecard for Educational Excellence – SEEK-12). This scorecard will be used to measure and monitor both the district's and the high school's performance in the four key strategy areas identified as essential to achieving success for the year.

Quarterly scorecard reporting will provide the School Board, parents and the community with a snapshot of the district and School's goals and

performance toward achieving them.

Each key strategy area has been weighted and given a specified number of points reflecting its relative importance to the overall success of the district and school. Within a particular measurement category are a series of metrics, which are also weighted based on their contribution to the realization of goals. If every item measured in the scorecards achieved exactly the goal, the overall score would equal 100 points. Definitions for each metric are detailed on page 14.

 SEEK-12 DISTRICT SCORECARD <small>SCORECARD FOR EDUCATIONAL EXCELLENCE K-12</small>		
Strategy	Metric	Goal
Excellence in Student Achievement	SCHOOL READINESS	6
	ACADEMICS	22
	ENGAGEMENT	8
	LIFE READINESS	4
Strategy Total		40
Employee Success	COLLABORATIVE COMMUNICATION	8
	EMPLOYEE ENGAGEMENT SURVEY	8
	VOLUNTARY DEPARTURES	1
	EMPLOYEE WELLNESS	2
	VALUABLE PROFESSIONAL DEVELOPMENT TRAINING	6
Strategy Total		25
Taxpayer Value	INNOVATIVE MANAGEMENT PRACTICES	7
	FUND BALANCE	7
	FINANCIAL STEWARDSHIP	6
Strategy Total		20
Connecting to the Community	COMMUNITY OUTREACH	3
	SCHOOL AND COMMUNITY PARTNERSHIPS	7
	FAMILY ENGAGEMENT	5
Strategy Total		15
OVERALL SEEK-12 SCORECARD TOTAL		100

 SEEK-12 WIREGRASS RANCH HIGH SCHOOL <small>SCORECARD FOR EDUCATIONAL EXCELLENCE K-12</small>								
Strategy	Metric	Goal Q1 Actual	Goal Q2 Actual	Goal Q3 Actual	Goal Q4 Actual	Goal Points	Actual Points	
Excellence in Student Achievement	Academics	% 10th graders proficient in ELA	64%	64%	64%	64%	15	
		% of students proficient in Algebra 1	55%	55%	55%	55%	15	
	Engagement	% Students on track in 10th grade	75%	75%	75%	75%	3	
		% Students on track in 11th grade	75%	75%	75%	75%	3	
		% Students on track in 12th grade	75%	75%	75%	75%	3	
		% Students engaged (for each school)	40%	40%	40%	40%	2	
	Life Readiness	% of all students graduating in 4 years	89%	89%	89%	89%	5	
		% of students with disabilities graduating in 4 years	75%	75%	75%	75%	4	
		% of students earning industry certifications	NA	NA	NA	12%	2	
		% of students earning scholar designations	NA	NA	NA	10%	2	
% of graduating seniors earning college credits		NA	NA	NA	45%	1		
Total Excellence in Student Achievement Points						55		
Employee Success	Collaborative Communication	% of employees who feel there is a collaborative culture	68%	68%	68%	68%	3	
		% of employees who feel communication is effective	68%	68%	68%	68%	3	
		Employee Engagement Survey	NA	3.83	3.83 or NA	3.83 or NA	6	
		Voluntary departures	2.35%	1.5%	1.65%	3.46%	1	
	Employee Wellness	% of eligible employees who participate in HRA program	23%	33%	45%	47%	1	
		% of HRA participants completing at least one recommended follow-up program	5%	9%	16%	20%	1	
	Valuable professional development training	25%	50%	75%	100%	5		
Total Employee Success Points						20		
Taxpayer Value	School Level Metrics	School grade	A	A	A	A	6	
		Non-taxpayer revenue created	\$3,000	\$3,000	\$3,000	\$3,000	2	
		Community facility use	13	13	13	13	2	
Total Taxpayer Value Points						10		
Connecting to the Community	Community Outreach	Internet & social media reach	3%	3%	3%	3%	1	
		Social media engagement	3%	3%	3%	3%	1	
		Community presentations/speeches	4	4	4	4	1	
	School and Community Partnerships	Business partnerships	10%	10%	10%	10%	2	
		Presentations by community organizations	22	22	22	22	2	
		Student Internships					2	
	Family Engagement	Volunteer hours	8,648	8,648	8,648	8,648	1	
		Parent/Guardian participation in school sponsored events	3%	3%	3%	3%	1	
		Number of parents/guardians accessing student information on-line	2,350	2,350	2,350	2,350	2	
		Number of parents/guardians receiving automatic student performance notifications					2	
Total Connecting to the Community Points						15		
Total SEEK-12 Points						15		

