

**John A. Holmes High School
School Improvement Plan
2014-2015**

STATEMENTS OF ASSURANCE

- 1. General --** The School Improvement Plan (SIP) for John A. Holmes High School is developed and approved in accordance with the provisions of G.S. 115C-105.27.
- 2. Professional Development –** As prescribed by G.S. 115C-105.30 over 75% of the state staff development funding allotment (when available) has been distributed to our school. The school improvement team insures that these funds are used to implement the school improvement plan. All staff development activities in this school embrace the professional development vision adopted by the North Carolina State Board of Education in March 2003.

Classroom practice and school leadership in North Carolina will be improved through tailored, intensive professional development that includes follow-up, support, practice, feedback and evaluation. It is a collaborative effort that provides every student access to a competent, caring and highly qualified teacher. All fiscal and human resources within the educational community support classroom instruction and interactions that prepare students to thrive and contribute to a complex, dynamic global and multicultural society. Activities result in implementation of classroom practices that lead to improved student achievement.
- 3. Planning Time and Duty-Free Lunch –** In accordance with G.S. 115C-105.27(b)(6.) there is a plan in place to assure planning time during the regular student contact hours and duty-free lunch to the extent resources are available. Our school planning team has developed a lunch duty plan that has been shared and approved according to the School Improvement Plan approval process. In addition, a planning time schedule has been developed, shared and approved that details our progress in providing a minimum of five hours of planning time per week for every teacher.
- 4. Safe Schools Plan --** In accordance with G.S. 115C-105.47 our school has developed a safe school plan, which promotes a climate of respect and appropriate personal conduct for students and school personnel, and provides for safety, security and order. This plan is on file in the principal's office.

**School Improvement Plan
Goal Analysis for 2014-15 School Year
John A. Holmes High School**

Student Learning Goals

Green = Met Goal

Yellow = Improvement over previous year

Goal 1: The percentage of students failing courses will be lower than it was in the 2012-13 school year. This is baseline data. (SLG 1)

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
% of students failing courses	NA	NA	NA	NA	28.4
% of total courses failed	NA	NA	NA	NA	8.8

Goal 2: We will reduce our drop-out rate and increase our 4-year cohort graduation rate. The number of students in each graduating class will be at least 85% of the number that entered the 9th grade four years earlier. (SLG 2)

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Graduation rate	76	77.97	78.3	81.5	78.9

Goal 3: The average composite scores of our students who take the SAT or ACT will be higher than the State's average composite score. The percentage of students passing AP exams at JAH will be higher than the state's percentage. (SLG 3)

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
JAH SAT Avg. Critical Reading & mathematics.	965	896	950	878	899
JAH SAT Writing/State Avg.	462	429	452	413	416
ACT Composite Score	NA	NA	17.1	17.7	17.0
% Passing AP US History	100	90.9	100	22.2	15
% Passing AP Studio Art	100	33.3	0	50	NA
% Passing AP Calculus	15.4	11.1	29.4	14.2	6
% Passing AP English III	80	88.2	77.8	64.2	67
% Passing AP English IV	85.7	31.6	93.3	66.6	45
% Passing Environmental Science	100	100	33.3	22.2	0
% Passing World History	100	0	50	100	NA
% Passing Music Theory	NA	NA	66.7	100	NA
% Passing Biology	45.5	6.3	33.3	NA	75
% Passing US Government and Politics	NA	NA	NA	33.3	0
% Passing All AP Tests	73.0	52.1	69.0	40.9	35.8

Goal 4: JAHHS will meet expected growth in all EOC-tested subjects in 2013-14 (SLG 4)

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
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EOC Composite	78.2	68.3	67.0	30.7	33
Algebra I	72.3	55.5	52.6	23	23.7
Biology	75.4	62.2	67.9	31.3	41.7
English I (English II will start testing in 12-13)	78.7	76.3	79.1	36.9	34.8
Expected Growth Made	No	Yes	Yes	No	No

