

EDENTON-CHOWAN PUBLIC SCHOOLS

2015 – 2016 School Improvement Plan



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

School: John A. Holmes High School			
SECTION 1: SCHOOL IMPROVEMENT PLAN			
Edenton-Chowan Schools Strategic Goal #1: <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>Measurable Objective to Achieve Goal: <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>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> ● Use of Educator’s Handbook for behavior analysis ● Use PBIS to concentrate on desired behaviors ● Learning Team sessions. ● Change of 2015-2016 schedule. ● RTI 	<p>Resources:</p> <ul style="list-style-type: none"> ● Educator’s Handbook ● PBIS Matrix 	<p>Timeline: 2015-2016 School Year</p>

Evidence/Artifacts of Completion:

According to 2014-2015 Educators' Handbook

School	Days	Hours
ECPS	1730.9	10385.4
JAH	1,059.1	6354.6

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: *We will maintain the student attendance rate of 95% or higher annually. (1e)*

- Strategies to Achieve Objectives:**
- Use of school messenger to call absentees
 - RTI
 - JAC for excessive absences
 - Guidance Counseling
 - Morning Mentoring

- Resources:**
- School Report Card
 - School Messenger
 - NCEd IAM
 - JAC
 - Guidance Counselors
 - RTI

Timeline:
2015-2016 School Year

Evidence/Artifacts of Completion:

2013-2014 www.ncpublicschools.org Report Card

Elementary	Middle	High
95%	96%	96%

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: <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>	Strategies to Achieve Objectives: <ul style="list-style-type: none"> ● Increased law enforcement presence ● Increased faculty awareness ● Use of PBIS 	Resources: <ul style="list-style-type: none"> ● School Report Card ● PBIS 	Timeline: 2015-2016 School Year
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Evidence/Artifacts of Completion:

www.ncpublicschools.org Report Card

2013-2014 ECPS Systemwide	12
2013-2014 JAH	3

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.*

Measurable Objective to Achieve Goal: <i>We will meet or exceed state growth standards annually as measured by EVAAS. (2a)</i>	Strategies to Achieve Objectives: <ul style="list-style-type: none"> ● Targeted instruction ● Data analysis and use of EVAAS predictions ● Morning Mentoring ● ACT Prep ● Change of schedule ● ASVAB Test ● ACT PLAN test ● ACT WorkKeys 	Resources: <ul style="list-style-type: none"> ● EVAAS ● Test Prep Booklets & websites ● ACT Preparation materials ● ASVAB Test ● ACT Work Keys 	Timeline: 2015-2016 School Year
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Evidence/Artifacts of Completion:

School	2013-14	2014-15
JAH	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>Measurable Objective to Achieve Goal: <i>We will reduce the percent of students not graduating with their 4 year cohort by 10% annually. (2d)</i></p>	<p>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> ● Counseling meetings ● Strategies to help with freshman success ● RTI ● Morning Mentoring ● Schedule Change ● 22 General Diploma ● Alternative Center ● Foundations of Math ● GEAR Up 	<p>Resources:</p> <ul style="list-style-type: none"> ● Guidance Counselors ● Teachers ● GEAR Up Resources 	<p>Timeline: 2015-2016 School Year</p>
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Evidence/Artifacts of Completion:

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

2013-14	21.1% 4-yr cohort
2014-15	18.8% 4-yr cohort



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>Measurable Objective to Achieve Goal: <i>We will decrease the number of students not enrolling in post-secondary institutions by 10% annually. (2e)</i></p>	<p>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> ● Career counseling ● Interest surveys ● Guest speakers ● ACT Prep ● GEAR Up ● Articulated Credit ● Career and College Promise (COA) 	<p>Resources:</p> <ul style="list-style-type: none"> ● Guidance Counselors ● GEAR up resources ● ACT prep materials ● Career Resource Center ● ACT Work Keys 	<p>Timeline: 2015-2016 School Year</p>
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Evidence/Artifacts of Completion:

Year	% Attending Post-Secondary Institutions
2012-13	88.82%
2013-14	85.07%
2014-15	86.05%

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
 - Morning Mentoring
 - Literacy focus cross-curriculum

- Resources:**
- Materials for differentiation workshop
 - EVAAS
 - Detailed mastery learning records

Timeline:
2015-2016 School Year

Evidence/Artifacts of Completion:

Subjects	All	Black	White	EDS	EC	AIG
13-14 9-12	44.1	27.2	57.7	34.7	18.8	>95
14-15 9-12	39.9	22.3	57.2	26.0	9.3	>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.*

<p>Measurable Objective to Achieve Goal: <i>We will increase the number and diversity of students enrolling and successfully completing appropriate advanced level courses/programs at each school annually. (3a)</i></p>	<p>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> • Work closely with Guidance • Teacher recommendations • Use EVAAS predicted performance • Morning Mentoring 	<p>Resources:</p> <ul style="list-style-type: none"> • EVAAS • Teachers • Guidance Counselors • 1:1 Technology 	<p>Timeline: 2015-2016 School Year</p>
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Evidence/Artifacts of Completion:

