



Comprehensive Needs Assessment Summary

Milan High School

2024-2025

District Demographic Data

The city of Milan was founded in 1831 and is located in the Southeastern Michigan Counties of Washtenaw and Monroe. The city has a total of 3.4 square miles with 75% of its residents living in Washtenaw County and 25% of its residents living in Monroe County. Located between the cultural and commercial hubs of Ann Arbor, MI and Toledo, OH, Milan has both rural and industrial areas. The population of the City of Milan is around 6,000, which inhabit just over 2,500 households. Milan Area Schools includes the entire City of Milan as well as parts of the following townships: Augusta, Pittsfield, Saline, York, Exeter, London, and Milan. These townships are also split between Washtenaw County and Monroe County. The district encompasses approximately 84 square miles of land. The racial makeup of the school district is 88% White, 4.5% Hispanic/Latino, 7% Two or More Races, 3% African American, and <1% Asian. The residents of the City of Milan have varied educational experiences with approximately 48% of the population above 25 years of age earning an associates degree or beyond. The median household income in Milan is just over \$93,000, with a poverty rate of 9.4% (8.2% rate for residents aged 18 or under). *Data listed above gathered online through the U.S. Census Bureau and MiSchoolData

The racial makeup of the student population is 83% White, 7% Hispanic/Latino, 6% Two or More Races, 3% African American, and 1% Asian. Our student population is also: 81% At-Risk, 40% Economically Disadvantaged, 17% Students with Disabilities, and 2% English Language Learners.

Milan Area Schools has four school buildings: Paddock Elementary School, Symons Elementary School, Milan Middle School, and Milan High School. The district proudly operates a schools-of-choice program and consistently receives enrollments from more than 20 districts from Washtenaw County and four contiguous counties. Milan Area Schools recognizes a net increase of 226 students when considering non-resident students attending Milan vs. resident students attending elsewhere. The District offers an exceptional educational program to over 1,900 students in Preschool through Twelfth grade. Milan Area Schools employs 388 staff with 126 serving in the capacity of direct instructional staff. The instructional staff is considered 100% Highly Qualified, with a beneficial mixture of veteran teachers and teachers new to the profession, averaging over 11 years of service. Amongst the staff, 31 are certified with bachelor's degrees, 92 with master's degrees, and two teachers with a doctorate degree.

School Demographic Data

At Milan High School, we have a total of 538 students and 38 staff members providing direct student instruction and support. Of our 538 students, 49.4% are female students and 50.6% are male students. The percentage of students with disabilities in our building is 16%. Our student population is 83% White, 6% Hispanic, 4% Two or More Races, 4% African American, and less than 2% each of American Indian, Alaska Native, or Asian. Our free and reduced lunch rate for the 2024-2025 school year is 43%, and 82% of our students qualify for At-Risk services.

Perception Data

Staff Perceptions

Positives: (Strongly Agree or Agree)

- 100% agree that there is a teacher, counselor, or other staff member to whom a student can go to with a school or personal problem
- 96% agree that students in this school are treated fairly regardless of their background/lifestyle
- 82% agree that teachers successfully show students how lessons relate to life outside of school

Growth Area: (Disagree or Strongly Disagree)

- 57% disagree that students treat staff members with respect
- 50% disagree that students treat each other with respect

Parental Perceptions

Positives: (Strongly Agree or Agree)

- 87% of families say there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem
- 87% of families say the school is safe
- 80% of families say their child's teacher(s) genuinely care(s) about them

Growth Area: (Disagree or Strongly Disagree)

- 41% of families disagree that teachers successfully show students how lessons relate to life outside of school
- 39% of families disagree that discipline is enforced fairly

Student Perceptions

Positives: (Strongly Agree or Agree)

- 85% of students say there is a staff member to whom a student can go for help with a school problem
- 77% of students say there is a staff member to whom a student can go for help with a personal problem
- 91% of students say the Assistant Principal/Principal are visible on campus throughout the day

Growth Area: (Disagree or Strongly Disagree)

- 53% of students disagree that teachers show students how lessons relate to life outside of school
- 56% of students disagree that students treat staff with respect and 49% disagree that students treat other students with respect
- 43% of students disagree that discipline is enforced fairly for all students

Student Achievement

Students at Milan High School participate in the ever-evolving Michigan Merit Examination (MME) as a requirement for graduation. During the 2023-2024 school year, MHS students demonstrated the following aggregate score levels on the state's College Board Suite of Assessments. Milan High School continues to be above the state and national average on the PSAT 10 and PSAT 8/9, however, we saw a dip in our scores and proficiency for our SAT scores.

