

**Indian Creek High School
2021-2022**

Public Law 221: School Improvement Plan

Vision

Empowering Excellence

ICHS Mission Statement

Indian Creek High School empowers students with knowledge, responsibility, and perseverance in order to achieve excellence.

CORE VALUES

Excellence

Responsibility

Perseverance

Knowledge

SCHOOL DESCRIPTION

Name: Indian Creek High School

Corporation: Nineveh-Hensley-Jackson United School Corporation

Corporation Number: 4255

Accreditation Year: 2012-2013

Address: 803 W. Indian Creek Drive

Trafalgar IN 46181

Phone: (317)878-2110

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Principal: Luke Skobel

Enrollment: approximately 597

Indiana School Number: 3419

DEMOGRAPHIC DATA

Indian Creek High School houses approximately 597 students in grades nine through twelve. The school serves students from Nineveh and Hensley Townships in Johnson County and from Jackson Township in Morgan County. The corporation is a predominantly rural area, including the towns of Nineveh, Trafalgar, Princes Lakes, Painted Hills and Morgantown.

The Indiana Census counts for 2010 indicated the population of the areas served by the school system as follows: Nineveh Township (Nineveh and Princes Lake) – 3,987; Hensley Township (Trafalgar) – 3,329; and Jackson Township (Morgantown and Painted Hills) – 3,439. Interactive population maps are available through www.2010.census.gov.

CULTURAL COMPONENT

Indian Creek High School has a very homogeneous population. Of the 613 students enrolled for the 2018 – 2019 school year, 95 % were white, 0.8% were black, 1.6% were multi-racial, 1.1% were Asian, and 1.1% were Hispanic. The school is also hosting several foreign exchange students for the current school year. On a socio-economic level, 68% paid for

their lunches, 27% received free lunches, and 5% paid reduced lunch prices. Although the school make-up is homogeneous, many activities and lessons are used throughout the year to help make students and staff members aware of the diversity found in our society and throughout the world. Examples of these include:

- District-wide Veterans Day observance;
- Sharing information about self, family, favorites, etc.;
- Numerous activities and lessons through Social Studies classes on various cultures;
- German and Spanish club activities, including field trips to the International Festival when possible.
- Academic Team study of various cultures;
- Language Arts activities and reading selections focusing on a variety of cultures;
- Dual enrollment and AP classes

PROFILE

Indian Creek High School houses grades nine through twelve. ICHS is a four-year public high school that is accredited by the North Central Association Commission on Accreditation and School Improvement and the State of Indiana. The school operates on a two semester, four grading period system, with a modified-block schedule.

There are forty two certified staff members, the principal, an assistant principal, athletic director, two counselors, a technology coordinator, a test coordinator, a part time instructional coach, and a media specialist. Three instructional assistants work in special education classes. An aide is utilized in the media center and in the in-school suspension room. We also work in conjunction with a special services liaison. The corporation employs a school nurse who serves in each of the four buildings in the corporation. Other support staff members include six custodians. The cafeteria, which is shared with the middle school, supports a cafeteria manager and approximately twelve employees. The corporation technology staff includes the technology coordinator and three assistants. High school students help with technology in other classrooms through the Technology Mentoring Program led by our TIS.

Indian Creek High School provides many opportunities for the academic, physical, and social growth of students. Leadership groups such as the Student Council are open to all students. Interscholastic athletic teams available include cross-country, basketball, volleyball, football, swimming and diving, wrestling, volleyball, tennis, golf, dance team, baseball, softball, track, and cheerleading. Other clubs and groups available to students are the German and Spanish Clubs, SADD, National Honor Society, Creative Teens in Action, Future Farmers of America, Creek Crazies Pep Club, Academic Teams, Fellowship of Christian Athletes, and Thespian Society. Indian Creek utilizes a modified block schedule where 7 classes meet on Monday, Tuesday, & Friday while the even class periods meet on Wednesday and odd on Thursday. Each day, students meet during the day with IRP groups; this resource time allows for mentoring by the same teacher throughout the students' education at ICHS. During this time, students are also able to attend clubs that relate to their interests and remediation, if needed. Students are encouraged to seek a Core 40 or Academic Honors or Technical Honors Diploma with an emphasis on the career cluster that best suits their individual interests and

abilities. Each year the curriculum at ICHS is updated to meet the changing standards in the State of Indiana, along with the changing needs of students. Curriculum guides are kept on-line and within each individual department so that they are easily accessed throughout the year. The corporation has adjusted the direction of our curriculum in all areas to adhere to our state standards. Teachers are also required to provide Course Information Guides (CIG's) for the current academic year in order to allow easy access by parents and students for a better understanding of the expectations and requirements for student success.

