



Detail Report

Mission

The mission of Mountain Ridge High School is to provide real world connections within highly engaging classrooms that prepare graduates to meet the rigors and demands of the 21st century global citizens

Vision

The Mountain Ridge High School vision of learning embraces Merit, Respect, Honor, and Success for all students as they travel on their educational path.

Benchmark

Benchmarking School & Rationale

Metro Tech High School, 1900 W Thomas Rd, Phoenix, AZ 85015

Benchmark Process

In order to move forward with our benchmarking of Metro Tech High School we met as a core CIP team to discuss where we were with our benchmarking and where we would like to go. We began by examining their process and how they built the PLC structure into their climate and culture. We reviewed their 2015-2016 Continuous Improvement Plan, and we specifically focused on their PLC goal: By the end of the 2015-16 school year, 100% of Metro Tech PLC's will show efficient growth in their quarterly reviews as it applies to cycle of the PLC Four Essential Questions. For example if a PLC is at Q1 they will advance to Q2 and/or if a PLC is at Q4 they will recycle to Q1. (Q1-Curriculum, Q2-Assessments, Q3-Interventions, Q4-Enrichments). In our review of their CIP we noted that the needs assessment is helpful, and it would help us to advance the effectiveness of the PLCs. We liked the idea of the Quarterly review because it would allow for goal adjusting and the check-ins would help with consistency and fidelity. We wanted to consider categorizing our artifacts, and to find out about how the administrator team meetings help to drive the implementation of the PLCs – what were those admin roles throughout the campus. We found the breakdown of Q1, 2, 3, and 4 (Curriculum, Assessment, Interventions, and Enrichments) would be a nice way to give direction for our meetings and are considering adding this delineation of work product to our agenda for the next school year. Once we return from spring break we are going to reach out to the principal through Shona Miranda to find a time when we can bring a small group of teachers to their campus to talk about PLCs. As a team we brainstormed some beginning questions that we would like to bring when we visit Metro Tech: What makes your PLC process organic and authentic? When did you feel PLCs were truly integrated into your culture? How do you embed their PLC time? How do you work with teachers who do not buy into PLCs? How are you monitoring PLC time? In addition to Metro Tech we have also decide to begin benchmarking Desert Visit.

Benchmark Details

We have begun exploring Metro Tech and how it utilizes PLCs. We have reviewed both their 2013-2014 A+ School of Excellence Application and their 2014-2015 CIP. Within these documents we see that they have embodied a PLC philosophy and practice for the last ten years. Within their construction of PLCs each PLC has an administrator who participates within the PLC as a resource. PLCs are also an important component within the CIP and all of their action steps. Metro Tech also has a unique approach to solving issues on campus. When there is a problem area identified they collect data, and then take the issue (with the data) through a process they call "Table Talk." During Table Talk the group is asked to collaboratively discuss the issue and come to a collective response. The solution is taken to instructional leaders, and then to PLC team leaders who are then able to create materials, methods, and timelines to consider any necessary implementation. Also through our investigation we found out Metro Tech was identified as an "All Things PLC" model school in 2013 – one of only a handful of urban school across the nation to achieve this title. A final area that seems to be positively impacting Metro Tech is that staff members are not only receiving instructional feedback from their evaluators, but also from their peers within their PLCs. Our next steps as we benchmark Metro Tech would be to make some personal connections to instructors and/or administrators and consider having a team of teachers go and observe the processes in place at Metro Tech. At this point though we want to continue to uncover the various applications of PLCs within their school and community to learn as much as we can.



Team Members

Name	Title/Relationship
Shona Miranda	Principal
Michelle Martin	Assistant Principal
Bill Sorensen	Assistant Principal
Junior Michael	Assistant Principal
Debbie Moore	TOA/Teacher
Alexis LaDuca	Teacher/AdvancED Steering Committee Co-Chair
Candice Mitton	Teacher/AdvancED Steering Committee Co-Chair
Melinda Splitek	Teacher/CIT Chair

Goals

Priority Area 1.1.1		
Priority	Component	Objective
Excellence in Student Learning	College and Career Ready Program of Study	Deploy a guaranteed and viable curriculum in every classroom.
Goal Description		
During the 2016-2017 school year, 100% of our teachers will participate in purposeful level collaboration in order to deliver a guaranteed and viable curriculum as measured by an increase in students with A's, B's, and C's while simultaneously reducing the percentages of students with D's, and F's.		
End of Year Summary		
Key Measures		
<ul style="list-style-type: none"> ••# of students with A's, B's, and C's • # of students with D's and F's 		

