

COLUMBIA HIGH SCHOOL

Five Year ~ Strategic Plan



- Dr. Lovie Lilly ~ Principal**
- Mr. Michael Healy ~ Assistant Principal**
 - Mrs. Faye Lewis ~ Assistant Principal**
- Ms. Janice McGowan ~ Assistant Principal**
- Dr. Jennifer Giordano ~ Director of Guidance**

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MISSION STATEMENT

The mission of Columbia High School is to educate, inspire and encourage all students in our diverse community to discover and develop their individual talents and abilities in order to become productive contributors to our democratic society. To accomplish this mission, Columbia High School challenges all students to think critically and creatively, to collaborate respectfully, to solve problems effectively, to utilize technology wisely, and to respond ethically and generously to the responsibilities of global citizenship.

BELIEFS/VALUES

We believe that:

- Each student is a valuable individual whose potential for intellectual, emotional, social and physical growth is enhanced by a stimulating and engaging educational experience.
- Diversity is a strength that enriches our society and will empower our students to thrive in our emerging global community.
- High expectations, which are shared by students, teachers, parents/guardians, and administrators, are essential to student achievement.
- An essential goal of education is the development of independent learners who will be curious and open to new experiences, opinions, and ideas throughout their lives.
- Physical safety and emotional security are essential to personal growth for all members of the educational community; respect for the diverse beliefs and ideas of others is indispensable.
- Columbia High School embodies the values and aspirations of the community and must collaborate with all members of that community to achieve their goals.
- Supported by a responsive and competent faculty, students must take responsibility for exerting their best efforts and use added resources to achieve.
- Students will gain the confidence and persevere as needed for success by learning and using self-advocacy skills.

OBJECTIVES

Because enrollment in Advanced Placement classes correlates highly with success in post-secondary schooling, by 2016, Columbia High School students will show improved academic achievement by increasing the proportion of Black students enrolled in AP courses. The rate of participation for Black students will increase by 50% over a five-year period.

STUDENTS	BASELINE JUNE '10	JUNE '12	JUNE '13	JUNE '14	JUNE '15	JUNE '16
Black	12.3%	13.5%	14.7%	15.9%	17.1%	18.3%

OBJECTIVES

- By 2016, Columbia High School will reduce the disparities between Black and White students in demonstrating proficiency on state assessments by 50 %.
- By 2016, Columbia High School will reduce the disparities between Black and White students in demonstrating advanced proficiency on state assessments by 20 %.

DRIVING PRINCIPLES FOR TEACHING AND LEARNING

A School Wide Focus Toward Instructional Leadership

- Instruction
- Collaborative Leadership and Teacher Efficacy
- Improving Adult Learning and Instruction Through Professional Development
- Building Relationships ~ “One Student At A Time” by Celebrating and Honoring Diversity
- Challenging All Students to High Levels of Academic Excellence
- Sustaining a Culture of Academic Excellence and Pride for All Students
- Preparing Students for Higher Education and Post-Secondary Pathways

INSTRUCTION

Impact on Student Achievement

- *Teachers will implement differentiated instructional strategies that identify and accommodate individual learning styles, encourage critical thinking and promote student engagement.*
- *CHS will support the delivery of content specific curricula and advance expectations for learning at all academic levels.*
- Adult Learning (Professional Development) will serve as the basis for quality instruction and improved student outcomes.

Observations and Evaluations

Administrative Walkthroughs

Professional Development/Professional Learning Communities

Instructional Teams

- Supervisors
- Teachers

Teacher Collaborations

Faculty Meetings “Instructional Foci”

New Teachers’ Roundtable

LEARNING

Narrowing the Academic Achievement Gap

- CHS will uphold accelerated standards of academic rigor, create a culture of high expectations for *all* students, and increase the probability of success in college.

Multi-Level Pilot Program (9th Grade)
(English, Social Studies and Science)

PSAT Administration

Increased Minority Enrollment in Higher-Level Classes
(AP Classes)

Systems of Support

OTHER SUPPORTIVE AREAS

- Personalization of the School Climate and Culture
- Grade Level Advisory Committees
- Collaborative Leadership
 - Development of a School Site Team
 - Partnership with *The Education Alliance of Brown University* (“Disproportionate Representations”)
 - Partnerships with Higher Education
 - Essex County College
 - Seton Hall University