DESCRIPTION AND LOCATION OF CURRICULUM

The curriculum for our district is aligned vertically, K-12, and is based on state standards. Teachers have copies of the state standards for use in their classrooms, and copies are available through the Indiana Department of Education website. Key ideas from the curriculum are also available on the corporation website.

In the 2015-16 school year, the identification of essential learnings was started in an effort to build curriculum maps and work on assessments began. We adhere to the state's guidelines for state standards and assessments and continue to revise our curriculum to mirror state guidelines.

CURRICULUM AND INSTRUCTIONAL PRACTICES TO SUPPORT THE ACADEMIC STANDARDS

The curriculum at Indian Creek High School reflects the Indiana State Standards in Education. Copies of the State standards are available on the corporation website electronically. Students are now using Chromebooks 1:1 within our high school building. All curriculum is delivered digitally with classroom sets of textbooks used as a supplemental resource in some classrooms.

CAREER AWARENESS AND DEVELOPMENT

Here at Indian Creek High School we put a huge focus on the employability skills that our students need so they are able to be successful after high school. We feel that one of our main tasks is to make sure our students are prepared for life after school and we accomplish this in many different ways. We often bring in experts in other fields so students can learn about different careers. We do this mainly with guest speakers into classrooms but also by having our annual career day where our students can see many different careers that might interest them. Bringing in experts is important, but just as important is giving students opportunities to see experts in the field. We offer job shadowing, post-secondary education and training tours that students can take as well. We tie the employability skills to our curriculum by having career related courses and career related clubs, like Robotics. We also give our juniors and seniors an opportunity to take classes at Central Nine Career Center, a local school that offers many CTE programs. We have a program called Naviance that we use for all of our students to help them prepare for life after high school. Our teachers lead lessons through Naviance, with guidance from our counselors to help students recognize post secondary options.

PARENTAL INVOLVEMENT

Indian Creek High School offers numerous ways for parents to become involved. When possible, parents participate in fall parent conferences, an annual Open House, student athletic programs, student musical programs, dances, field trips, after-school activities, and clubs. A parent group assists with clean-up after athletic events and coordinates and supervises an annual Post Prom event for students. Parents also assist with fundraising activities and school committees. Teachers are strongly encouraged to make contact with parents regularly. We have integrated a student software management package—Infinite Campus. One of the key components of the program is parental contact when a student engages in negative behaviors and cooperation between the teacher, administrators, and parents in helping to intervene for student success. The school has also added a learning management system Canvas to increase student and parent communication with teachers. Our ultimate goal, of course, is to involve every parent in some way during the school year. Parents are granted access to relevant areas of our student and learning management program in order to view student grades, lesson plans, classroom management plans, and other pertinent information. This access is promoted throughout the school year with our student management program, Infinite Campus, so that all parents will be able to access information about student grades, upcoming assignments, classroom expectations, and even student discipline information. This type of electronic product continues to open many doors for increased parental involvement.

COMMUNITY INVOLVEMENT

Local businesses support Indian Creek High School in many ways. Several local food businesses provide rewards for academic achievement and good conduct honor roll, along with sponsoring fund-raising activities for the band and athletic teams. Several organizations sponsor essay, poetry, and other contests and promote academic activities such as reading and academic competition. In the spring of 2008, the local group “For Such A Time As This” sponsored the first annual 5K/10K CommUNITY Walk/Run and carnival to raise money for programs for NHJ students. While this event no longer exists, it has been replaced by our NHJ Foundation’s Music at the Creek festival that takes place every fall. Local businesses, vendors, parents, athletic teams and more all come together in an effort to raise money for various programs throughout the corporation.

Our facilities are commonly used by the community outside of school hours. Our cafeteria is used for several gatherings throughout the year including alumni banquets and receptions. The auditorium is often used by various organizations for presentations, Johnson County events, and awards programs.