Priority Area 2.2.1		
Priority	Component	Objective
Excellence in Workforce Performance	Workforce Development to Meet Organizational Needs	Establish and maintain a collaborative learning environment.
Goal Description		
During the 2016-2017 school year, 100% of teachers will collaborate in a PLC with concentration on developing a self-selected focus area to help improve student growth as measured by PLC attendance records, as well as artifacts and reflections from the MRHS PLC Guide.		
End of Year Summary		



Key Measures		
<ul style="list-style-type: none"> •# of teachers attending PLC meetings •# of artifacts and reflections submitted with fidelity 		

Priority Area 3.1.1

Priority	Component	Objective
Excellence in Stakeholder Relationships	Effective Communication	Deploy successful communication strategies to exceed the key needs of all stakeholder groups.

Goal Description

During the 2016-2017 school year, 100% of the staff members will actively communicate pertinent information with appropriate stakeholders.

End of Year Summary

Key Measures

- # of total visits to teacher websites
- % of staff members using Canvas
- % of staff members able to articulate a communication process for stakeholders
- # of attendees at school wide presentations/conferences/informational meetings
- # of communications provided to community/business partnerships
- % increase in donations for student and staff recognition
- % increase of business partnerships

Priority Area 4.2.1

Priority	Component	Objective
Excellence in Organizational Improvement and Accountability	Documented and Deployed Processes	Identify, document, deploy and monitor key processes across all campuses, departments and levels with fidelity.

Goal Description

During the 2016-2017 school year, 100% of staff members will take part in identifying, documenting, deploying and monitoring the key process of purposeful level collaboration as measured by analysis, reflection and artifacts as delineated either by the MRHS PLC Guide or individually communicated by a PLC.

End of Year Summary

Key Measures

- % of key processes deployed with fidelity
- # of PLC analysis, reflections and artifacts collected

Action Plans



Goal 1.1.1	During the 2016-2017 school year, 100% of our teachers will participate in purposeful level collaboration in order to deliver a guaranteed and viable curriculum as measured by an increase in students with A's, B's, and C's while simultaneously reducing the percentages of students with D's, and F's.		
Action Step	MTSS - Math		
Responsible Party	Andrew Lang, Jaymie Irwin, and Math Teachers		
Professional Development	Student interventions for the fall semester have begun - students will meet in small groups with math teachers to work on focused math deficits. Meeting dates for the semester are: October 6th, October 13th, October 20th, November 3rd, November 10th, November 17th, December 1st, and December 8th. Data will be collected and shared following the final MTSS meeting in December.		
Quarterly Summary			
Date Initiated	October 06, 2016	Date Completed	
Status	In-Process	Last Modified	10/24/2016 12:42 PM

Goal 1.1.1			
Action Step	Connect 2 Success		
Responsible Party	Jaymie Irwin and Shona Miranda		
Professional Development	Overview of Connect 2 Success program was shared with the staff and expectations were delineated. Teachers were asked to choose five students to be their Connect 2 Success students.		
Quarterly Summary			
Date Initiated	October 10, 2016	Date Completed	October 10, 2016
Status	Completed	Last Modified	10/24/2016 12:29 PM

Goal 1.1.1			
Action Step	The MRHS Career and Distance Learning Center		
Responsible Party	Melinda Splitek		
Professional Development	Development of the Career and Distance Learning Center is in progress. Distance learning technology has been secured, room set up and utilization has been determined, we are in process of securing student resources to connect with members of the business community as well as professionals in business specialty fields. Current goal for roll out is overview to staff in December and then officially opening doors to students in January.		
Quarterly Summary			
Date Initiated	August 05, 2016	Date Completed	December 23, 2016
Status	In-Process	Last Modified	10/24/2016 12:26 PM

Goal 1.1.1			
Action Step	PLC Professional Development Time		



Responsible Party	All staff members		
Professional Development	Staff members have embedded time to work on PLC goals. Agendas are submitted to Candice Mitton upon completion of the meeting time.		
Quarterly Summary			
Date Initiated	August 19, 2016	Date Completed	August 19, 2016
Status	Completed	Last Modified	8/22/2016 9:29 AM

