

MISSION STATEMENT

We, the staff, parents, community, and students of Napoleon High School are committed to providing an environment conducive to learning and meeting the academic and social needs of all students as they prepare for and encounter the challenges of high school. Through our cooperative energies and on-going evaluations, students will demonstrate knowledge of basic skills, develop self-esteem and achieve individual excellence in order to attain their personal goals, become productive citizens and be successful in their future endeavors.

SCHOOL IMPROVEMENT

Our School Improvement Team is comprised of teachers, administrators, parents and students. In addition, a member of the Board of Education is assigned to the building team. This group meets monthly and is led by our building chairperson. During the year's meetings the focus was on curriculum and preparing for the Class of 2011, the first students required to complete the *Michigan Merit Curriculum* and new state graduation requirements.

The Napoleon High School SI Team focused on a variety of school improvement issues for the 2007-2008 school year. Bi-monthly meetings included reporting out of Michigan Merit Scores, Education YES report card scores and high school restructuring needs.

The committee looked intensely into the Michigan School Improvement Framework which is used for self reporting indicators for the Ed YES report card. The committee focused on Strand IV School and Community Relations. The discussions involved how the high school would select a score on the state rubric for Standards 1: Parent and Community Involvement and Standard 2: Community Involvement.

The school improvement team also discussed credit recovery needs for students involving the new Michigan Merit Curriculum. The committee agreed that this issue has an urgent need to be addressed during the 2008-2009 school year since the base line group of Michigan Merit students are currently in the 10th grade.

The committee also looked at proposals from the Spanish department for recommendations for foreign language credit for students in middle and high school. The students are currently in 5th grade will be held accountable to this part of the foreign language requirement for the Michigan Merit Curriculum. The

Spanish department also brought forward curricular needs for meeting the new requirements with a proposal for new materials.

Education YES! and No Child Left Behind

The State Board of Education began the *Education YES!* initiative for Michigan's public schools in 2001, and President Bush signed the *No Child Left Behind Act* in 2002. Both set new standards for our schools, with the expectation that all students can learn core academics and achieve at higher levels, and that all classrooms will have "highly qualified" teachers.

We have been complying with all aspects of this legislation, including filing our annual school assessment each spring. This self-assessment tool, along with MEAP scores, results in our *Education YES!* "school report card." NHS receives an annual grade based on student achievement, along with many other aspects of the educational process, including graduation rate, core curriculum and co-curricular offerings, parental involvement, communication and professional development of staff. Also reflected in the "report card," our students must demonstrate Adequate Yearly Progress (AYP). The goal is to have all students proficient (earning Level 1 or 2 on MEAP tests) in math, science, reading and writing by the 2013-2014 school year, each year closing the gap for the low-achieving students.

We received the State of Michigan's Report Card for the 2007-2008 school year and our Composite Grade was a "B" NHS met AYP status. Following is the 2007-2008 Report Card data.

AYP	2007-08
School Performance	100.0%
Student Achievement Status	77.9
Preliminary Grade	85.0%

The Department of Education has developed an online system for teachers, parents, administrators and community members to view both AYP status and *Education YES!* grades at www.michigan.gov/mde

STUDENT ACHIEVEMENT

In accordance with State of Michigan requirements, all Napoleon students have an opportunity to earn endorsements in the areas of Mathematics, English Language Arts, Social Studies and Science. These endorsements indicate that the students have met or exceeded the objectives specified by the state in each of these areas and that the student shows a level of mastery of the subject. The High School MEAP Test has traditionally been the measurement tool. The test has always been controversial and ever-changing, yet Napoleon remains committed to preparing and assisting our students to make their best effort to earn endorsements. For the first time, beginning with the Class of 2008, the ACT was implemented as part of Michigan's new assessment program.

The state test is now called *The Michigan Merit Exam (MME)*, and contains several different components. Day One of the *MME* is now the *ACT Plus Writing*, a nationally normed test that measures skills in reading, English, writing, science reasoning and math. Students are compared to their peers all over the country with the *ACT*. Day Two and Day Three of the *MME* include a measure of workplace readiness skills, using the *ACT Work Keys* in Applied Math and Reading for Information. Finally, the *MME* also contains additional state-generated tests in social studies, math and science.

Level 1 and 2 meet state standards for proficiency. This same proficiency level also qualifies individual students for the *Michigan Promise Scholarship*, \$4000 to be used toward post-secondary education. Below are the results of the *MME* for the Class of 2008, with 119 students tested. The table below shows the percentage of students performing at each level.