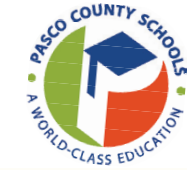
SEEK-12 METRIC DEFINITIONS			
Strategy	Metric	Definitions	
Excellence In Student Achievement	ACADEMICS	% 10th graders proficient in ELA	The percentage of 10th grade students achieving Proficient or better on the Grade 10 ELA screener/benchmark for the first three fiscal quarters and FSA for the fourth fiscal quarter of the year
		% of students proficient in Algebra 1	% of Algebra 1 students achieving Proficient or better on the Algebra 1 screener/benchmark for the first three fiscal quarters of the year and the EOC for the fourth fiscal quarter
	ENGAGEMENT	% Students on track in high school	The percentage of students who meet all of the following criteria: Meet the threshold targets for being on-track and at-risk in all five high school Early Warning System indicator areas (Course Performance, Credits Earned, Unweighted GPA, Attendance and Behavior)
		% Students engaged	The percentage of Wiregrass Ranch students that are engaged in their school experience as defined by the annual Gallup student survey
	LIFE READINESS	% of all students graduating in 4 years	Percentage of students on track with progress (% complete at mid and end year points by year according to grad progress bar) toward meeting all graduation requirements for the first three fiscal quarters and Federal Uniform Graduation Rate for the fourth quarter, as indicated in Florida Department of Education reports
		% of students with disabilities graduating in 4 years	Percentage of students with disabilities on track with progress (% complete at mid and end year points by year according to grad progress bar) toward meeting all graduation requirements for the first three fiscal quarters and Federal Uniform Graduation Rate of students with disabilities for the fourth quarter, as indicated in Florida Department of Education reports
		% of students earning industry certifications	The percent increase of earned nationally recognized industry certifications as determined by an independent, third-party certifying entity
		% of students earning scholar designations	The percent of graduating seniors who meet the state requirements for scholar recognition
		% of graduating seniors earning college credits	The percent of graduating seniors who earn at least 1 college credit

SEEK-12 METRIC DEFINITIONS			
Strategy	Metric	Definitions	
Employee Success	COLLABORATIVE COMMUNICATION	% of employees who feel there is a collaborative culture	The percentage of employees who feel there is a collaborative culture in the Pasco County school district
		% of employees who feel communication is effective	The percentage of employees who feel there is effective communication in the Pasco County school district
		Employee Engagement survey	The level of engagement among district employees as reported in the annual Gallup employee survey
		Voluntary Departures	Percentage of employees (excluding temporary employees, substitute personnel and student employees) who leave Pasco by choice. This excludes terminations, resignations in lieu of termination, death, retirees
	EMPLOYEE WELLNESS	% of eligible employees who participate in HRA program	The percentage of employees eligible to participate in the HRA Program who actually do participate (Eligibility is defined as employees who receive medical insurance from the district)
		% of HRA participants completing at least one recommended follow-up program	The percentage of employees participating in HRA who complete at least one recommended HRA follow-up program
		Valuable professional development training	The percentage of schools implementing prioritized professional development at level 3 as rated on the Prioritized PD Monitoring guides

SEEK-12 METRIC DEFINITIONS		
Strategy	Metric	Definitions
Taxpayer Value	School grade	The overall school performance grade as determined by the Florida Department of Education
	Non-taxpayer revenue created	The total amount of revenue generated by school-based activities, such as facilities rentals, vending machine sales, and new grants
	Community facility use	The number of occasions in which school facilities are used by community members for non-school functions

SEEK-12 METRIC DEFINITIONS			
Strategy	Metric	Definitions	
Connecting to the Community	COMMUNITY OUTREACH	Internet & social media reach	The percent increase in the number of people who see posts on Facebook & other social media and the number of unique web page views
		Social media engagement	The percent increase in the number of people who like, comment on, or share Facebook and Twitter posts
		Community presentations/speeches	The number of presentations and/or speeches by school board members, school staff and district staff to established community groups (such as chambers, community groups, businesses, etc.)
	SCHOOL AND COMMUNITY PARTNERSHIPS	Business partnerships	The number of businesses that support the district either financially or with products or services
		Presentations by community organizations	Presentations by community organizations delivered either in school or in the community
	FAMILY ENGAGEMENT	Volunteer hours	The number of volunteer hours performed by approved volunteers
		Parent/Guardian participation in school sponsored events	The number of attendees at school meetings and events
		Number of parents/guardians accessing student information on-line	The number of parents/guardians who access their students' course and grade information in the on-line student information system
		Number of parents/guardians receiving automatic student performance notifications	The number of parents/guardians who receive automatic student performance notifications via the on-line student information system

The Journey To Excellence



Now that you've had a chance to see the direction in which Pasco County Schools is moving, I hope you will join me and the School Board on our journey to excellence!

To achieve excellence, we must all stay true to our mission: To provide a world-class education for all students. If we do that, we will achieve our vision: All of our students achieve success in college, career and life.

The key is that we must implement this focused success plan together; we can't deviate. Our budget process will align with and invest in the strategy of the plan. We will do our best to effectively communicate the plan, both internally and externally. And, finally, we have to work on it as one district with candor and in a collaborative spirit.

Remember these Strategies:

1. Excellence in student achievement
2. Employee success
3. Taxpayer value
4. Connecting to the community

We have to believe that these actions will get us closer to providing that world class education for each one of our students. And we have to remember that:

What we do as a district...

We must own it!

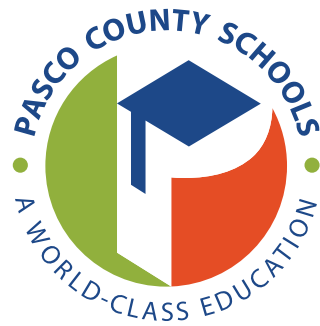
We must believe it!

We must work for it!

That is our road map for success, and we believe we are heading in the right direction. All aboard!

Sincerely,

Kurt S. Browning
Superintendent of Schools



7227 Land O' Lakes Blvd.
Land O' Lakes, FL 34638
www.pascoschools.org



Twitter: @pascoschools



www.facebook.com/pascoschools