Organizational Effectiveness Goals

Green = Met Goal Yellow = Improvement over previous year

Goal 1: We will improve the communication between faculty and administration, school and parents, and school and community. The percentage of positive responses to questions regarding communication on the climate and community building surveys will increase each year, or reach 95%. (OIG 1)					
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Teachers and Staff – Percentage of positive responses to the following question / “Communication between the school and students’ homes is regular, two/way and meaningful”	65	73	73	72.4	68%
Parents – Average percentage of positive responses to the following four questions: “The school adequately informs parents about policies;” “The school promotes parent/teacher communication;” “Teachers at this school regularly communicate with parents about their child(ren)’s progress;” and “Report cards & progress reports at this school are adequate & informative.”	84.2	85	89.5	85.8	97%
Students – Average percentage of positive responses to the following four questions – “I feel well informed about JAH school activities;” “I feel well informed about course selections and graduation requirements at JAH;” “I feel well informed about the career pathways for me to explore at JAH;” and “I feel well informed about how I’m doing in school”.	70	69.5	62.5	80.8	75.75%
Goal 2: We will increase parental and community involvement at JAHHS. The percentage of positive responses to questions regarding involvement on the community building survey will increase each year, or reach 95%. (OIG 2)					
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Teachers and Staff - -- Average percentage of positive responses to the following four questions: “I am involved in the development of the school’s vision, beliefs, and mission;” “I am regularly involved in making school policies and procedures;” “Teachers in our school play a major role in curriculum alignment;” and “I have meaningful involvement in selecting staff development activities.”	68	70	63.5	56	81.25%
Parents – “I feel welcome in the school.”	N/A	N/A	N/A	N/A	100%
Students - // Average percentage of positive responses to the following two questions: “Students at JAH have satisfactory input in decisions that directly affect	50	46.5	44	70.5	64.5%

<i>students;" and "Students at JAH are involved in planning school activities."</i>					
Goal 3: We will improve the health and overall safety of students, faculty and staff at JAHHS. The percentage of faculty/staff, parents and students indicating on the school safety survey that they feel safe or very safe will increase each year. (OIG3)					
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Safe/Very Safe Teachers/Staff			97	88.3	74%
Parents			93	94.2	88%
Students			81	91.1	77%
Goal 4: We will increase both daily and class attendance at JAHHS (OIG 4)					
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Daily Attendance Rate	95	95	95	94	95.13
% of students with over 10 days in a class (average both semesters)	NA	NA	NA	NA	14.5%
Goal 5: We will increase the use of technology as a tool to help classroom instruction and organizational effectiveness. The average percentage of positive responses in these areas on the STNA survey will increase each year.					
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
<i>"Identification, location, and evaluation of technology resources, e.g., websites that I can use with my students;" "The use of technology to collect and analyze student assessment data;" "Learner-centered teaching strategies that incorporate technology, e.g., project-based or cooperative learning;" "Uses of technology to increase my professional productivity;" and "Alignment of lesson plans to content standards and student technology standards."</i>	NA	NA	51.6	83.6	82.0
Total Goal % met or improved	21/32 65	10/35 28.6	19/35 54.3	17/35 48.5	11/29 37.9

**John A. Holmes High School
School Improvement Plan
2014-15**

Student Learning Goals

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Goal 2 – We will reduce our drop-out rate and increase our 4-year cohort graduation rate. The number of students in each graduating class will be at least 85% of the number that entered the 9th grade four years earlier. (SLG 2)

Goal 3 – The average composite scores of our students who take the SAT or ACT will be higher than the states' average composite scores. The percentage of students passing AP exams at JAH will be higher than the state's percentage. (SLG 3)

Goal 4 – JAHHS will meet expected growth in all EOC-tested subjects in 2014-15. (SLG 4)

Organizational Effectiveness Goals

Goal 1 – We will improve the communication between faculty and administration, school and parents, and school and community. The percentage of positive responses to questions regarding communication on the community building survey will increase each year, or reach 95%. (OEG 1)