- Level 1 = Exceeded State Standards
- Level 2 = Met State Standards
- Level 3 = Endorsed at Basic Level
- Level 4 = Not Endorsed

	Level 1	Level 2	Level 3	Level 4
Math	7	53	14	45
Science	7	69	11	30
Social Studies	51	46	14	7
Reading	1	70	26	23
Writing	4	43	48	19

Total English Lang. Arts	1	63	33	25

Since Spring 2007 was the first administration of the *MME*, results of the Class of 2008 will serve as new baseline data for measuring student achievement and analyzing trends.

District staff continues to prepare students for annual testing, now aligning the building curriculum to the new *Michigan Merit Curriculum*. They are teaching the core standards and benchmarks, making necessary program adjustments for the Class of 2011, as well as providing practice and optimum testing experiences.

There were 121 *MME* testers from the Class of 2008, approximately 97% of the class. Following are the percentages of our students deemed proficient (earning Level 1 or Level 2), according to the state definition.

	Local	State
Math	50	46
Science	64	57
Social Studies	82	80
Reading	59	62
Writing	40	41
Total Eng. Lang. Arts	54	52

Napoleon High School students met or exceeded the state in all content areas and NHS was a leader in Jackson County.

DROP-OUT AND RETENTION RATE

Napoleon High School had 492 students enrolled in grades 9-12 for the official state count day in February of 2008.

The retention rate (graduation rate) shall be defined as the number of students entering high school in the ninth grade who also graduated from our district. As freshmen members the Class of 2008, the February 2005 official count was 140 students. This year the same class graduated 125 students. Napoleon High School's retention rate for the Class of 2008 is 89%.

The dropout rate at the high school for 2007-2008 is 6% percent for grades 9-12. This percentage reflects that all students who left our program made requests for records to be forwarded to other schools.

HIGHLY QUALIFIED STAFF

Another challenging aspect of the *No Child Left Behind (NCLB) Act* is the new definition of a "highly qualified" teacher. Napoleon, like other districts, has always met accreditation standards for certified and qualified teachers (i.e. all faculty teaching in their majors and/or minors). However, NCLB has now raised the bar for what it means to be highly qualified: all teachers must teach in their major field of study, pass a competency test, or complete additional coursework, professional development hours and/or an extensive portfolio. By law, NHS must provide to the public the following information about our instructional staff:

- ◆ 100% of our 29 teachers are employed full time and are fully licensed by the State of Michigan.
- ◆ 50% of our teachers hold Professional, Permanent or Continuing Teaching Certificates.
- ◆ 14% of our teachers hold Provisional Teaching Certificates.
- ◆ 36% of our teachers hold advanced degrees.
- ◆ All of NHS classes are taught by a teacher considered highly qualified by the *No Child Left Behind* legislation. Parents can call the administration at any time for information regarding teachers' credentials.

MONITORING STUDENT PROGRESS

The Napoleon High School administration and staff believe that student success comes from a working partnership among students, their parents, the teachers and support staff. To assure a means for this partnership to work, we establish clear course objectives and grading procedures, as well as a means of monitoring student progress. Regular monitoring of academic progress is done about every six weeks. For 2008-2009, the following schedule is tentatively planned, with progress reports available at Parent-Teacher Conferences each trimester.

Date Report is Available	Name of Report
October 6	1 st Tri. Progress Report
December 5	1 st Trimester Report Card
January 26	2 nd Tri. Progress Report
March 14	2 nd Trimester Report Card
April 23	3 rd Tri. Progress Report
June 20	3 rd Trimester Report Card

In addition, every teacher has a grading procedure for each class and a syllabus that describes the course objectives. If you would like a copy of these, please request one from the teacher. Every teacher has a

planning period each day to prepare lesson plans, grade papers, and make parental contact when necessary. If you wish to talk with a teacher, please call his/her extension and leave a message or contact them via email. Most teachers will respond the same day.

If you believe this monitoring system does not meet your family's needs, we will provide progress reports on a daily or weekly basis. Students progress best when they participate in this monitoring, and we ask that they take responsibility to pick up the forms, take them to the teacher(s) whose classes require monitoring, and take the report home to parents. Blank monitoring forms may be picked up in the Student Services office.