2023-2024

| | Aggregate Score | Aggregate Proficiency |
|-----------------|-----------------|-----------------------|
| SAT (1600) | 950 | 22% |
| PSAT 10 (1520) | 902 | 29% |
| PSAT 8/9 (1440) | 862 | 29% |

2022-2023

| | Aggregate Score | Aggregate Proficiency |
|-----------------|-----------------|-----------------------|
| SAT (1600) | 1017 | 39% |
| PSAT 10 (1520) | 906 | 31% |
| PSAT 8/9 (1440) | 868 | 37% |

In response to our assessment and perception data from the previous school year, the following items represent new or reinforced improvement initiatives.

- Continue focusing on MTSS for At-Risk Students
 - Disciplinary Literacy Professional Development and Implementation
 - Balancing Programming Needs for All Students
- Continue core work on MHS Focus Groups- Social-Emotional, Teaching and Learning, Mentoring, and Climate and Culture
- Continue building and district focus on 9-12 Post-Secondary Readiness Programming
 - Work-Study and Internships
 - Credit Realignment to ensure district expectations align with real-world needs
 - Xello integration for EDP's and post-high school connections
 - SAT Readiness

School Systems Review

Milan Area Schools conducts Internal Reviews on an annual basis in each school building. The review process is modeled after the AdvancED Accreditation Review process, whereby the host school shares a comprehensive presentation reviewing academic and perception data along with data-based plans for the upcoming school year. The visiting team, including administrators and teachers from the three other district buildings, receive the presentation, conduct classroom visits, interview a student panel, review artifacts in the building, and then summarize their experience.

The visiting team for the most recent review, completed in November 2024, identified the following highlights at Milan High School:

- The staff is well informed about educational trends, local and regional data
- The school is planning and responding to changes based on an honest look at programming
- There is a willingness to take chances - with students' best interests in mind
- The HS Leadership Team is working to understand the student population and adjust

- programming accordingly
- Evidence of transparency with the data and decision-making, forward-thinking approach
- Clear focus on SEL initiatives
 - Mental health and well being, school-wide community building
 - Big Red Buddies, Peer-to-Peer, Mentoring program - building authentic inclusivity (In and out of the classroom)
 - Big Red Time - focused and valuable
 - Adults care for students
- The staff, students, and families all believed students have a trusted adult
- Demonstrated respect for the whole-child - supporting opportunities beyond the classroom
- The staff and administration are visible and available to students
- Extra-curricular opportunities are clearly endorsed and supported
- “Our kids outperform their numbers”

Comprehensive Needs Assessment Determinations

The Comprehensive Needs Assessment, which serves as the conclusive report of the annual cyclical district improvement process, yields the following strategies in alignment with district-wide goals established by Milan Area Schools:

1. **MAS Mathematics Goal:** Reduce the gap in NWEA Mathematics RIT scores and PSAT/SAT Math by at least 25% from Fall to Spring between the all-student average and Students with Disabilities and also Economically Disadvantaged Students.
 - **MHS Mathematics Strategy:** Integrate college readiness standards and test prep into all core math courses. Specifically revamp integrated math strategies across all courses. Shift learning model to skills based.
2. **MAS Reading Goal:** Reduce the gap in NWEA Mathematics RIT scores and PSAT/SAT Math by at least 25% from Fall to Spring between the all-student average and Students with Disabilities and also Economically Disadvantaged Students.
 - **MHS Reading Strategy:** Disciplinary Literacy Training- All MHS teachers will be involved in disciplinary literacy training to advance the building goal of increasing reading and writing proficiency across all content areas. Professional development will be led by outside trainers and our own staff trainers. Training will be ongoing and will include the creation of yearly instructional goals measurable by students success data and staff surveys.