Goal 2 – We will increase parental and community involvement at JAHHS. The percentage of positive responses to questions regarding involvement on the community building survey will increase each year, or reach 95%. (OEG 2)

Goal 3 – We will improve the overall safety of students, faculty and staff at JAHHS. The percentage of faculty/staff, parents and students indicating on the school safety survey that they feel safe or very safe will increase each year. (OEG 3)

Goal 4 – We will increase both daily and class attendance at JAHHS. (OEG 4)

Goal 5 – We will increase the use of technology as a tool to help classroom instruction and organizational effectiveness. The percentage of positive responses in these areas on the STNA survey will increase each year. (OEG 5)

Student Learning Projects and Initiatives 2014-15

Projects:

1. Data Analysis – We will provide staff development and the opportunity for teachers and departments to analyze their instructional data in order to better guide instruction during weekly department meetings. We will investigate Open Class in Power School as a tool for data analysis. (SLG 1, SLG 4)

2. Responsiveness to Instruction (RtI): We will implement elements of RtI throughout the school year. Weekly Team meetings will be held to proactively provide Tier II and III supports to identified students as well as RTI days where parent and teacher attendance will be encouraged. New referral forms will be used and Google tools will be used by the RTI Team to track the implementation and effectiveness of interventions (shared document that all JAHHS staff have access) used to provide support for students during the school year. (SLG 1, 2, and 4, OEG 1 and 4)

3. One to One Technology Program for Students: We will provide an iPad 4 to all students at JAHHS with the goal of students keeping these devices over the summer. We will provide staff development on 21st century skills, Web 2.0 tools and pedagogy through the Friday Institute and Learning Team training. Teachers will practice and share these tools during weekly department meetings. (SLG 1,2,3, and 4, OEG 1 and 5)

4. ACT Preparation Classes: We will provide an 18-hour ACT prep classes to all juniors during Ace Time prior to them taking the ACT in March 2015. (SLG 3)

5. STEM Curriculum – We will add a new STEM pathway in Engineering Design to increase STEM opportunities for our students. (SLG 2 and 3)

6. Summer Reading Lists: We will investigate summer reading lists for students at all grade levels and determining ways to tie this into graduation project. (SLG 2)

7. Rigor - We will increase and investigate rigor in all courses at JAHHS. This will include a lesson planning review and the creation of a lesson plan template for those interested in using it, the difference between quality and quantity, and investigating increased homework as students progress through high school. (SLG 1 and 4)

8. Staff Development - We will provide professional development on lesson planning, integrating technology into classroom practices, critical incidents and safety, RTI, PBIS, and understanding our students. (SLG 1 and 4) (OEG 3 and 5)

9. College of the Albemarle: We will provide expanded opportunities for juniors and seniors to take college level courses for dual high school and college credit. (SLG 2)

Initiatives:

1. ACE TIME: We will continue to revise ACE TIME to provide further opportunities for tutoring, lunch, enrichment activities including ACT preparation, improved attendance and APEX credit recovery. (SLG 1, 2, 3, and 4, OEG 4)

2.GEAR UP: We will continue to participate in GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) to increase awareness and participation in college for our freshmen and graduating seniors. GEAR UP will operate a summer enrichment program for select students to improve skill and introduce them to the college experience. GEAR UP will also host an Orientation program for all rising 9th grade students during the summer of 2015. (SLG 3, OEG 1 and 2)

3.Summer School: We will continue to modify our summer school program to increase access to students via on-line curricular providers and actual face-to-face instructions in all core areas. Students will be able to take online elective courses as well to accrue credits for graduation. (SLG 1 and 2)

4. Learning Management System: In conjunction with the 1:1 Initiative we will continue use Canvas as the learning management system for use with student iPads. (SLG 1, 2, and 4)

Organizational Effectiveness Projects and Initiatives 2014-15

Projects:

