



Restructuring for Equitable Student Success

Updated May 2018

**Urbana High School
2018-2019**



Why?

Through our current system we have created a disparity of academic success and student outcomes for students of color



What?

Improve student engagement and learning experiences of students across all demographic groups. Using Restorative Practices, staff interventions, and student agency, students will have the skills and resources to achieve behavioral expectations conducive to academic success.

How?

Increased Student Empowerment

Increased empowerment will

- *Provide students greater ability to advocate for themselves*
- *Help students identify obstacles and barriers to their success*
- *Allow students to work collaboratively with adults to dismantle barriers*
- *Increase response to needs*
- *Help to get to root cause of what is preventing the student from being successful*
- *Provide support for success*





New Positions

- **Assistant Principal** (Education Fund)
 - **Clinical Professional** (Funded by TAEOP and Title I grants)
 - **Student Engagement Advocate** (Funded by TAEOP and Title I grants)
 - **Three Student Interventionists** (Shifting current faculty positions)
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Student Support Services Department

Students A-D

Counselor

Students E- La

Counselor Clinical Professional & SEA

Students Le - Ro

Counselor

Students Ru-Z

Counselor Clinical Professional & SEA

Students A-G

Student Interventionists (3)

Students H-M

Social workers (2)

Students N-Z

Psychologist

Librarian





Additional Resources at UHS

- Teaching Staff
 - Instructional Coaches
 - Teaching Assistants and Student Relations Supervisors
 - Administrators
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Collaboration

Opportunities for Follow Up and Problem Solving

- **Wednesdays once a month** teacher grade level meetings with support services
 - **Student Voice meetings** Run through lunch hours
 - **Tuesday mornings:** Admin weekly analysis of referral data
 - by race
 - student patterns
 - teacher patterns
 - support services follow up
 - **Thursday mornings:** Admin and Student Interventionist
 - Supervision
 - Building events and planning
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Safety Response

- **Building Safety Concerns:** Admin contacted immediately
 - **Fight-all available:** Student Support Services (SEA, Clinical Professionals, Student Interventionist, Admin), Admin decides process from there
 - **All Other Admin Referrals:** Student Interventionist and Admin collaborate on decisions
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Professional Development Needed

- De-Escalation
 - Trauma Informed
 - Restorative Practice
 - Student, Family , and Staff support activation
 - Re-work referral process
 - Follow up and review process and schedule
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What is still needed

Support Services Department will meet and plan the logistics of implementing an aggressive proactive support system including communication and caseload management

Procedures for accessing support

Rework in-school restriction

Review and evaluation scheduled

Data communication including timeline (quantitative and qualitative)



Questions

We will be putting together parent and student forums once we have procedures completed

School Improvement Goals

1. Increasing student learning/academic performance across all demographic groups, as measured by on track performances and graduation rate.
 2. Improve student engagement and learning experiences of students across all demographic groups. Students will have the skills and resources to achieve behavioral expectations conducive to academic success.
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