

# JOHN A. HOLMES HIGH SCHOOL

*"Dedicated to preparing graduates for the global community...empowering responsible, active citizens."*



*Mr. Steve Wood, Principal*

*Mrs. Catherine Baker, Assistant Principal*

*Mrs. Olinka Baker, Assistant Principal*

*Mrs. Laurie Brooks & Mrs. Catherine Baker,*

*School Improvement Team Co-Chairs*

**600 WOODARD STREET  
EDENTON, NORTH CAROLINA 27932  
(252) 482-8426**

**EDENTON-CHOWAN PUBLIC SCHOOLS**  
2016 – 2017 School Improvement Plan



to the preparation of all students as critical thinkers and productive citizens.”

<b>School: John A. Holmes High School</b>			
<b>SECTION 1: SCHOOL IMPROVEMENT PLAN</b>			
<b>Edenton-Chowan Schools Strategic Goal #1:</b> <i>Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.</i>			
<p><b>Measurable Objective to Achieve Goal:</b> <i>We will reduce the number of instructional hours lost due to inappropriate behavior resulting in OSS and ISS by 10% annually. (1a)</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>● Use of Educator’s Handbook (Incidences) for behavior analysis</li> <li>● Increase use of PBIS to concentrate on desired behaviors</li> <li>● Learning Team sessions</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>● Educator’s Handbook</li> <li>● PBIS Matrix</li> <li>● Results of Teachers Working Conditions Survey</li> <li>● Teacher Data Notebooks</li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>

	<ul style="list-style-type: none"> <li>● Change of 2016-2017 schedule</li> <li>● RTI</li> <li>● Learning Focused lesson planning</li> </ul>		
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**Evidence/Artifacts of Completion:**

*According to 2015-2016 Educators' Handbook*

School	Days	Hours
ECPS	1730.9	10385.4
JAH (2014-2015)	1,059.1	6354.6
JAH (2015-2016)	866	4345.2

**Edenton-Chowan Schools Strategic Goal #1:** *Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.*

**Measurable Objective to Achieve Goal:** *All schools will meet the state's requirements for Exemplar Status in the NC Positive Behavior Intervention and Support model annually. (1b)*

- Strategies to Achieve Objectives:**
- Increase use of PBIS to concentrate on desired behaviors
  - Change of 2016-2017 schedule
  - RTI
  - Learning Focused lesson planning
  - PBIS Team Module 3 Training
  - 90% total SET Score
  - PBIS Education & Modeling with Staff

- Resources:**
- PBIS Matrix
  - Results of Teachers' Working Conditions Survey
  - Teacher Data Notebooks
  - Use of Educator's Handbook (Incidences) for behavior analysis
  - Learning Team sessions

**Timeline:**  
2016-2017 School Year

**Evidence/Artifacts of Completion:**

SCHOOL	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
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JAH	NR	NR	NR	NR	G	M	G	G
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G=Green Ribbon School  
M= Model School  
E= Exemplar School  
NR= No Recognition

**Edenton-Chowan Schools Strategic Goal #1: Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.**

<b>Measurable Objective to Achieve Goal:</b> <i>We will maintain the student attendance rate of 95% or higher annually. (1e)</i>	<b>Strategies to Achieve Objectives:</b> <ul style="list-style-type: none"> <li>● Use of School Messenger to call absentees</li> <li>● RTI</li> <li>● JAC for excessive absences</li> <li>● Guidance Counseling</li> <li>● Office Hours</li> </ul>	<b>Resources:</b> <ul style="list-style-type: none"> <li>● School Report Card</li> <li>● School Messenger</li> <li>● NCEd IAM</li> <li>● JAC</li> <li>● Guidance Counselors</li> <li>● RTI</li> <li>● Results of Teachers Working Conditions Survey</li> <li>● Educator’s Handbook (Incidences)</li> </ul>	<b>Timeline:</b> 2016-2017 School Year
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**Evidence/Artifacts of Completion:**

2013-2016 [www.ncpublicschools.org](http://www.ncpublicschools.org) Report Card

	Elementary	Middle	High
JAH (2013-2014)	95%	95%	96%
JAH (2014-2015)	95%	94%	95%
JAH (2015-2016)	95%	95%	95%

**Edenton-Chowan Schools Strategic Goal #1: Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.**

<b>Measurable Objective to Achieve Goal:</b> <i>We will decrease the numbers of acts of crime and violence by 10% annually system wide as measured by the NC Schools Report Card. (1f)</i>	<b>Strategies to Achieve Objectives:</b> <ul style="list-style-type: none"> <li>● Increased law enforcement presence</li> <li>● Increased faculty awareness</li> <li>● Use of PBIS</li> </ul>	<b>Resources:</b> <ul style="list-style-type: none"> <li>● School Report Card</li> <li>● PBIS</li> </ul>	<b>Timeline:</b> 2016-2017 School Year
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**Evidence/Artifacts of Completion:**

