

# Zama American High School Accreditation Progress Dashboard

This dashboard is designed to help students, parents and community members know and understand the progress Zama American High School (ZAHS) is making to address the 6 specific required actions outlined by AdvancED during a routine accreditation review in Feb. 2012. The full report is available for review: [http://www.zama-hs.pac.dodea.edu/documents/2012\\_Zama\\_HS\\_QAR\\_fin.pdf](http://www.zama-hs.pac.dodea.edu/documents/2012_Zama_HS_QAR_fin.pdf)

These 6 required actions will be reviewed during an Accreditation Progress Review (APR) to be conducted by AdvancED in the spring of 2013. The purpose of the APR is to ensure ZAHS is making adequate and continuous progress on the required actions below in particular and on school improvement goals in general. ZAHS has been placed on "Accredited Probation" pending the APR. In the meantime, Zama American High School remains accredited and our students will not be disadvantaged in any way by the accredited probation status. ZAHS students are fully eligible for college admission, scholarships, grants, military service, credit transferability and any other opportunities associated with attending and graduating from an accredited school.

The information outlined below is specifically designed to meet or exceed the expectations outlined in the AdvancED required actions. However, this is only one dimension of a broader school improvement effort. Please contact the ZAHS Continuous School Improvement (CSI) team for more details and to learn how you can help support ZAHS during the AdvancED APR in the spring of 2013.

v2.0, Last updated 11/21/2012

Overall Status	AdvancED Required Actions (Issued: March 2012)	Evidence for AdvancED Accreditation Progress Review scheduled for Spring 2013
1	 <p><i>Review and revise the current action plan OR develop and implement a new action plan that includes not only the outline for implementing strategies, but also processes for monitoring effective implementation and verifiable improvement of student achievement.</i></p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Faculty trained by district office Instructional Support Specialists in 4 school-wide intervention strategies targeting reading and writing: (1) Chalk Talks (2) SQ3R (3) One Pagers and (4) 6 Traits (Fall 2012)</li> <li><input checked="" type="checkbox"/> Departments trained in establishing effective Professional Learning Teams (PLTs) and how to select and prioritize strategies (Fall 2012)</li> <li><input type="checkbox"/> Provide weekly progress updates to District, Area and DoDEA HQs (Fall 2012, ongoing)</li> <li><input checked="" type="checkbox"/> Invite parents and students to attend, discuss and help develop a communications plan known as "The Zama Way" for new school improvement communities (April/May 2012)</li> <li><input checked="" type="checkbox"/> Engage all staff members in redesigning committee structure into special "communities" composed of staff, students and parents (April/May 2012)</li> <li><input checked="" type="checkbox"/> Collaboration between Zama HS staff and the district office Instructional Support Specialists to identify specific student achievement goals and appropriate interventions/strategies and assessments (March-June 2012)</li> </ul>

2



*Implement strategies to aggressively address and resolve the current obstructive and negative climate perpetuated by an intimidating, manipulative minority of staff members, which is compromising the school's vision of a "positive and supportive learning environment."*

- Social Committee organizing monthly potlucks to facilitate teacher interactions (ongoing)
- Departments trained in Professional Learning Teams to build camaraderie and a greater sense of shared purpose (Fall 2012)
- AdvancED visit to analyze progress, review plans and offer guidance in preparation for accreditation progress review in spring 2012 (Fall 2012)
- Military community/culture briefings for Zama HS staff provided by local commanders (Initiated May 2012, another scheduled for Aug. 23, 2012)
- Over 50% of staff new for SY12-13 including 1 additional Assistant Principal and 3 additional teachers (Summer 2012)
- Emphasize hiring of teachers certified in multiple content areas who have experience sponsoring student activities and athletics (Summer 2012)
- Team-building activities (e.g. True Colors) for staff and focus groups conducted with students, parents, etc. (24 April-4 May, 2012)
- Leadership change to Interim Principal in Jan. 2012 and selection of Bruce Derr as new Principal of Zama HS in April 2012:  
<http://www.pac.dodea.edu/publications/newsreleases/2012/05-11-12.html>