PARENTAL INVOLVEMENT

The staff and administration of Napoleon High School greatly appreciate the support of our parents and guardians. This support takes many forms, from meeting the most basic student needs, such as assuring adequate sleep and nutrition, to hours of volunteerism in organizations like the Music Boosters, Athletic Boosters, School Improvement Team and Project Graduation. We welcome parental involvement of all kinds, and especially rely on good communication as the key to our students' success.

PARENT/TEACHER CONFERENCES

One of the key links between home and school continues to be the parent/teacher conference. The resulting relationships between parents and teachers last far beyond the years that students attend and parents visit the staff. With the trimester schedule, there are always three parent-teacher conferences. Because of the brevity of the 12-week trimesters, parents' monitoring of student performance is extremely important, as is maintaining open communication with teachers. Progress reports are distributed at the conferences, providing immediate opportunities for explanation of students' current status. Parents meet with instructors in the gymnasium in an arena setting. Parents and teachers discuss student performance and strategies to improve performance. Numbers of students served at three Parent-Teacher Conferences during the 2007-2008 school year are as follows:

- 1st Trimester: 264 freshmen, 53 sophomores, 56 juniors, and 64 seniors.
- 2nd Trimester: 247 students: 59 freshmen, 65 sophomores, 55 juniors, and 59 seniors.
- 3rd Trimester: 152 students: 50 freshmen, 40 sophomores, 34 juniors, and 28 seniors.

Many staff remain available before and after school and all are available on their preparation period if the scheduled conference time is not convenient. Both NHS teachers and administration appreciate our parents and this communication that is vital to the success of our students.

SPECIALIZED SCHOOLS

Through the Jackson County ISD, specialized educational services are provided to those students attending Napoleon High School.

The Jackson Area Career Center provides vocational programs to the students of Napoleon, with eighty-nine (89) students taking advantage of these offerings during the last school year. Student programs ranged from Commercial Foods to Building Trades. On a daily basis, students were transported to the Career Center for their half-day career instruction, either morning or afternoon.

Through the recognition of individual student needs, programs within the school provide options for students. Special Education programs accommodate the maximum number of students possible for the high school Special Education staff. Through the IEP process, services supplied by the ISD, and Napoleon's local resources, we provide a wide variety of services to students with special needs. Utilizing both the Resource Room and a co-teaching model, Special Education Services are also provided in the regular classroom setting. Teachers make adaptations and modifications to meet individual needs and enhance the learning environment. Napoleon students then have the best chance possible to be successful.

CORE CURRICULUM

All Napoleon High School students have the opportunity to learn the same core curriculum. NHS has continued its emphasis on implementing the State of Michigan's recommended *Michigan Merit Curriculum*. The school and district believe that this core curriculum is a key to a well-balanced and significant education. The benchmarks and standards are a resource for designing, implementing, and assessing our core content areas, as well as the fine arts, foreign language and technology. In conjunction with other K-8 staff, the high school staff has been directly involved in a team approach to refining in our high school curriculum. High school staff has joined teams to align math, social studies, language arts and science objectives. In addition, our special education staff have worked closely with the regular classroom teachers to develop Resource Room parallel courses that are also aligned. The content of core courses has been revised over the years in order to teach the benchmarks and standards and assess mastery. The district continues to design integrated units, lessons and assessments, refining them each year.

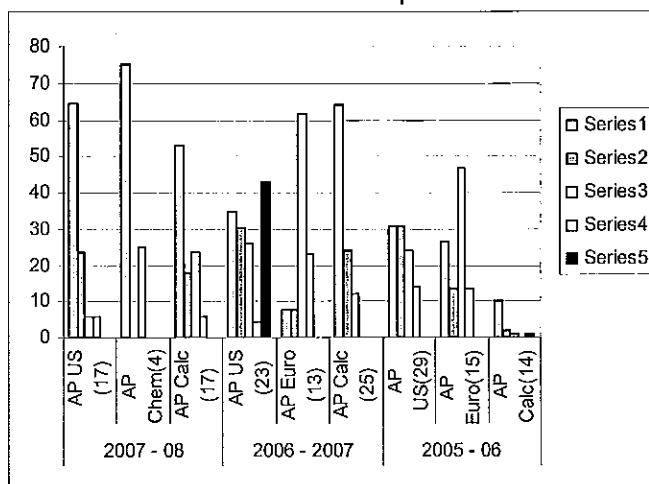
ADVANCED PLACEMENT

In the fall of 2000, NHS implemented its *Advanced*

Placement (AP) courses. The program currently includes AP Calculus, AP European History and AP U.S. History.