[www.ncpublicschools.org](http://www.ncpublicschools.org) Report Card

	2013-2014	2014-2015	2015-2016
ECPS Systemwide	12	15	9
JAH	3	5	5

**Edenton-Chowan Schools Strategic Goal #2:** *Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*

<b>Measurable Objective to Achieve Goal:</b> <i>We will meet or exceed state growth standards annually as measured by EVAAS. (2a)</i>	<b>Strategies to Achieve Objectives:</b> <ul style="list-style-type: none"> <li>● Targeted instruction</li> <li>● Data analysis and use of EVAAS predictions</li> <li>● Office Hours</li> <li>● ACT Prep</li> <li>● Change of schedule</li> <li>● ASVAB Test</li> <li>● Pre-ACT test</li> <li>● ACT Workkeys</li> <li>● Learning Focused Lesson Planning</li> </ul>	<b>Resources:</b> <ul style="list-style-type: none"> <li>● EVAAS</li> <li>● Test Prep Booklets &amp; websites</li> <li>● ACT Preparation materials</li> <li>● ASVAB Test</li> <li>● ACT Workkeys</li> <li>● GEAR UP Budget: <ul style="list-style-type: none"> <li>○ Tutoring</li> <li>○ Remedial Software Purchases</li> <li>○ Increased AP Training</li> </ul> </li> </ul>	<b>Timeline:</b> 2016-2017 School Year
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**Evidence/Artifacts of Completion:**

		2013-14	2014-15	2015-16
	JAH	Not Met	Not Met	Not Met

**Edenton-Chowan Schools Strategic Goal #2:** *Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*

<p><b>Measurable Objective to Achieve Goal:</b> <i>Reduce the number of students dropping out by 10% annually. (2c)</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>● Targeted instruction</li> <li>● Data analysis and use of EVAAS predictions</li> <li>● Office Hours</li> <li>● ACT Prep</li> <li>● Change of schedule</li> <li>● ASVAB Test</li> <li>● ACT Workkeys</li> <li>● Learning Focused Lesson Planning</li> <li>● CTE and COA Visits</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>● EVAAS</li> <li>● Test Prep Booklets &amp; websites</li> <li>● ACT Preparation materials</li> <li>● ASVAB Test</li> <li>● ACT Workkeys</li> <li>● ACT &amp; SAT Tests</li> <li>● GEAR UP Budget: <ul style="list-style-type: none"> <li>○ Tutoring</li> <li>○ College Visitations</li> </ul> </li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>
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**Evidence/Artifacts of Completion:**

<http://www.ncpublicschools.org/research/dropout/reports/>

<b>2012-2013</b>	27 students
<b>2013-2014</b>	21 students
<b>2014-2015</b>	18 students
<b>2015-2016</b>	18 students

**Edenton-Chowan Schools Strategic Goal #2:** *Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*

<p><b>Measurable Objective to Achieve Goal:</b> <i>We will reduce the percent of students not</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>● Counseling meetings</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>● Guidance Counselors</li> <li>● Teachers</li> <li>● GEAR UP Resources</li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>
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<p><i>graduating with their 4 year cohort by 10% annually. (2d)</i></p>	<ul style="list-style-type: none"> <li>● Strategies to help with freshman success</li> <li>● RTI</li> <li>● Office Hours</li> <li>● Schedule Changes</li> <li>● 22 General Diploma</li> <li>● Alternative Center</li> <li>● Foundations of Math</li> <li>● GEAR UP</li> <li>● Learning Focused Lesson Planning</li> </ul>		
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**Evidence/Artifacts of Completion:**

<http://www.ncpublicschools.org/accountability/reporting/cohortgraduate>

	Not graduating with cohort	Graduation Rate	State Graduation Rate
<b>2013-14</b>	21.1%	78.9 %	83.9 %
<b>2014-15</b>	18.8%	81.2 %	85.6 %
<b>2015-16</b>	9.5%	90.5 %	85.9 %

**Edenton-Chowan Schools Strategic Goal #2:** *Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*

<p><b>Measurable Objective to Achieve Goal:</b> <i>We will decrease the number of students not enrolling in postsecondary institutions by 10% annually. (2e)</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>● Career counseling</li> <li>● Interest surveys</li> <li>● Guest speakers</li> <li>● ACT Prep</li> <li>● GEAR UP</li> <li>● Articulated Credit</li> <li>● Career and College Promise (COA)</li> <li>● Learning Focused Lesson Planning</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>● Guidance Counselors</li> <li>● GEAR UP resources</li> <li>● ACT prep materials</li> <li>● Career Resource Center</li> <li>● ACT Workkeys</li> <li>● COA</li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>
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**Evidence/Artifacts of Completion:**