1. Increase Parental involvement at Parent Conferences: We will offer incentives such as dinner, babysitting, raffle giveaway etc. to encourage all parents to attend parent conferences. We will also investigate using Google Hangouts for parent conferences. (OEG 1 and 2)

2. Expanded Club Offerings/Service Projects: All new staff members will be required to start a club or participate in an existing club. We will continue to require all clubs to complete a yearly service project at the school and in the community. (OEG 2)

3. Student Mentors: We will investigate ways to provide student mentor for underclassmen including GEAR UP starting the Aces Ambassadors program. (OEG 4)

4.PBIS: We will continue to implement PBIS at JAHHS intentionally teaching the behavior matrix to all students throughout the school year and also including more staff recognition and expanded student recognition with the goal of being named a PBIS Model School for 2014-15. We will incorporate a discipline matrix and consequence hierarchy to insure appropriate discipline actions for all students. (OEG 3)

5.Plant Facilities: We will make improvements to CTE classrooms including renovating the Auto Shop into STEM classrooms, carpet and replace the ceiling in the Information Highway room, mulch the entire campus, beautify the school courtyard and garden area, restripe staff and student parking areas and complete adding nonskid tiles at all entrances. (OEG 2)

6. Power School/Home Base: We will start using the Parent and Student Portal in Power School to increase access to student information for all interested parties. An informational session will be held for parents in the first semester. (OEG 1, 2, and 5)

7. Anonymous Issue Reporting: We will investigate ways that students can report issues at school anonymously and without repercussions. (OEG 3)

8. Electronic Student Handbook: Each student and parent will have access to the JAHHS Student Handbook electronically. Each will need to sign an acknowledgement form that they have read and understand the handbook. (OEG 3)

Initiatives:

1. Educators Handbook: We will continue to use Educator's Handbook for increased student safety and to generate discipline letters for parents. A refresher staff training will be provided to all staff before the start of school. (OEG 1, 3, and 4)

2. Community Outreach: The staff of JAHHS will work in conjunction with the Edenton Band Parents Association and the Edenton 300 committee to coordinate and run the Edenton Peanut Festival. JAHHS will also sponsor a Spring Fling community event at the school in the spring of 2015. Each department will have specific responsibilities for these community wide events. (OEG 1 and 2)

3. Communication: We will continue to investigate and use expanded technology communication methods such as Facebook, Twitter, wikis, blogs, web-pages, and Canvas to both provide and receive information from our parents. (OEG 1 and 5)

4. Google Tools: We will continue to use on-line tools including Gmail, Docs, Calendar and Drive to increase communication and efficiency at JAHHS. (OEG 1, 2, and 5)

5. Electronic Teacher Handbook: We will update and revamp the electronic teacher handbook designed for ease of use by the staff. This will be stored as a shared Google Doc and will include a section for staff to access JAHHS forms. (OEG 1 and 5)

John A. Holmes High School
“The Way We Do Business”

Programs and strategies that impact our Student Learning Goals:

- 1. Professional Development:** We provide professional development to staff in order to enable them to fully implement our initiatives and projects. Examples of staff development topics in 2014-15 include improved Lesson Planning, classroom integration of Web 2.0 tools, 1 to 1 implementation, and 21st century pedagogy.
- 2. Credit Recovery:** We offer credit recovery courses via Apex learning systems and the NCVPS.
- 3. Tutoring:** Teachers offer tutoring during school and by appointment before or after school to students who need extra help.
- 4. Inclusion:** We have an inclusion program for exceptional students including individualized instruction in Curriculum Assistance classes.
- 5. Units of Study:** We use units of study (pacing guides) to facilitate cohesive instruction.
- 6. Graduation Project:** All students participate in a graduation project based on service learning with a presentation in front of members of the community.
- 7. SAT and ACT Preparation:** We offer SAT and ACT prep courses on campus each semester and provide information on other free resources.
- 8. AIG:** Students are counseled to take AP, Early College, and Articulated Credit courses offered here and at the local campus of the College of the Albemarle.
- 9. Extra-Curricular Activities:** We offer numerous clubs and sports options to our students.
- 10. Guidance:** Students are provided with full guidance services, from course selections to college and career assistance, as well as teen counseling services.
- 11. RtI Team:** We have a JAHHS Intervention Team that meets weekly to discuss students about whom staff members have concerns. The team makes recommendations for interventions and services.
- 12. Learning Teams:** Teachers meet in Learning Teams for professional development, curriculum development, common planning, data analysis, and common assessment development.
- 13. Writing Across the Curriculum:** Teachers will continue to assess their students’ writing in every subject area including using North Carolina Final Exam constructive response questions where appropriate. Departments will set guidelines in order to insure consistent expectations.
- 14. Alternative Program:** We will continue to modify our alternative educational program to improve instructional services and opportunities so these students can continue to earn credits toward graduation.