Communication with the community at large is a continued priority, and we are seeking various methods for keeping community members informed of the excellent educational opportunities and accomplishments at ICHS.

TECHNOLOGY AS A LEARNING TOOL

Indian Creek High School relies heavily on technology as a learning tool. Our corporation technology department supports the educational needs of students and instructs

staff in the effective use of technology to support the curriculum. Students are 1:1 with Chromebooks. All curriculum is delivered digitally through the Chromebooks, and students have access to various educational applications and programs.

The entire building has wireless Internet access, and students are able to complete assignments and projects using both print and online sources. Students use software to practice skills, and teachers are encouraged to use technology to engage students in the everyday learning environment. Digital cameras, media carts, and video equipment are available for classroom use, and students can give class presentations using the projector system in the Media Center.

Many classes offer experience with technology to students. The Technology Education department offers the following classes: Technology Systems, Communication Systems, Communication Processes, Manufacturing Systems, Manufacturing Processes, Design Processes, Construction Systems, Construction Processes, Transportation Systems, and Transportation Processes. Students are also afforded the option of attending Central Nine Career Center, where they have access to various technologies and the opportunity to earn dual-college credits or industry certifications in their specialty areas. Also, the school has implemented a robotics team which has allowed for the expansion of hands-on problem solving opportunities for students in the field of technology, while relating their knowledge to real world obstacles.

Online classes through Indiana Online Academy, GradPoint, and NHJ Empower allow Indian Creek High School students to recover credits and stay on track for graduation as well as gaining a large-school offering of courses in a small school environment. Technology is also used as a support for learning in other ways. The Infinite Campus program is used for the management of all student records, and has been implemented as a means of communicating data to parents regarding student performance and behavior. Canvas is our learning management system and utilized daily to assist in the delivery of curriculum.

SAFE AND DISCIPLINED SCHOOL ENVIRONMENT

Our school provides a safe environment for students by requiring all visitors to register at the office and wear visitors' badges throughout the building. A secure entry into the building along with upgrades to the surveillance system are employed by the school administrators to ensure the safety of persons in the building during the normal day. Starting in 2018-2019 we have also created an SRO position. We share the SRO with all four buildings in our corporation and since all buildings are on the same campus there is easy access to the SRO if they are needed. A crisis team exists to protect the students in the case of a threatening situation. A crisis evacuation drill is held once a year. An intercom system in the building provides communication between the office and classrooms in case of an emergency. Established school and bus rules provide a safe and disciplined environment for the students as they are transported to and from school. Steps implemented to ensure an environment that is conducive to learning instruction and learning are listed below:

- All new staff members and volunteers undergo a criminal background check before employment.

- Certified staff undergo an expanded criminal history check before employment.
- Signs on all doors instruct visitors to report to the office.
- Students are supervised at all times.
- Fire drills occur monthly, and all other drills are held as required.
- Every classroom posts emergency drill procedures in plain view for students and staff.
- The staff has been trained to respond to bomb threats.
- Bus evacuation drills are held for all riders twice a year.
- The school employs two full-time counselors.
- Students participate in drug, alcohol, and tobacco prevention programs.
- Student handbook rules support a safe environment.
- A tiered discipline system is utilized to correct student behavior and to alleviate such negative behaviors as violence and profanity. This program has shown positive results in decreasing the negative behavior of students over the past several school years.
- Incentives are provided for students with exemplary behavior.
- The school has developed and utilizes a PBIS model to encourage positive behavior
- Each department chooses a student of the month who is rewarded with a special field trip; zip-lining, rock-wall climbing, trampoline park.

STUDENT DATA

PERCENT OF STUDENTS PASSING ENGLISH ISTEP+ Grade 10/ECA

Due to COVID-19, the State of Indiana did not require testing during the 2019-2020 school year. The most recent testing data is from the 2020-2021 school year. The Indiana DOE has also went away from ISTEP/ILEARN testing and is incorporating the SAT as the accountability test for all high schools. The first year for statewide testing with SAT is the 2021-2022 school year.