3



*Review, revise, and implement instructional practices to facilitate greater student engagement in classroom activities and seminar time with a focus on improved achievement.*

- AVID Pacific Instructional Support Specialist worked with individual teachers on best practices for the classroom (Fall 2012)
- DODEA Teacher of the Year Angela Wilson trained staff on engaging strategies for students (Fall 2012)
- Seminar committee met to restructure seminar time. First seminar of each week is protected from any activities outside of the classroom.
- Expand math, science, English and Language Arts, and AP programs through additional staff members and new course offerings (Summer/Fall 2012)
- Add classes in robotics, algebraic modeling, choral music and strings for SY12-13 (Summer 2012)
- Teacher and student-led live webcast of Zama HS commencement ceremony for deployed parents, extended family and friends of graduating seniors (June 2012): <http://youtu.be/GclmNo3-aqY>
- Increased Instructional Support Specialists' on-site support from district office (Initiated during SY11-12, ongoing)

4



*Develop and implement a comprehensive assessment system based on valid and reliable assessment data, focused on improved student achievement, and dedicated to improving instruction.*

- Local school wide assessment given for writing and reading goals; Essay prompt, Scholastic Reading Inventory (Fall 2012)
- Essays scored as a faculty using the 6 Traits rubrics (Fall 2012)
- Multiple departments chose common formative assessments to determine student implement this school year for instructional data (Fall 2012, ongoing)
- Implement quality-indicator maps to improve instructional self-assessments by teachers (Fall 2012)
- Departments trained in Professional Learning Teams to build camaraderie, shared purpose and improved collaboration within and across academic departments. (Fall 2012)
- As part of two-day early return of staff, reviewed student performance data to determine appropriate intervention strategies for SY12-13 and beyond (20-21 Aug., ongoing)

5



*Institute and implement policies and systemic procedures to revitalize and engage parents and other external stakeholders in the continuous improvement process.*

- In response to parent and student feedback during focus groups and public forums, increase school-to-home communication and redesign school web site to include information on curriculum, activities and accreditation progress: <http://www.zama-hs.pac.dodea.edu/> (Summer/Fall 2012, ongoing)
- Parent and other stakeholder outreach through focus groups, newsletters, parent forums, school open house and rotating SAC meetings between Camp Zama and NAF-Atsugi (Initiated Spring 2012, ongoing)
- School improvement approach retooled to include the creation of new improvement communities dedicated to addressing specific areas of need within the school. The communities began meeting in May 2012 and include a cross-section of staff, students and parents (Spring 2012)
- Open and standing invitation for Parents/Community to participate in ZAHS faculty meetings (Spring 2012)

6



*Develop, implement with fidelity, and document implementation and impact of a multi-year continuous improvement plan that specifies actions, responsibilities, and resources along with strategies to support positive relationships and collaboration among staff members in addressing the school's improvement goals and interventions.*

- Continuous School Improvement Leadership Team meets every Wednesday to guide effective implementation of the school improvement plan. Data is analyzed and adjustments are made as needed. Agendas and minutes are posted regularly on the CSI Wikispace page (Fall 2012, ongoing)
- Developed Wikispaces tool to monitor and document work of the school improvement communities (Summer/Fall 2012)
- Two-day early return of staff to focus exclusively on additional school improvement planning (20-21 Aug.)
- In collaboration with Japan District Office, establish Zama HS faculty-developed comprehensive school improvement goals and measures focused on student learning, professional development and enhanced accountability (Spring 2012)

NOTES:

(1) This progress chart is a "living document" and will be updated/modified over time.

(2) These are only highlights of progress, many more actions have been and will be taken. Please contact the ZAHS Continuous School Improvement team to learn more.

(3) The "Required Actions" are specific to AdvancED and the Accreditation Progress Review scheduled for spring 2013. School improvement is a comprehensive, ongoing effort that goes well beyond these specific required actions. Please contact the ZAHS Continuous School Improvement team to learn more.

= scheduled for action or partially complete action

= action complete and/or primary action complete with ongoing monitoring and further action as needed