Programs and strategies that impact our Organizational Effectiveness Goals:

- 1. Leadership Team:** Our Leadership Team serves as the decision-making body of our school. We include parents and students as members of our Leadership Team.
- 2. Athletics:** All athletes and their parent's meet with the Athletic Director and Coaches to discuss athletic policies and eligibility prior to the start of each athletic season.
- 3. Graduation:** All seniors and their parents meet with school administrators prior to graduation to discuss policies, procedures, and expectations. Monthly and quarterly newsletters are sent to parents of seniors.
- 4. Student Planners:** We use Canvas to help students with their organizational skills and classroom management. An electronic Student Handbook is included to help communicate with parents.
- 5. Communication:** We use a mass phone system, the school marquee, the school web site, email, conferences, social media and newsletters to communicate with parents and the community.
- 6. Surveys:** Annual surveys regarding safety and community building are given to the staff, students, and parents. We use this information to help identify areas for improvement.
- 7. Progress Reports:** Students receive multiple progress reports throughout each semester.
- 8. Meeting Schedule:** A schedule of faculty meetings, Leadership Team meetings, Learning Team meetings, RTI, PBIS, and AdvancEd committee meetings is distributed to staff members at the start of the school year.
- 9. Monthly Newsletters:** The Guidance Counselors publish newsletters each month for the parents of all students. These are also shared with all staff members.
- 10. Judicial Attendance Council:** We refer students with chronic attendance problems to the county's Judicial Attendance Council for intervention.
- 11. Orientation and Open House:** We hold a student and parent orientation program for freshmen at the beginning of the school year. We also hold an Open House prior to the start of each semester for parents and students.
- 12. Triple H:** A weekly communication from the desk of Mrs. Evans will be used to inform the staff of all school activities.

**John A. Holmes High School
School Improvement Plan
Student Learning Project Task List
2014-15**

Project # 1: Data Analysis

Related to School Goal(s): SLG 1, 3; SLG 4

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy,
Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Review staff evaluations	Dr. Korbusieski	Summer 14	Use of 13-14 evaluations for PDP development	Use in 14-15 PDPs	Data analysis was an overall school focus
Include data analysis goal in identified staff PDPs	Dr. Korbusieski and teaching staff	August – September 2014	Written PDPs	Completion of written PDP goals	As a school we need to increase data analysis
Increase data analysis in department meetings	Administration and Dept. Chairs	Throughout 14-15 school year	Minutes of Dept. Meetings	Increased time in Dept. Meetings spent on data analysis	Provide more collaborative data analysis
Teachers provide evidence of data analysis	Teachers	Ongoing 2014-15 school year	Teacher data notebooks	Connection between data and lesson planning	
Investigate Open Class in Power School	Administration and Teachers	Throughout 14-15 school year	Minutes of Dept. Meetings	Use of Open Class for assessments	Possible use of this 2 nd semester and next year