2020-21	State Average	
	Indian Creek HS	65
2018-19	State Average	51
	Indian Creek HS	67
2017-18	State Average	59
	Indian Creek HS	63
2016-17	State Average	61
	Indian Creek HS	74
**2015-16	State Average	59
	Indian Creek HS	55
**1st Year for English Grade 10 ISTEP		
*2014-15	State Average	68
	Indian Creek HS	71
*1st year for English 10 CCR Exam		
2013-14	State Average	80
	Indian Creek HS	77
2012-13	State Average	73
	Indian Creek HS	79
2011-12	State Average	77
	Indian Creek HS	80
2010-11	State Average	70
	Indian Creek HS	75
2009-10	State Average	63
	Indian Creek HS	64

PERCENT OF STUDENTS PASSING ISTEP+ Math Grade 10/ALGEBRA I ECA

Due to COVID-19, the State of Indiana did not require testing during the 2019-2020 school year. The most recent testing data is from the 2020-2021 school year. The Indiana DOE has also went away from ISTEP/ILEARN testing and is incorporating the SAT as the accountability test for all high schools. The first year for statewide testing with SAT is the 2021-2022 school year.

2020-21	State Average	
	Indian Creek HS	34
2018-19	State Average	25
	Indian Creek HS	39
2017-2018	State Average	36
	Indian Creek HS	34
2016-2017	State Average	37
	Indian Creek HS	33
**2015-16	State Average	36
	Indian Creek HS	23
**1st Year for Math Grade 10 ISTEP		
2014-15	State Average	31
	ICHS Average	37
*1st Year for Algebra I CCR Exam		
2013-14	State Average	83
	ICHS Average	82
2012-13	State Average	67
	Indian Creek HS	70
2011-12	State Average	69
	Indian Creek HS	78
2010-11	State Average	71
	Indian Creek HS	79
*2009-10	State Average	62
	ICHS	63

*New Cut Scores and Examinations used beginning with the 09-10 year.

2008-09	State Average	41.0
	Indian Creek HS	26.0
2007-08	State Average	34.0
	Indian Creek HS	34.0

ATTENDANCE DATA

2020-21	State Average Indian Creek HS	95.0%
2019-20	State Average Indian Creek HS	94.6%
2018-19	State Average Indian Creek HS	95.7%
2017-2018	State Average Indian Creek HS	94.8%
2016-17	State Average ICHS Average	95.3%
2015-16	State Average ICHS Average	95.2%
2014-15	State Average ICHS Average	95.8% 95.5%
2013-14	State Average ICHS Average	96.1% 95.8%
2012-13	State Average ICHS Average	95.8% 95.2%
2011-12	State Average Indian Creek HS	96.1% 94.4%
2010-11	State Average Indian Creek HS	95.9% 95.3%
2009-10	State Average Indian Creek HS	95.9% 96.0%
2008-09	State Average Indian Creek HS	96.1% 96.4%

GRADUATION DATA

2021	State Average	%		
	Indian Creek HS	97.1%		
Diploma Types	General-0%	Core 40-58%		Honors-38%
2020	State Average	87%		
	Indian Creek HS	92.2%		
Diploma Types	General-1%	Core 40-57%		Honors-39%
2019	State Average	86.4%		
	Indian Creek HS	95.7%		
Diploma Types	General-3%	Core 40-49%		Honors-43%
2018	State Average	88.1%		
	Indian Creek HS	93.6%		
Diploma Types	General-10%	Core 40-42%		Honors-39%
2017	State Average	87.2%		
	Indian Creek HS	90.0%		
Diploma Types	General-17%	Core 40-41%		Honors-34%
2016	State Average	89.1%		
	Indian Creek HS	95.2%		
Diploma Types	General-15%	Core 40-45%		Honors-39%
2015	State Average	88.9%		
	Indian Creek HS	94.0%		
Diploma Types	General-14%	Core 40-58%		Honors-26%
2014	State Average	89.6%		
	Indian Creek HS	97.0%		
Diploma Types	General-22%	Core 40-51%		Honors-25%
2012	State Average	88.6%		
	Indian Creek HS	94.4%		
Diploma Types	General-29%	Core 40-42%		Honors-28%
2011	State Average	87.1%		
	Indian Creek HS	90.9%		
Diploma Types	General-35%	Core 40-37%		Honors-26%
2009-10	State Average	84.5%		