Year	% Attending Post-Secondary Institutions	% Not Attending Post-Secondary Institutions
2012-13	88.82%	11.18%
2013-14	85.07%	14.93
2014-15	86.05%	13.95%
2015-16	86.90%	13.1%

**Edenton-Chowan Schools Strategic Goal #3:** *Every student in the Edenton-Chowan School System will receive an education that is personalized to his or her social, emotional, and academic needs.*

**Measurable Objective to Achieve Goal:** *We will increase the proficiency rate for each state reported subgroup by 5 percentage points annually on all state mandated assessments. (3a)*

**Strategies to Achieve Objectives:**

- Differentiation strategies workshops
- Using EVAAS and Mastery Learning
- Benchmark Tests
- Office Hours
- Literacy focus cross-curriculum
- Learning Focused Lesson Planning

**Resources:**

- Materials for differentiation workshop
- EVAAS
- Detailed mastery learning records
- School Report Cards

**Timeline:**  
2016-2017 School Year

**Evidence/Artifacts of Completion:**

Subgroups for All Tests	All	Black	White	EDS	EC	Subgroups for ACT Tests	All	Black	White	EDS	EC	AIG
13-14 9-12	44.1	27.2	57.7	34.7	18.8	13-14 ACT	42.7	19.8	67.6	26.6	<5	>95



<b>14-15 9-12</b>	39.9	22.3	57.2	26.0	9.3		<b>14-15 ACT</b>	44.4	24	58.5	29	<5	>95
<b>15-16 9-12</b>	30.3	13.8	51.2	20.3	13.8		<b>15-16 ACT</b>	48.4	24	67.7	28.1	10	>95

**Edenton-Chowan Schools Strategic Goal #3:** *Every student in the Edenton-Chowan School System will receive an education that is personalized to his or her social, emotional, and academic needs.*

**Measurable Objective to Achieve Goal:** *We will increase the number and diversity of students enrolling and successfully completing appropriate advanced level courses/programs at each school annually. (3b)*

**Strategies to Achieve Objectives:**

- Work closely with Guidance
- Teacher recommendations
- Use EVAAS predicted performance
- Office Hours
- Learning Focused Lesson Planning

**Resources:**

- EVAAS
- Teachers
- Guidance Counselors
- 1:1 Technology
- NCVPS
- Powerschool

**Timeline:**  
2016-2017 School Year

**Evidence/Artifacts of Completion:**

- Enrollment increases in AP classes
- Teacher Recommendations

		WM	WF	BM	BF	AM	AF	Mixed M	Mixed F
<b>2014-2015</b>	<b>NUMBER</b>	14	33	8	3	0	2	2	0
	<b>PERCENT</b>	22.5%	53.2%	12.9%	4.8%	0%	3.2%	3.2%	0%
<b>2015-2016</b>	<b>NUMBER</b>	38	89	12	20	0	7	1	0
	<b>PERCENT</b>	22.8%	53.3%	7.2%	12.0%	0%	4.2%	0.6%	0%

\*\*Temporary link to most recent AP enrollment numbers:

<https://docs.google.com/a/ecps.k12.nc.us/spreadsheets/d/10IFHPbBj6DZ1NhoY3WSqr2Nul541T68vnnMq6gkFtZE/edit?usp=sharing>

**Edenton-Chowan Schools Strategic Goal #4: *Edenton-Chowan Schools will develop and support a highly effective 21st century professional staff.***

<p><b>Measurable Objective to Achieve Goal:</b> <i>We will contribute to Edenton-Chowan Schools' teacher turnover rate by keeping our school's turnover rate low. (4b)</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>• Transparency with records</li> <li>• Teacher Working Conditions Survey</li> <li>• Exit Interviews</li> <li>• Change of Schedule</li> <li>• Mentor Program</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Organized attendance, and other records</li> <li>• Teacher Working Conditions Survey - study results</li> <li>• Involved faculty</li> <li>• Community support</li> <li>• Educator's Handbook (Incidences)</li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>
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**Evidence/Artifacts of Completion:**

[www.ncpublicschools.org](http://www.ncpublicschools.org) Report Card

	ECPS	NC
2012-2013	15.4	14.33
2013-2014	18.8	14.12
2014-2015	20.73	14.84
2015-2016	17.22	15



**Edenton-Chowan Schools Strategic Goal #4: *Edenton-Chowan Schools will develop and support a highly effective 21st century professional staff.***