Project # 2: One to One Technology Program for Students

Related to School Goal(s): SLG 1, 2, 4; OEG 1 and 4

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy,
Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Review policies for device use and distribution	Central office, Technology and School Administration	Spring and Summer of 2014	Written policy	Provide access to the most students for a fair cost	Apply lessons learned from 13-14 school year
Prepare devices for students and staff	Technology Dept., Mrs. Briggs, Mrs. Byrum	Summer 2014	Device and operating system ready for students	Devices formatted to insure educational efficacy	Apply lessons learned from 13-14 school year
Provide training for staff on use and instructional applications	Sheila Evans and Friday Institute	Ongoing 2014-15 school year	Record of attendance at Learning teams and Friday Center trainings	Use of educational devices in classrooms	Looking for increased use over 13-14 school year
Distribute devices to staff and students	Mrs. Briggs, Mrs. Byrum, Dr. K Technology dept.	Fall 2014	All students and staff having devices	Record of distribution	Create schedule for in school distribution
Staff and student use of devices	School Administration	Ongoing 2014-1015 school year	Observation and walkthrough data showing use	Effective use of devices in classrooms	Update walkthrough form

Project # 3: ACT Preparation Classes

Related to School Goal(s): SLG 3

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy, Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Investigate and secure training from ACT	Mrs. Evans, Guidance Dept. Mrs. Atstupenas	Spring 2014	Phone contacts, letters and signed contracts	Training dates set	Determine what is best for our students
Solicit teacher volunteers for the program	Mrs. Evans	Spring/Summer 2014	List of participants	Having the needed number to participate	

Have ACT training for teachers	Mrs. Evans, ACT	Summer 2014	Attendance at training	Completed training, ready to instruct students	
Schedule ACT training during Ace Time	ACT participants, Dr. K, Mrs. Atstupenas	Fall/Winter 2013-15 – 18 weeks prior to March ACT	Student Attendance	Student participation and ACT composite score	See increase in overall ACT composite for JAHHS

Project # 4: Responsiveness to Instruction (RtI)

Related to School Goal(s): SLG 1, 2, and 4: OEG 1 and 4)

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Present RtI session at Summer Conference	Dr. Korbusieski, Mrs. Molloy, Mrs. Huff	July 2014	Attendance at meeting	Utilize materials for 2014-15 school year	
Create new RTI referral forms	RTI committee	Spring/Summer 2014	Completed forms	Ease of use and completeness of information	
Provide RtI awareness training for entire staff	Dr. Korbusieski	August/September 2014	Presentation at faculty meetings and department meetings	Increase staff understanding of RtI	Blend of PP, video and F2F information
Communicate regularly with RtI district and regional personnel	Dr. Korbusieski	2014-15 school year	Email and meetings with Marianne Anderson and new regional consultant	Information provided to RtI team and staff	
Attend district and regional RtI meeting	Dr. Korbusieski, Mrs. Huff	2014-15 school year	Attendance at meetings	Information provided to RtI team and staff	
Rotate times of weekly RtI team meetings	Dr. Korbusieski	Ongoing 2014-15 school year	Minutes of meeting on Google docs and Drive	Increased number of effective student interventions	

Create RTI days during school year	RTI committee	Ongoing 2014-15 school year	Minutes from RTI day meetings	Increased parent/teacher/students interaction	
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Project #5: STEM Curriculum

Related to School Goal(s): SLG 2 and 3

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Renovate classroom space for STEM	Central Services, Brad Bass	Spring 2014	Completed renovation	Design for use as STEM classrooms	
Provide technology for classrooms	Central Services	Summer 2014	Installed technology	Technology ready for students Fall 2014	
Provide furniture for classrooms	Mrs. Atstupenas, Dr. Korbusieski	Summer 2014	Purchase orders	Furnishings installed for Fall 2014	
Enroll students in new STEM courses for Fall semester	Guidance	Summer 2014	Enrolled Students	Number of students enrolled in courses	