	Indian Creek HS	85.1%	
Diploma Types	General-34%	Core 40-37%	Honors-25%

SUMMARY OF DATA

In order to improve our school, the above data has been collected and reviewed, along with student discipline data. After seeking input from parents, teachers, staff, and students, the following areas for growth have been identified:

1. Graduation rate. (State Mandated Area)
2. SAT
3. Student responsibility and behavior

The following goals have been written to address the above:

1. ICHS will exceed 90% graduation rate
2. ICHS will increase its mastery level of SAT by at least 3 percent over the State avg in each area.
3. ICHS will achieve 96% attendance rate

BENCHMARKS FOR PROGRESS

Indian Creek High School serves grades nine through twelve. The ISTEP+ Grade 10 will become the primary measure of success and will serve as the main indicators for the school. Advanced Placement (AP) examinations and the number of dual credit earnings will also be used to measure the progress of students and staff. Attendance, discipline, and graduation rate data will also keep us informed of our progress. Through continued implementation, analysis, review, and revision of the school improvement and staff development plans, Indian Creek High School expects to improve student achievement by at least three percent above the state average in each area of testing. Completion of the discipline goal will be determined by staff, student, and stakeholder satisfaction surveys.

SCHOOL IMPROVEMENT PLAN

Graduation Rate

A. Student Performance Goal: ICHS will exceed 90% graduation rate each year.

B. Strategies

1. Review/revise the Credit Recovery program to help students stay on track with graduation requirements.
2. Utilize alternative placements for students who do not succeed at ICHS.
3. Review/revise curriculum for all courses to ensure focus on essential learning outcomes.
4. Offer incentives/rewards for academic achievements, attendance, and positive behavior.
5. Differentiate instruction to reach diverse groups of learners.

C. Staff Development Suggestions to Implement These Strategies

1. Seek input from experienced alternative learning schools.
2. Alignment of Department maps and common formative assessments
3. Study and continue to develop a PBIS program.
4. Study classroom differentiation techniques.

D. Activities for Strategies

1. Review the off-campus alternative school placement.
2. Review/revise the process for identification and placement of students in Indian Creek Learning Center
3. The Credit Recovery program will be expanded. Virtual Class offerings will be implemented.
4. Staff will update their curriculum maps and link assessments to their identified essential learnings
5. Continue to work with the PBIS team to develop and implement the program.
6. Teachers will continue to differentiate instruction by ability levels.

E. Resources Needed to Implement Strategies

1. Teacher contacts from other successful alt ed schools – Professional Development
2. Internet
3. State standards
4. Books and journals
5. Time for discussions and evaluations
6. Software

Student Responsibility & Behavior

A. Student Performance Goal: ICHS students will improve their responsibility and daily behavior, especially in the area of attendance and positive behaviors.

B. Strategies:

1. A comprehensive three-tiered discipline model will be reviewed and updated throughout the school and in each classroom.
2. Incentives will be provided for academic, behavioral, and attendance achievements.
3. Creative interventions that will be utilized in cases of poor attendance rate.

C. Staff Development Suggestions to Implement These Strategies:

1. Collaborate as a staff in revising and continually updating this attendance program and peer model at ICHS by teaching staff to build relationships with our students.
2. Study classroom management and techniques for avoiding classroom interruptions and negative behaviors.
3. Study methods for engaging and motivating at-risk students that will enhance attendance rates.

D. Activities for Strategies

1. The tiered discipline model will be revised and updated as needed.
2. Incentives will be awarded for academic, attendance, and behavioral achievements.
3. Teachers will continue to differentiate instruction by ability levels.
4. A program for teaching and modeling respectful character traits will be created.
5. At-risk students will continue to be paired with NHJ mentors.
6. Utilize new BSD class to help struggling students succeed.
7. Use Naviance to help prepare students for future goals.

E. Resources Needed to Implement Strategies:

1. Teacher resource magazines/journals- Professional Development
2. Internet
3. State standards
4. Books and journals
5. Time for discussions and evaluations
6. Software like Naviance.

Mastery of ISTEP Content level Knowledge and AP Content Knowledge

A. Student Performance Goal: ICHS will increase its mastery level of SAT by at least 3 percent over the State avg in each area.

