

School Improvement Plan

School Name Weldon High School School Number 315
School Address 415 County Road, Weldon, NC 27890
Principal John O. Green
District Name/State Local Education Agency (LEA) Number Weldon City Schools/422
Date of Initial School Staff Vote of Approval 8-Oct-15
Date of Last Review/Update 11-Dec-15
Principal Signature _____
Board of Education Authority Signature _____

School Vision and Mission Statement

Vision

All students will be educated in a safe environment with rigorous and relevant instruction that makes them globally competitive and prepared to succeed in the 21st century.

Mission Statement

The mission of Weldon High School is to create and maintain a highly effective education system in which every student receives the highest quality education.

District and State Goal Alignment

Strategic Priority #1: Student achievement outcomes which prepare students for the future - (Student Achievement)
 Strategic Priority #2: Accountability structures with monitoring systems that offer effective feedback - (Accountability, Monitor & Feedback)
 Strategic Priority #3: Effective communications throughout the district - (Effective Communication)

School Improvement Team Membership	Name	Date Elected via Secret Ballot	Term (EX: 2014-15 and 2015-16)
Principal	John Green	10/2/2015	2015-17
Assistant Principal	Shanetta Pittman	10/2/2015	2015-17
Chair/Electives Dept. Rep.	Thomas McGeachy	10/2/2015	2015-17
Vice-Chair/CTE	Linda Wiggins	10/2/2015	2015-17
Electives Dept. Rep.	Jessica Matte	10/2/2015	2015-17
Exceptional Children's Department	Karen Taylor	10/2/2015	2015-17
Behavior Specialist	Laura Clark	10/2/2015	2015-17
Social Studies Dept.	Dorothy Lynch	10/2/2015	2015-17
Social Studies Dept.	Teon Dolby	10/2/2015	2015-17
Math Dept.	Robert Sellers	10/2/2015	2015-17
Math Dept.	Namita Manohar	10/2/2015	2015-17
Science Dept.	Crystal Johnson	10/2/2015	2015-17
Science Dept.	Corey Hoffman	10/2/2015	2015-17
English Dept.	Christina Best	10/2/2015	2015-17
CTE	Marites Rollins	10/2/2015	2015-17

Parent Member	Natasha Hawkins	10/2/2015	2015-17
English Dept.	Thomas Hibbs	10/2/2015	2015-17

School Improvement Plans are developed in accordance with NC General Statute 115C-105.27

SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

1. What does an analysis of your school data and/or a comprehensive needs assessment tell you about the schools' strengths?

A review of the comprehensive needs assessment reveals that WHS has a caring and nurturing environment where respectful relationships exist between students and teachers. The low teacher-to-student ratio increases opportunities for individualized attention during instruction. The administration is visible throughout the school and this creates multiple opportunities for professional dialogue.

2. What does the data analysis and/or comprehensive needs assessment tell you about the school's gaps or opportunities for improvement?

Student proficiency data, supported by classroom observations, indicate that the quality of teaching and learning needs to be improved by implementing instructional strategies and activities that promote critical thinking, collaboration, and communication (classroom talk). Our composite score decreased from 38.6% to 21% (Biology-19.4 %; Eng II-28.9%; Math I-12.0%) Additionally, the use of rubrics and exemplars to clarify expectations and define quality will ultimately enhance student proficiency. Opportunities for improvement include the creation of structured planning opportunities for teacher collaboration that include the sharing of resources and PLCs that focus on data driven decision-making. Increasing parental engagement is yet another opportunity for improvement that will enhance the school's ability to positively impact student learning and achievement. Our graduation rate dropped from 95% to 82% and this presents another opportunity for improvement.

3. What data is missing, and how will you go about collecting this information for future use?

Parental engagement continues to be an area of improvement for WHS and we will continue to seek out opportunities to engage parents in their student's learning. We currently collect contact information during Open House and parent/teacher conferences and we will work with the District Community Involvement Officer to maximize contact with parents.

SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

4. Based upon the data analysis conducted and/or the comprehensive needs assessment, what priorities emerge for your school?

Priority Area 1: Student Proficiency (Supports District Strategic Goal 1)

By June 2016, Weldon High School will increase the school composite score from 21% to 40.3% proficiency as measured by EOC scores, Workkeys scores, ACT scores and graduation rate.

Priority Area 2: Establishment of Effective Professional Learning Communities (PLCs) (Supports District Strategic Goal 2)

By June 2016, Weldon High School will establish and maintain PLC's that use data analysis to drive instruction and decision making.

Priority Area 3: Increase Parental/Community Engagement (Supports District Strategic Goal 3)

By June 2016, Weldon High School will effectively communicate with all stakeholders by leveraging internal resources (e.g. PTA) and external resources (District Parent Involvement Coordinator).

Priority Area 4:

PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

Priority Area 1: Student Proficiency (Supports District Strategic Goal 1)

SMART Goal: By June 2017, Weldon High School will increase the school's proficiency composite score from 21% to 50.3% as measured by EOC scores, Workkeys scores, ACT scores and graduation rate.

Target Goal (What goal must be reached to be on target to meet SMART goal?) By June 2016, Weldon High School will increase the school's proficiency composite score from 21% to 40.3% as measured by EOC scores, Workkeys scores, ACT scores and graduation rate.

Weldon City Schools Strategic Plan Alignment

Strategic Goal 1: Student Proficiency

IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1 Infuse literacy strategies in accordance with the Common Instructional Framework so that every student reads, writes, thinks, and talks in every classroom,				
2 Incorporate Marzano's Vocabulary strategy into daily lessons				

3 Enhance student learning through the regular use of collaborative group work				
4 Increase the quality of teaching & learning through use of the "lesson tuning" protocol and instructional rounds process				
assessments, etc.) to plan instruction for remediation and enrichment				
6 ACT Prep offered to all 11th graders scheduled to take the ACT during SY 2015-16				
7 Incorporate project-based learning across the curricula				
8 Incorporate "hands-on" activities during classroom instruction				
9				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
9 District Professional Development Sessions on Marzano Vocabulary/Collaborative Group Work (Sep. 10 & Nov. 5, 2015)				
10 Site Visits to Schools (NC New Schools) Dates (11/23-2				
11 School wide profesional development on research based literacy strategies				
12 Professional Development on Classroom Management & Conflict Resolution				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
13 Qtrly Parent Information Meetings		#####		
14				
15				

What data will be used to determine whether the improvement strategies were deployed with fidelity?

Priority 1: Through formal observations, walk thrus, student achievement data (benchmarks, tri-weekly, etc), and instructional rounds/lesson tuning protocols.

How will you determine whether the strategies led to progress toward the SMART Goal?

Priority 1: Increased student achievement results.

What does the data/evidence show regarding the results of the implemented strategies?

Review 1 District level PLC's were conducted to ensure the usage of Morzano's vocabulary strategy into daily lesson and the use of collaborative group work. Classroom walk thrus have shown an increase in the usage of both of these strategies by teachers. Currently 32 11th graders are enrolled in the ACT Prep course. Visit to NC New Schools has taken place and information gathered has been shared with faculty. Data talks have been/will be held with teachers.

Review 2

Review 3

Review 3

Review 3

Based upon identified results, should/how should strategies be changed?

Review 1 - Based on results strategies should not be changed at this time.

Review 2

Review 2

Review 3

Review 3

Review 3

Review 3

PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

Priority Area 2: Establishment of Effective Professional Learning Communities (PLCs) (Supports District Strategic Goal 2)

SMART Goal: By June 2017, Weldon High School will conduct bi-monthly PLC's that utilize student proficiency data to drive instruction.

Target Goal (What goal must be reached to be on target to meet SMART goal? By June 2016, Weldon High School will conduct monthly PLC's that utilize student achievement data to drive instruction.