Project #6: Summer Reading Lists

Related to School Goal(s): SLG 2

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy, Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Investigate appropriate materials both physical and electronic	English Dept.	Fall 2014	Generated lists of books to read	Applicability to curriculum	
Write mini grants to purchase novels	English Dept.	Fall 2014	Completed grants	Grant acceptance	
Review policy on student iPad use in summer	Administration, Technology Dept.	Fall 2014	Instructional meeting notes	Updated policy	
Update iPad student procedures	Administration, Technology Dept.	Spring 2014	Instructional meeting notes	Updated procedures	
Generate student reading lists by grade	English Dept.	Spring 2014	Grade level summer reading lists	Reading completed by students	

Project #7: Rigor

Related to School Goal(s): SLG 1 and 4

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☐ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Review lesson plans with SIT team	Mrs. Evans	Summer 2014	Minutes of SIT team meeting	Developing criteria for what constitutes a rigorous lesson	

Provide lesson plan training and template for use by teachers	Mrs. Evan, Ms. Graban	August 2014	Copy of presentation and template provided	Recreated lesson plans	
Investigate increased homework from 9 through 12	SIT committee	Ongoing 2014-15 school year	Meeting minutes	School policy implemented in 2015-16	
Rigor discussions and examples provided in Department meetings	JAHHS Departments	Ongoing 2014-15 school year	Meeting minutes	Use in classrooms	

Project #8: Staff Development

Related to School Goal(s): SLG 1 and 4, OEG 3 and 5

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☒ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Provide PD on lesson planning	Mrs. Evans, Ms. Graban	August 2014	Copy of presentation	Number of staff members trained	
Provide PD on technology integration through learning teams	Mrs. Evans, Dr. Lassiter, Ms. Byrum, Friday Institute	Ongoing 2014-15 school year	Staff member attendance at learning teams	Use of materials in classrooms	
Provide PD on critical incidents and safety	Dr. Korbusieski, Dept. Stulick	August 2014	New video from state shown to staff with review by law enforcement	New security procedures in place for 2014-15 school year	
Provide PD on Understanding our Students	Mrs. Evans, Mrs. Downing	August 2014	Copy of presentation	Number of staff members trained	

Provide PD on RTI and PBIS	Dr. Korbusieski, Mrs. Biggs	August 2014	Copy of presentations	Number of staff members trained	
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Project #9: College of the Albemarle

Related to School Goal(s): SLG 2

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Provide college course informational meetings for parents/students	Guidance Dept.	Spring 2014	Copy of presentations and meeting dates	Number of parents/students that attend meetings	
Register students for COA courses	Guidance Dept.	Spring/Summer 2014	Student schedules completed	Number of students enrolled in COA courses	

**John A. Holmes High School
School Improvement Plan
Organizational Effectiveness Project Task List
2014-15**

Project #1: Increase Parental Involvement at Parent Conferences

Related to School Goal(s): OEG 1 and 2

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Brainstorm ideas at SIT meeting	Mrs. Evans, SIT committee	Summer 2014	Minutes of meetings	Quantity of ideas generated	
Work with school clubs	SIT committee,	Fall 2014	Service provided	Use by parents	

to provide services	School clubs		(ex.babysitting)		
Investigate Google Hangouts to use for Parent Conferences	SIT committee, Ms. Byrum	Fall 2014	Trial Hangout established	Number of parents utilizing Hangout	

Project #2: Plant Facilities

Related to School Goal(s): OEG 2

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Plan capital outlay projects for JAHHS	School Administration, Brad Bass, Dr. Smith Bob Turner	Spring 2014	List of approved projects	Prioritizing of cost to need	
Clean and paint parking lot spaces	Col. Nelson	Summer 2014	Completed project	Appearance and durability of new parking lines	
Carpet and install ceiling tiles in Info. Highway room	Brad Bass	Summer 2014	Completed project	Appearance and durability of carpeting and ceiling	
Renovate auto shop into STEM classrooms	Brad Bass	Summer 2014	Completed project	Use for STEM classrooms in the fall of 2014	
Add nonskid outside tiles at all entrances	Brad Bass	Spring/Summer 2014	Completed project	Appearance and durability of flooring	