<p><b>Measurable Objective to Achieve Goal:</b> <i>We will achieve and maintain a teacher attendance rate of 95% or higher annually. (4d)</i></p>	<p><b>Strategies to Achieve Objectives:</b></p> <ul style="list-style-type: none"> <li>• Transparency with records</li> <li>• Documentation of absences, with letter and/or Action Plan, if needed</li> <li>• Change of Schedule</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Organized attendance records</li> <li>• AESOP</li> <li>• Monthly Data Analysis at Faculty Meetings</li> </ul>	<p><b>Timeline:</b> 2016-2017 School Year</p>
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	<ul style="list-style-type: none"> <li>• Learning Focused Lesson Planning</li> </ul>		
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**Evidence/Artifacts of Completion:**

	2014-15	2015-16
JAH	93.4%	94.6%
District	92.2%	94.2%

**Edenton-Chowan Schools Strategic Goal #5:** *Edenton-Chowan Schools will be governed by 21st century systems and supported with the resources to meet the needs of all stakeholders.*

**Measurable Objective to Achieve Goal:** *We will increase the parent response rate on the annual community building survey. Of these responses, the positive response rate with regard to school efforts to promote quality communication with parents will increase by 5% annually. (5c)*

- Strategies to Achieve Objectives:**
- Social Media and website to advertise
  - Promoted at Open House and Parent Conferences
  - School Messenger calls
  - Attempts to get responses at community events

- Resources:**
- Social Media and website
  - Parent Newsletter
  - School Messenger
  - Calendar of Community Events
  - Email Blasts
  - Parent Portal in Powerschool

**Timeline:**  
2016-2017 School Year

**Evidence/Artifacts of Completion:**

Question	2014-15 (156)	2015-16 (7)
This school promotes 2 way communication between the school and the home.	80.2%	42.9%

Teachers at this school regularly communicate with parents about their child(ren)'s progress.	61.2%	57.1%
Administrators at this school are readily available to parents for appointments.	75.2%	71.4%
My child is receiving a quality education at this school.	69.3%	71.4%

**SECTION 2: SCHOOL IMPROVEMENT TEAM APPROVAL**

The School Improvement Team met on 10-4-16 and again on 10-13-16 to approve the School Improvement Plan. Please key the name of each member of the team below, print the document, and have each member sign beside their name.

Steve Wood	<i>Steve M Wood</i>	Rachel O'Kelley	<i>Rachel O'Kelley</i>
Catherine Baker	<i>Catherine Baker</i>	Samantha Marshall	<i>Samantha Marshall</i>
Olinka Baker	<i>Olinka Baker</i>	Victoria Brinson	<i>V Brinson</i>
Ricky Winebarger	<i>Ricky Winebarger</i>	Amy Griffith	<i>Amy Griffith</i>
Ben O'Kelley & Laura Biggs	<i>Ben O'Kelley &amp; Laura Biggs</i>	Don Isbell Michael Jackson	<i>Don Isbell &amp; Michael Jackson</i>
Matthew Brinson	<i>Matthew Brinson</i>	Natalie Briggs	<i>Natalie Briggs</i>
Sylvia Carver Laura Turner	<i>Sylvia Carver &amp; Laura Turner</i>	Paula Taylor	<i>Paula Taylor</i>
Nicole Smith & Brenda Miller	<i>Nicole Smith &amp; Brenda Miller</i>	Jennifer Cobb & Elizabeth Huff	<i>Jennifer Cobb &amp; Elizabeth Huff</i>
Melissa White	<i>Melissa White</i>	Wes Mattera	<i>Wes Mattera</i>
Pam Ward Angela Welch Pam White	<i>Pam Ward, Angela Welch, Pam White</i>	Laurie Brooks	<i>Laurie Brooks</i>

Jan Smith

*Jan Smith*

### SECTION 3: SCHOOL IMPROVEMENT PLAN APPROVAL

The Faculty and Staff of John A. Holmes met on 10-17-16 and approved the School Improvement Plan with a vote of XXXX.

#### STATEMENTS OF ASSURANCE

1. **General** – The School Improvement Plan (SIP) for 2016-2017 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.
3. 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.
4. **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.
5. **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.
6. **Healthy Active Children (K-8 schools)** – The components of State Board of Education policy HSP-S-000 Healthy Active Children (HAC) have been considered in the school plan and are imbedded in the school schedule. The school is committed to providing regular physical activity for students both with a physical

education specialist and during recess. In accordance with HSP-S-000 recess will not be taken away as a punishment.