

## **Target Two – Program Development**

### **Area for Improvement and Growth Targets**

High student achievement has been the target for Valhalla High School throughout its history. In fat times or in lean, we have consistently strived for the best programs and services for our stakeholders. However, mistrust within the school regarding district objectives and mandates, and a continued lack of district support for our unique programs have led many to question our school structure and management. In addition, a minimal staff development plan has hampered staff improvement activities.

Therefore, during the 2002-2003 school year, Valhalla High School will form a School Leadership Team to undertake a thorough study of its structure and management, including class size, master schedule development, team leader release periods, time management and calendaring, facility issues, the budgetary process, and assessment use to modify instruction, in order to develop a systematic solution to ongoing concerns. In addition, the School Leadership Team will develop and disseminate a schoolwide staff development plan that emphasizes collaboration and is directed to schoolwide goals and objectives.

The Staff Leadership Team will become a permanent part of the Valhalla community, advising the principal on a semi-annually basis by reviewing the effectiveness of the school structure and staff development plan.

### **Rationale**

To reestablish an ongoing commitment to our culture, Valhalla High School must reconsider the way we do business to maintain our standards of high student achievement.

- Lack of meeting time to fulfill increasing educational demands
- Limited schoolwide staff development time and opportunities
- Increased pressure by stakeholders to explore structure in light of increased educational demands and loss of staff development time
- Use of current assessments to reexamine structure's value in meeting student needs
- Mandated "high-stakes" district and state tests necessitate a greater focus and reinforcement on concepts through schoolwide cooperation
- Increased communication would support stated values, mission, and learning results
- Common focus for all stakeholders

### **ESLRs Addressed**

Not directly, but with ongoing restructuring issues solved, staff development time will allow for a more direct impact through training, home group meetings, assessment analysis, and other stakeholder needs.

In addition, an indirect impact would come from increased morale and greater communication developed through the restructuring process.