During the 2007-2008 school year, two Advanced Placement courses were offered for a total of 51 enrollees. There were 26 students enrolled in AP Calculus, and 25 in AP U.S. History. 4 Students chose to take the AP Chemistry Exam even though we did not offer an AP Chem class. Of those students, 38 students took the exam and 21% scored high enough to earn college credit, depending on the college or university.

2008 – 2006 Comparison



DUAL ENROLLMENT

Napoleon High School continues to provide dual enrollment opportunities for high school students. During the 2007-2008 school year, 15 students were dual-enrolled during the fall term and 14 during the winter term at Jackson Community College.

ACT TEST

As far as American College Testing (ACT), Napoleon students on the whole continue a scoring trend that is similar to average scores across the state and nation. Students who take a traditional college preparatory program tend to out-perform average similar students at the state and local level. A perfect score on the ACT test is. 36 The following tables profile of Class of 2009, with 119 testers:

Average ACT Scores

	Napoleon Results	Michigan Results
English	17.3	17.6
Math	18.5	19.0
Reading	18.3	18.8
Science	19.5	19.4

Composite	18.5	18.8
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PLAN TEST

ACT Test continued . . .

Percent of Students from the Class of 2008 Deemed College Ready by ACT

(College ready=Score 18 on English, 22 on Math, 21 on Reading, 24 on Biology)

	Napoleon Results	Michigan Results
English	47%	48%
Math	24%	27%
Reading	34%	35%
Science	17%	20%
Meeting All 4	8%	15%

Most of our 10th grade students took the ACT PLAN test, the preliminary ACT. This test is a good predictor of future test performance. A perfect score on the ACT PLAN test is 32. Following are the test results of the last three years. Note that last year's scores in all areas once again exceeded national averages.

Subject	NHS 2007-08	National Average 2007-08	2006-07 NHS 7	2005-06 NHS	2004-05 NHS
English	16.5	16.9	16.9	16.9	17
Mathematics	17.8	17.4	17.4	18.6	18.6
Reading	17.1	16.9	16.9	17.1	17.1
Science Reasoning	19.0	18.2	18.2	18.4	18.8
Composite Score	17.7	17.5	17.5	17.9	18

STAFF DEVELOPMENT

The school improvement professional development program has afforded the teachers, administrators, and support staff opportunities to attend a variety of in-services and seminars. During the 2007-2008 school year staff attended meetings, in-services, workshops, seminars and forums, including the following topics:

1. State Curriculum: *Math*
2. State Curriculum: *Science*
3. State Curriculum: *Social Studies*
4. State Curriculum: *9-12 English Language Arts*
5. Michigan Council for Exceptional Children
6. Advanced Placement Courses
7. College Preparation for Counselor
8. Library of Michigan Workshop
9. Michigan Science Teachers Conference
10. Michigan Art Association
11. Teaching Writing
12. Preparing for the *Michigan Merit Exam*
13. MI Access
14. ACT /MME
15. College Financial Aid Update
16. Special Education Monitoring Process
17. Michigan Music Conference

NHS POINTS OF PRIDE

1. All Juniors now take the ACT in the Spring as part of the Michigan Merit Exam. 59% scored level 1 & 2 to qualify for the Michigan Promise Scholarship during their 1st year of college. This is a total value of \$236,000 for Napoleon Students and their families.
2. Many high school students served as volunteers at Eby Elementary and Napoleon Middle School, as well as Peer Tutors at the High School.
3. Students delivered large amounts of food and gift boxes for Thanksgiving, Christmas, and Spring Giving Projects
4. Fifty-six students were enrolled in Advanced Placement courses.
5. Approximately 20 sophomores participated in Job Shadowing at various Jackson area businesses and manufacturers.6. Three Pirate Athletic Teams won Conference Championships: Girls Basketball, Boys Basketball and Girls Softball
6. The Girls Basketball Team won the Diamond Classic Championship

7. The Girls' Basketball, Boys' Basketball, Baseball and Girls' Softball teams won District Championships.
8. The Volleyball team was All State – Academic & 2 students were All Regional Volleyball
9. Ten NHS athletes were state qualifiers, Five in Track and Field, Five in Softball
10. Eight NHS athletes were all regions qualifiers – 2 – Volleyball, 5 Softball, One Golf
Six NHS athletes were All District; 5 Softball and 1 Golf