Weldon City Schools Strategic Plan Alignment Strategic Goal 2: Systematic Monitoring and Evaluation

IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus

1 Intervention/Enrichment opportunities will be provided to students during the instructional day.				
2 Quarterly Data Retreats will be conducted to identify trends and develop strategies to promote student growth.	District Low Performing Improvement Plan			
3 Administrator Walk Through/Formal Observations will ensure powerful teaching and learning are taking place during instruction.				
4 PD & Collaboration with RVEC promote sharing of "best ideas/practices"				
5 Planning Period PLCs will focus on trend analysis of student proficiency data	District Low Performing Improvement Plan			
6 Shared Google docs of PLC Minutes				
7				
8				
9				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10 Early release Professional Development (District/Administrator led)				
11 Collaborative PD with RVEC				
12				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
13 Data Talks with Parents during Parent/conference meeting, Guidance Counselor's session, Parent Meetings, etc.				
14				
15				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
Priority 2: Calendar for enrichment/intervention for students, Listing of monthly meetings for staff, communication with parents of upcoming activities that relate to student improvement. Agenda and sign-in roster of activities.				
How will you determine whether the strategies led to progress toward the SMART Goal?				
Priority 2: Meeting minutes and student achievement data.				

What does the data/evidence show regarding the results of the implemented strategies?

Review 1 - One collaborative PLC with RVEC concerning collaborative group work and sharing of best practices and ideas. Intervention/Enrichment opportunities are provided to students each day during Charger time. Upcoming information/activities are shared through school message, district, school, and teacher websites.

Review 2

Review 3

Based upon identified results, should/how should strategies be changed?

Review 1 - More efforts to schedule other PD with RVEC for best practices and strategies. Continuous monitoring of enrichment/intervention time and structure.

Review 2

Review 3

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

Priority Area 3: District Wide Communication

SMART Goal: By June 2017, Weldon High School will communicate with parent /community stakeholders at least four times per month.

Target Goal (What goal must be reached to be on target to meet SMART goal? By June 2016, Weldon High School will make contact with parent/community stakeholders at least twice a month.

Weldon City Schools Strategic Plan Alignment

Increase District- Wide Communication

IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1 Parent/Teacher Conferences as deemed necessary				
2 Curriculum nights				
3 PTA Meetings				
4 Principal will use School Messenger for Parental Notifications				

5 Parent Resource Center	District Low Performing Improvement Plan			
6 Information sessions on Gang Awareness & Mental Health awareness for staff & parents				
7 PTA Sign-up booths at athletic events				
8				
9				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10 District PLC's for communication				
11				
12				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State
13 Information Session for Staff and Parents (Gang Awareness, Mental Health awareness, Powerschool etc.)				
14 Parent/Teacher Conferences, Curriculum nights, Grade level meetings, etc				
15 Parent Resource Center				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
Priority 3: Calendar of activities that will be provided to staff and parents monthly. Agenda and sign-in roster of activity. Record of parents accessing Powe				
How will you determine whether the strategies led to progress toward the SMART Goal?				
Priority 3: Agenda and sign in roster for each activity.				
What does the data/evidence show regarding the results of the implemented strategies?				
Review 1 - All action steps are being implemented - parent/teacher conference as necessary, PTA meetings, , school messenger for parental notifications, parent resource center is available, an curriculum night is being planned as well as a Gang awareness and mental health sessions.				

Review 2

Review 3

Based upon identified results, should/how should strategies be changed?

Review 1 Currently the strategies will remain the same.

Review 2

Review 3

PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

Priority Area 4:

SMART Goal:

Target Goal (What goal must be reached to be on target to meet SMART goal?)