Goal 1.1.1			
Action Step	All staff members complete a PLC Check In with departments to review the 2016-2017 AdvancED Goals, Expectations for Ridge PLCs, Explore Resources - Online and In-House, Confirm/Change/Select PLCs for the 2016-2017 school year.		
Responsible Party	Candice Mitton, Alexis LaDuca, and all MRHS Department Coordinators		
Professional Development			
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	August 08, 2016
Status	Completed	Last Modified	8/22/2016 8:20 AM

Goal 2.2.1	During the 2016-2017 school year, 100% of teachers will collaborate in a PLC with concentration on developing a self-selected focus area to help improve student growth as measured by PLC attendance records, as well as artifacts and reflections from the MRHS PLC Guide.		
Action Step	Collection of agendas that were submitted after completion of first PLC session.		
Responsible Party	Candice Mitton		
Professional Development	Agenda templates are provided - individual PLCs may adjust agendas as needed.		
Quarterly Summary			
Date Initiated	August 19, 2016	Date Completed	
Status	In-Process	Last Modified	8/22/2016 10:42 AM

Goal 3.1.1	During the 2016-2017 school year, 100% of the staff members will actively communicate pertinent information with appropriate stakeholders.		
Action Step	Lion's Den Staff Usage		
Responsible Party	Alexis LaDuca, Jaymie Irwin, Melinda Splitek, Andrew Lang, and Jon Devenney.		
Professional Development	Number of page views by staff members: August 973, September 964, and October 660.		
Quarterly Summary			
Date Initiated	October 24, 2016	Date Completed	October 24, 2016
Status	Pending	Last Modified	10/24/2016 1:02 PM



Goal 3.1.1			
Action Step	SchoolMessenger Outreach		
Responsible Party	Bill Sorensen		
Professional Development	An increase in frequency of SchoolMessengers sent to help communicate pertinent information. These contacts include: Tech Rich First Day Reminders (sent 8/8/16), Registration Communication (early October), and Parent/Teacher Conferences (10/25/16).		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	
Status	In-Process	Last Modified	10/24/2016 12:55 PM

Goal 3.1.1			
Action Step	CIT Community Outreach		
Responsible Party	Melinda Splitek		
Professional Development	The CIT is in process of collecting names of community members who are willing to volunteer professional experience and knowledge with Mountain Ridge students through the MRHS Career and Distance Learning Center. The first submission of names began on October 20th, 2016 and CIT members are still gathering potential volunteers.		
Quarterly Summary			
Date Initiated	September 08, 2016	Date Completed	December 08, 2016
Status	In-Process	Last Modified	10/24/2016 12:20 PM

Goal 3.1.1			
Action Step	Freshmen Mentor Program -Freshmen First Day		
Responsible Party	Lisette Romero, Tara Daley, and Michelle Martin		
Professional Development	127 hand selected mentors who were chosen by a teacher nomination process who worked with over 400 students on this optional day students could sign up to come on campus. During this time freshmen students were with their mentors as they participated in team-building activities, toured campus, completed a campus Q&A, and had lunch.		
Quarterly Summary			
Date Initiated	August 09, 2016	Date Completed	August 09, 2016
Status	Completed	Last Modified	10/24/2016 12:15 PM

Goal 3.1.1			
Action Step	Review of current staff members using Canvas. As of this date we have the following data: 208 active courses, 66 teachers using Canvas, 2,339 students are using Canvas, 189 discussion topics, and 13,428 files uploaded.		
Responsible Party	Lissa Borchers		



Professional Development	We will continue to monitor usage and check in with staff members to see what support and guidance is needed as they utilize our LMS Canvas.		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	August 24, 2016
Status	Completed	Last Modified	8/31/2016 11:40 AM

Goal 3.1.1			
Action Step	All staff members have joined the Lion's Den Canvas class. The purpose of the Lion's Den is to share important information with all stakeholders, and have that information in one place. Current modules in place are: Ridge Pride, Dates to Remember, Bell Schedules, CIP, Testing Information, Connect 2 Success, PLC Information, and Basic Ridge Information. This is a fluid resource and will have modules and resources added as needed.		
Responsible Party	Alexis LaDuca and Jaymie Irwin		
Professional Development	Creation of Lion's Den Canvas class available to all MRHS staff members		
Quarterly Summary			
Date Initiated	July 11, 2016	Date Completed	
Status	In-Process	Last Modified	8/31/2016 11:34 AM