Mulch campus and beautify courtyard	Bree Atkinson Beautification committee	Fall 2014	Completed project	Appearance of exterior of building	
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Project #3: Power School/Home Base – Parent and Student Portal

Related to School Goal(s): OEG 1, 2, and 5

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Training for Administrators and counselors on Parent Portal	NCDPI	Spring/Summer 2014	Attendance at trainings	Ability to effectively use the system	
Training for teachers	Technology Dept.	Fall 2014	Attendance at trainings	Ability to effectively use the system	
Information sessions for parents/students	School Administration	Fall 2014	Attendance at trainings	Number of parents attending	

Project #4: Expanded Club Offerings/ Service Projects

Related to School Goal(s): OEG 2

Related to Goal(s) Established by the State Board of Education:

☒ Globally Competitive Students ☐ 21st Century Professionals ☐ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
All new staff will join an existing club or start a new club	Mrs. Evans	Fall 2014	List of clubs and advisors	Every new staff member has been affiliated with a club	
All clubs will complete a yearly	Mr. Moore SGA	Ongoing 2014-15 school year	List of clubs and service projects performed.	Number and variety of service projects	

service project at school and community					
Seniors perform 20 volunteer service hours	English Dept.	Ongoing 2014-15 school year	Student service logs	Meet requirement for graduation project	

Project #5: Student Mentors

Related to School Goal(s): OEG 4

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☒ Healthy, Responsible

Students ☒ Leadership for Innovation ☐ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Start Aces Ambassadors program	Mrs. Evans, GEAR UP coordinators	2014-15 school year	List of students eligible for program	Program up and running for 2015-16 school year	

Project #6: Electronic Student Handbook

Related to School Goal(s): OEG 3

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☒ Healthy, Responsible

Students ☒ Leadership for Innovation ☒ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Edit current student handbook for content	School Administration	Spring 2014	Updated information in handbook	Applicability to current staff, policy and procedures	
Create electronic version of student handbook	School Administration.	Spring/Summer 2014	Completed electronic handbook	All necessary information included in handbook	

Share handbook with students and parents	School Administration	August 2014	All students and parents have access to a copy of the handbook	All students and parents have an electronic copy of the handbook	
Handbook acknowledgement form created	School Administration	Summer 2014	Completed form	Number signed by students and parents	

Project #7: Anonymous Issue Reporting

Related to School Goal(s): OEG 3

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☒ Healthy, Responsible

Students ☒ Leadership for Innovation ☐ 21st Century Systems

Task	Personnel Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Investigate different ways students can report anonymously	School Administration, Technology Dept.	Summer 14	List of possible choices	Ease of use and level of anonymity	
Create JAH Crime Tips using Google Forms	Dr. Lassiter	August 14	Form available on JAHHS website	Ease of use and number of tips received	

Project #8: PBIS

Related to School Goal(s): OEG 3

Related to Goal(s) Established by the State Board of Education:

☐ Globally Competitive Students ☐ 21st Century Professionals ☒ Healthy, Responsible

Students ☐ Leadership for Innovation ☒ 21st Century Systems

Task	Personal Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Intentionally teach behavior matrix to students	Homeroom teachers	August 2014	Opening PowerPoint presentation	PBIS information presented to all students	
Post matrices around campus	PBIS committee Ms. Smith	August 2014	Matrices posted in designated areas	Number of posters and correct placement	
Use PBIS video for students in homeroom	PBIS committee Mrs. OKelley Mr. Grimes	August 2014	Use of video in homerooms	Effectiveness of portraying PBIS information	
Improved student celebrations	PBIS committee	Ongoing 2014-15	Evidence of celebrations	Feedback from students and staff	
Improved teacher recognition	PBIS committee	Ongoing 2014-15	Evidence of various recognition activities	Feedback on effectiveness from staff	
Create discipline rubric	Mrs. Baker	Summer 14	Created rubric	Applicable to all discipline situations	