- Enrollment increases in Honors and AP classes
- Teacher Recommendations

	WM	WF	BM	BF	AM	AF	MIXED M	MIXED F
NUMBER	14	33	8	3	0	2	2	0
PERCENT	22.50%	53.20%	12.90%	4.80%	0%	3.20%	3.20%	0%

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

<p>Measurable Objective to Achieve Goal: <i>We will contribute to Edenton-Chowan Schools' teacher turnover rate by keeping our school's turnover rate low. (4b)</i></p>	<p>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> • Transparency with records • Climate Survey • Exit Interview 	<p>Resources:</p> <ul style="list-style-type: none"> • Organized attendance, and other records • Climate Survey - study results • Involved faculty 	<p>Timeline: 2015-2016 School Year</p>
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	<ul style="list-style-type: none"> ● Change of Schedule ● Mentor Program 	<ul style="list-style-type: none"> ● Community support ● Educator's Handbook 	
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Evidence/Artifacts of Completion:

www.ncpublicschools.org Report Card

	ECPS	NC
2012-2013	15.4	14.33
2013-2014	18.8	14.12

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

Measurable Objective to Achieve Goal: *We will achieve and maintain a teacher attendance rate of 95% or higher annually. (4d)*

- Strategies to Achieve Objectives:**
- Transparency with records
 - Documentation of absences, with letter and/or Action Plan, if needed
 - Change of Schedule

- Resources:**
- Organized attendance records
 - AESOP

Timeline:
2015-2016 School Year

Evidence/Artifacts of Completion:

School	% Attendance
JAH	93.4%
District	92.2%

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.

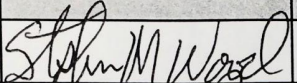
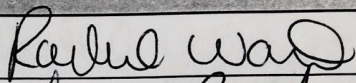
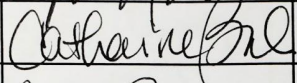
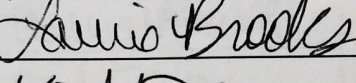
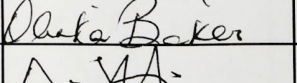
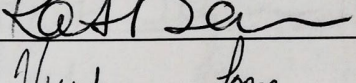
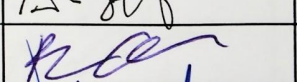
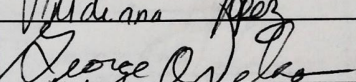
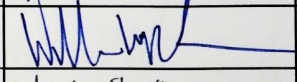
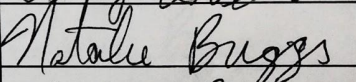
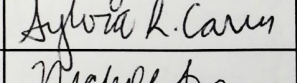
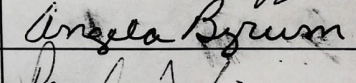
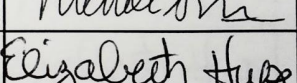
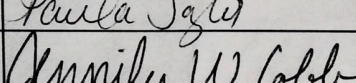
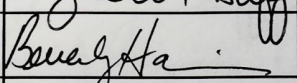
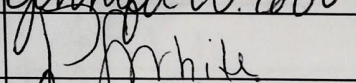
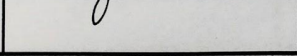
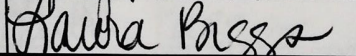
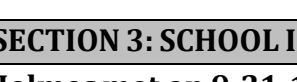
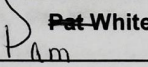
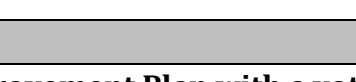
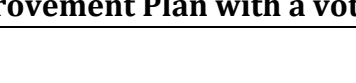
<p>Measurable Objective to Achieve Goal: <i>We will increase the parent response rate on the annual community building survey. Of these responses, the positive response rate with regard to school efforts to promote quality communication with parents will increase by 5% annually. (5c)</i></p>	<p>Strategies to Achieve Objectives:</p> <ul style="list-style-type: none"> ● Social Media and website to advertise ● Promoted at Open House and Parent Conferences ● School Messenger calls ● Attempts to get responses at community events 	<p>Resources:</p> <ul style="list-style-type: none"> ● Social Media and website ● Parent Newsletter ● School Messenger ● Calendar of Community Events 	<p>Timeline: 2015-2016 School Year</p>
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Evidence/Artifacts of Completion:

<i>Question</i>	<i>JAH (156)</i>
This school promotes 2 way communication between the school and the home.	80.2%
Teachers at this school regularly communicate with parents about their child(ren)'s progress.	61.2%
Administrators at this school are readily available to parents for appointments.	75.2%
My child is receiving a quality education at this school.	69.3%

SECTION 2: SCHOOL IMPROVEMENT TEAM APPROVAL

The School Improvement Team met on 9-14-15 and approved 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. Submit the printed document to Central Services.

NAME	DEPT	SIGNATURE	NAME	DEPT	SIGNATURE
Steve Wood	ADMIN		Rachel Ward	SCI	
Catherine Baker	ADMIN		Laurie Brooks	ENG	
Olinka Baker	ADMIN		Katie Davis	SS	
Alan Stulick	SRO		Viridiana Lopez	WC	
Ben O'Kelley	CTE		George Nelson	ROTC	
William Walker	HPE		Natalie Briggs	MEDIA	
Sylvia Carver	MATH		Angela Eyrum	TECHNOLOGY	
Nicole Dougherty	EC		Paula Taylor	CLASSIFIED	
Elizabeth Huff	GUIDANCE		Jennifer Cobb	GUIDANCE	
Beverly Harrison	CTE		 Pam White	PARENT	
Brenda Miller	EC		Laura Biggs	CHAIRMAN	

SECTION 3: SCHOOL IMPROVEMENT PLAN APPROVAL

The Faculty and Staff of John A. Holmes met on 9-21-15 and approved the School Improvement Plan with a vote of 62 - 0.

STATEMENTS OF ASSURANCE

- General** – The School Improvement Plan (SIP) for 2015-2016 is developed and approved in accordance with the provisions of G.S. 115C-105.27.
- 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.