Goal 3.1.1			
Action Step	Optional Canvas Open Lab		
Responsible Party	Jaymie Irwin		
Professional Development	Individualized assistance with Canvas was provided during pre-service meeting time for any teachers who wanted extra help.		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	August 08, 2016
Status	Completed	Last Modified	8/22/2016 10:29 AM

Goal 3.1.1			
Action Step	MRHS App		
Responsible Party	Jon Devenney, Melinda Splitek, and Alexis LaDuca		
Professional Development	An overview of how the MRHS app was provided to all certified staff members during pre-service meetings. The app provides for various methods of communication among stakeholders.		
Quarterly Summary			
Date Initiated	August 05, 2016	Date Completed	August 05, 2016
Status	Completed	Last Modified	8/22/2016 8:26 AM



Goal 4.2.1	During the 2016-2017 school year, 100% of staff members will take part in identifying, documenting, deploying and monitoring the key process of purposeful level collaboration as measured by analysis, reflection and artifacts as delineated either by the MRHS PLC Guide or individually communicated by a PLC.		
Action Step	Platform Identification for Documentation of Formative Assessments within PLCs		
Responsible Party	Alexis LaDuca and Tech Rich Team		
Professional Development	The following platforms are currently being used to assess formative assessment: 42% are using Canvas, 4% are using School City, 5% are using Google Forms, 4% are using Quizziz, 7% are using Kahoot, and 11% identified other - specifically sharing they are using paper and pencil, Garage Band, and Doceri.		
Quarterly Summary			
Date Initiated	September 09, 2016	Date Completed	September 19, 2016
Status	Completed	Last Modified	10/24/2016 12:48 PM

Goal 4.2.1			
Action Step	Initial PLC Goal/Focus areas were chosen by PLC groups. Goal areas chosen include: formative assessment, comprehensible input teaching strategies, standards-based grading, questioning strategies, critical analysis skills, close reading, technology application, and performance assessment.		
Responsible Party	Candice Mitton, MRHS Department Leaders		
Professional Development	During the PLC check in time during pre-service meetings, department leaders walked their members through the CIP goals and confirms PLC groups and had groups submit tentative areas of focus and goals.		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	August 08, 2016
Status	Pending	Last Modified	8/22/2016 10:41 AM

AdvancED

Feedback

Goal	1.1.1 During the 2016-2017 school year, 100% of our teachers will participate in purposeful level collaboration in order to deliver a guaranteed and viable curriculum as measured by an increase in students with A's, B's, and C's while simultaneously reducing the percentages of students with D's, and F's.
Feedback	9/5/2016 9:49 PM
Strength: Benchmarking alongside a school with similar qualities as MRHS may aide in identifying and strengthening gap areas. Questions to Ponder: Perhaps it would benefit MRHS to develop a way to share key learnings across departments. Good instruction, is good instruction regardless of content area and capturing effective strategies etc. may be an additional layer of learning. When does PLC professional development time take place? Is it embedded within the school day?	

Goal	2.2.1 During the 2016-2017 school year, 100% of teachers will collaborate in a PLC with concentration on developing a self-selected focus area to help improve student growth as measured by PLC attendance records, as well as artifacts and reflections from the MRHS PLC Guide.
Feedback	9/5/2016 9:49 PM
Strength: Including a measurement tool for PLC involvement. Questions to Ponder: In what ways will the artifacts create continual growth? Will the reflections be utilized to create conversations around focus points? How was the "self-selected" focus identified? Was staff guided to utilize any data in particular?	

Goal	3.1.1 During the 2016-2017 school year, 100% of the staff members will actively communicate pertinent information with appropriate stakeholders.
Feedback	9/5/2016 9:49 PM
Strength: Developing a focus on stakeholder involvement. Questions to Ponder: In what ways will the artifacts create continual growth? Will the reflections be utilized to create conversations around focus points? How was the "self-selected" focus identified? Was staff guided to utilize any data in particular?	

Goal	4.2.1 During the 2016-2017 school year, 100% of staff members will take part in identifying, documenting, deploying and monitoring the key process of purposeful level collaboration as measured by analysis, reflection and artifacts as delineated either by the MRHS PLC Guide or individually communicated by a PLC.
Feedback	9/5/2016 9:49 PM
Questions to Ponder: What are the key processes involved in purposeful level collaboration? Is each content area defining these processes, or will there be campus wide processes that all adhere to? Perhaps it may provide clarity if all PLCs are deploying the same processes. Are the processes and desired artifacts identified in the MRHS PLC Guide?	