B. Strategies

1. Cluster students by aligning formative Assessments for desegregated determination of data.
2. Continual Development of Standard based curriculum maps with common assessments in subject areas
3. Provide students with opportunities for remediation when they have not passed English 10 and Algebra I.
4. Provide frequent, meaningful feedback to the students in a timely manner.

C. Staff Development Suggestions to Implement These Strategies

1. Study differentiation techniques and seek ways to apply them to the subject material.
2. Study methods for engaging and motivating at-risk students.
3. Study classroom management and techniques for avoiding classroom interruptions and negative behaviors.
4. Visit other school systems to observe best practice.

D. Activities for Strategies

1. Review current curriculum maps of Algebra I, II, and ELA classes.
2. Revise curriculum maps to correlate with State Standards and AP guidelines.
3. Teacher's will self-evaluate the effectiveness of the models put in place.
4. Continue to update and refine the delivery of materials and services to students.
5. Continue to provide remediation for students who have scored poorly on PSAT.
6. Construct a viable means of providing remediation to students throughout the school day by effectively using our IRP time.
7. Use the Learning Connections as a basis for review and continuous update.

E. Resources Needed to Implement Strategies

1. Teacher Resources
2. Learning Connections Accessibility
3. State standards—SAT Blueprints/Curriculum Maps
4. Books and journals
5. Time for discussions and evaluations
6. Software

ASSESSMENT OF SCHOOL IMPROVEMENT PLAN

To measure a quality education for all students at Indian Creek High School, the following assessment tools will be used:

1. SAT
2. PSAT
3. PSAT 8/9
4. Rubrics designed or chosen especially for the specific skills
5. Attendance, Discipline, and Graduation data.
 - a. The collection of student and instructional data
6. Teachers will administer and compile the results from the locally developed assessments.
 - a. All data collected will be analyzed for direction in curricular planning.
7. All AP examinations, standardized tests, and PSAT data will be analyzed with respect to curriculum objectives, Power Standards, Common Core Standards and state standards.
8. All analyzed data will be made available to staff members.

DATA COLLECTION

1. Analyze PSAT 8/9, PSAT, and SAT results
2. Analyze Discipline, Attendance, and Graduation data
3. Use analysis of data to guide curriculum revision, school improvement strategies, and staff development plans

PROFESSIONAL DEVELOPMENT PLAN

Professional development for the administration and teaching staff is a high priority at Indian Creek High School; it is crucial that our professional development activities and opportunities align with our improvement goals.

Professional Development Support

1. Staff members are encouraged to attend conferences, workshops, and seminars; corporation funds help finance attendance.
2. Early Release time from 2:30 to 3:30 every Wednesday will be used to provide teachers with professional development.
3. All teachers will be formally evaluated every year using the modified RISE model adopted by NHJ.
4. an intervention plan for staff members who show signs of struggling with instructional effectiveness.
5. Indian Creek High School provides staff meetings, memorandums, and electronic messages to keep teachers and staff informed of current issues.
6. The school provides in-service activities during the summer months, or during staff meetings to enhance curricular strategies.
7. The school corporation allots days to be used for continuing education.

8. The technology department provides after-school and summer training sessions that are open to all staff members.
9. The school corporation provides activities and opportunities for improving the cultural competency of all stakeholders.
10. The school provided teachers with Summer workshops and meetings in order to develop individual professional goals and align efforts to improve student learning and success. These practices will continue throughout the school year.
11. The school provides New Teacher Trainings throughout the year and provides mentors for these teachers.

Professional Development Plans

1. Revise Professional Development Plan based on data collected from staff.
2. Conduct trainings as requested by staff with particular emphasis on differentiated instruction, reading comprehension strategies, writing process and applications, data analysis, and classroom management.
3. Conduct trainings to help staff develop/choose school wide rubrics for assessing writing.
4. Continue to provide trainings and activities to improve the cultural competency of ICHS.
5. Provide support needed to help teachers address their chosen professional practice goals.
6. Implement Response to Intervention strategies school wide, especially in the area of student behavior.
7. Continue teacher evaluations based on the Danielson Framework.

Evaluation of Professional Development Plan

1. Staff surveys will contain items of staff development concern.
2. The Professional Development Plan will be revised annually to reflect the data gathered.