Weldon City Schools Strategic Plan Alignment

IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1				
2				
3				
4				
5				
6				
7				
8				
9				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10				
11				

12				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
13				
14				
15				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
Priority 4:				
How will you determine whether the strategies led to progress toward the SMART Goal?				
Priority 4:				
What does the data/evidence show regarding the results of the implemented strategies?				
Review 1				
Review 2				
Review 3				
Based upon identified results, should/how should strategies be changed?				
Review 1				
Review 2				
Review 3				

SCHOOL SAFETY CHECKLIST

School Name **Weldon High School**

School Number **315**

School Address: **415 County Road Weldon, NC 27890**

Principal: **John O. Green**

Task	Staff Responsible for Completing Task	Frequency	Completion Date (s)
Update School Crisis Kit	Shanetta Pittman	Annually	
Pre-Crisis Checklist	John Green	Annually	
After Hours Emergency Contact List	Lt. Col Thomas McGeachy	Annually	
Register Principal for Sex-Offender Registry Notifications	John Green	Annually	
Diabetic Training for Staff	Wade McMillan	Annually	
Distribute/Explain Crisis Plan to Staff	John Green	Annually	
Distribute/Explain Code of Conduct	John Green	Annually	
Tornado Drill	Shanetta Pittman	Annually	
Conduct Student Safety Perception Survey	Shanetta Pittman	Annually	
Lock-Down Drills	Lt. Copeland	Bi-Annually	
Safety Inspection	Fire Chief Marshall Martin Bolt	Bi-Annually	Fire Marshall Inspection Sep 30
Alternate Route Fire Drill	Lt. Col. Thomas McGeachy	Bi-Annually	Fire drill map with alternate route has been developed w/red=primary and w/yellow=secondary and posted
Playground Inspection	n/a	Bi-Annually	
Fire Drill/Sanitation Inspection	Shanetta Pittman	Monthly	Nov. 18, 2015
Fire Extinguishers Inspection	Weldon Fire Department	Monthly	14-Dec-15
Review In-School Suspension (ISS) and Out-of-School Suspension (OSS) Incidents	John Green	Monthly	
Automated External Defibrillator (AED) Inspection	n/a	Monthly	
Discipline Incidents in PowerSchool	Jacqueline McGee/Laura Clark	Ongoing	
Volunteer Background Checks	HR Weldon City Schools	Ongoing	
Monitor Visitor Check-In	Nelichall Whitaker	Ongoing	
Monitor Arrival and Dismissal of Students	Nelichall Whitaker	Ongoing	
Monitor Sex Offender Registry	John Green	Ongoing	
Out-of-State and Overnight Field Trip Approval by Superintendent's Designee	Dr. Anitra Wells/ John Green	Ongoing	

RESOURCE MATERIALS

North Carolina School Improvement Planning Implementation Guide <http://www.ncpublicschools.org/docs/councils/lea/previous/templates/sip-guide.pdf>

Highly Qualified Teachers (HQT): Describe how staffing decisions ensure that highly qualified, well-trained teachers provide instruction and how their

End-of-Grade (EOG) Results disaggregated: (www.ncpublicschools.org/accountability/reporting Click on Greenbook, then State Testing Results)

End-of-Course (EOC) Results disaggregated: (www.ncpublicschools.org/accountability/reporting Click on Greenbook, then State Testing Results)

North Carolina Teacher Working Conditions Survey (<http://ncteachingconditions.org>)

School Report Card results: (www.ncreportcards.org)

School Demographic Information related to student discipline: (e.g. total office referrals, long-and short-term suspensions, expulsions, alternative school

School Demographic Information related to drop-out information and graduation rate data (<http://www.ncpublicschools.org/research/dropout/reports>)

Ready Schools Inventory/Ready Schools Plan (<http://www.ncreadyschools.org>)

Title I AYP (<http://ayp.ncpublicschools.org>)

Healthy Active Children Initiative (<http://www.nchealthyschools.org>)

EVAAS (<https://ncdpi.sas.com/>)

2013 School Safety Act - North Carolina Senate Bill 589 (<http://www.ncleg.net/Sessions/2013/Bills/Senate/PDF/S589v1.pdf>)

North Carolina General Statute 115C-105.27 Scroll down to 115C-105.27 - Development and approval of school improvement plans.