

# NCA Action Plan

**School Name: Jackson Hole High School**  
**School District: Teton County School District #1**



<p><b>Goal #3 (Leadership):</b> JHHS will create and implement a distributed leadership model in order to maximize the democratic decision making process that involves all educational stakeholders of JHHS.</p>		
<p><b>Essence of the Goal:</b> Improved school decision making process that encompasses a shared governing system maximizing the commitment and knowledge of staff (all departments-certified and classified), students, and a parents.</p>		
<p><b>Support Data Used in Selecting Goal:</b></p> <ol style="list-style-type: none"> <li>1. Spring 2009 Staff Climate Survey (AdvancEd results re: improve staff involvement in key school wide decisions)</li> <li>2. Spring 2009 Staff Climate Survey (AdvancED results re: improve school leadership collaboration with staff)</li> <li>3. Informal conversation and communication with JHHS staff.</li> <li>4. Adaptation of Best Practices. Modernization of school organizational operational structure.</li> </ol>	<p><b>Research Used in Selection of Intervention</b></p> <ol style="list-style-type: none"> <li>1. Harris, A. (2004). Distributed Leadership and School Improvement: Leading or Misleading? Educational Management Administration and Leadership, 32(1), 11-24.</li> <li>2. Leech, D., &amp; Fulton, C. (2008). Faculty Perceptions of Shared Decision Making and the Principal's Leadership Behaviors in Secondary Schools in a Large Urban District. Education, 128(4), 630-644.</li> <li>3. Sagor, R. (1995). Overcoming the One-Solution Syndrome. Educational Leadership, 25-27.</li> <li>4. National School Reform. <a href="http://www.nsrffharmony.org/">http://www.nsrffharmony.org/</a></li> </ol>	<p><b>Assessments Used to Measure Goal:</b></p> <ol style="list-style-type: none"> <li>1. Monthly review of JHHS shared governing system by representatives. Constructive feedback provided to all members to ensure proper and efficient representation of all JHHS staff.</li> <li>2. End of the school year survey in order to collect data from staff, students, and parents about perceived effectiveness of the JHHS shared governing system.</li> </ol>

<b>Intervention #1: Professional Development</b>					
<b>Action Steps to Implement Intervention</b>	<b>Persons Responsible</b>	<b>Timeline</b>		<b>Resources</b>	<b>Staff Development</b>
		<b>Start</b>	<b>Complete</b>		
Aug 20 + 21 2009. 17 JHHS staff members focused on two day shared governing professionally development session to begin the creation of our new JHHS governing system	Principal Scott Crisp, Vice Principal Jim Rooks + 17 JHHS staff members from all academic and classified areas.	8/20/09	6/20/09 + continued next school year (after refining process)	-PDSA model -Distributed Leadership Resources -JHHS staff -Published research (see above) -	Inclusive
"Back to School Days" staff wide meetings; dissemination of the new JHHS shared governing system protocols and operational procedures.	Principal Scott Crisp	9/2/2009	Continuous	Handout summarizing our operational procedures, protocols, values, and group norms	Inclusive
JHHS shared governing meetings every three weeks Approx 1 X month JHHS shared governing meetings. Dissemination of meeting agenda, issues to address, and action steps disseminated to all members of the JHHS staff.	Principal Scott Crisp	9/6/2009	Continuous	Prepared agenda with issues that have determined by departmental consensus + general informational	1-3pm Tuesdays.
The establishment of Critical Friends Groups (CFGs)	Principal Scott Crisp and Vice Principal Jim Rooks	12/01/09	Continuous	National School Reform Faculty. <a href="http://www.nsrffharmony.org/">http://www.nsrffharmony.org/</a>	TBD
The establishment of JHHS Parent Leadership Team(s) JHHS Alumni JHHS Bronc Backers JHHS Grade Level Teams (9,10,11,12) JHHS "Give me 5 program" – parent volunteer program -all integrated into the JHHS shared governing system	Principal Scott Crisp and Vice Principal Jim Rooks	10/20/09	Continuous	TBD	Inclusive