

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School
Rowan-Salisbury School System

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TABLE OF CONTENTS

Overview	1
Goals Summary	2
Goal 1: Teacher Support: 100% of JCHS staff will feel supported, empowered, and equipped to teach in an ever-changing educational environment everyday as reported in the 2016 working conditions survey.....	3
Goal 2: Community Involvement: Enhance communication and develop partnerships with community stakeholders . . .	6
Goal 3: Student Achievement - Biology: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: Biology Goals	8
Goal 4: Student Achievement - Math I: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: Math I Goals	9
Goal 5: Student Achievement - English II: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: English II Goals	10
Goal 6: Student Achievement ACT Performance	12
Activity Summary by Funding Source	13
Progress Notes	17

Overview

Plan Name

JCHS School Improvement Plan: 2014 - 2016

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Teacher Support: 100% of JCHS staff will feel supported, empowered, and equipped to teach in an ever-changing educational environment everyday as reported in the 2016 working conditions survey.	Objectives: 1 Strategies: 2 Activities: 17	Organizational	\$11650
2	Community Involvement: Enhance communication and develop partnerships with community stakeholders	Objectives: 1 Strategies: 2 Activities: 10	Organizational	\$1500
3	Student Achievement - Biology: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: Biology Goals	Objectives: 1 Strategies: 1 Activities: 4	Academic	\$1000
4	Student Achievement - Math I: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: Math I Goals	Objectives: 1 Strategies: 1 Activities: 7	Academic	\$8000
5	Student Achievement - English II: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: English II Goals	Objectives: 1 Strategies: 1 Activities: 7	Academic	\$0
6	Student Achievement ACT Performance	Objectives: 1 Strategies: 1 Activities: 3	Academic	\$0

Goal 1: Teacher Support: 100% of JCHS staff will feel supported, empowered, and equipped to teach in an ever-changing educational environment everyday as reported in the 2016 working conditions survey.

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

demonstrate a proficiency with respect to making teachers feel supported, empowered, and equipped to teach. by 05/31/2016 as measured by Results from the 2016 JCHS teacher working conditions survey..

Strategy 1:

New Teacher Support, Empowerment and Equipped Strategies - This strategy will work by providing new teachers time, collaborative experiences, and support through new teacher orientation, a mentor program, specific help from other teachers with respect to instruction and managerial tasks, and protected planning time by administration.

Research Cited: G. Hendry & G. Oliver (2012) - Seeing is Believing: The Benefits of Peer Observation

R. Thessin & J. Starr (2011) - Supporting the Growth of Effective Professional Learning Communities Districtwide: Teachers Do Not Magically Know How to Work with Colleagues; Districts Must Support and Lead That Work if PLCs Are Up to Their Potential

V. Collison (2012) - Leading by Learning, Learning by Leading.

Activity - Planning Block Protections (Priority Status)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
• New teachers will be given priority over protected time during planning periods.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - Mentor Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
• New teachers will be given mentors that are in their content areas. If there is no one available at the school level they will be given a collaborator from another school.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration Lead Mentor Teacher Mentors

Activity - New Teacher/Veteran Teacher Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will be given sufficient time to observe veteran teachers in their content area.	Professional Learning	09/01/2014	06/01/2016	\$0	No Funding Required	Administration , Mentors, and New Teachers.

Activity - Get to Know New Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

New teachers will have “a get to know me” section in WCAT and the JCHS website.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration , WCAT Staff, and New Teachers
Activity - New Teacher Praise Wall	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will have a praise wall in the lounge where other teachers can post great things that new teachers are doing.	Recruitment and Retention	09/01/2014	06/01/2016	\$50	District Funding	Whole Staff
Activity - Buddy Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will be given a buddy that is age specific that can show them around and help them get acclimated to JCHS.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration and Teachers
Activity - New Teacher Classroom Management	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will be able to discuss with veteran teachers alternative classroom management strategies.	Behavioral Support Program	09/01/2014	06/01/2016	\$0	No Funding Required	Administration , New Teacher, Lead Mentor, Teachers
Activity - JCHS Orientation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will be given a JCHS specific orientation and new teachers will be given a supply / support basket full of JCHS goodies.	Recruitment and Retention	09/01/2014	06/01/2016	\$100	District Funding	Administration , Teacher Mentors, Teacher Buddies, and Teachers
Activity - New Teacher Technology Assistance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be given a technology partner to assist in their development in technology implementation in the classroom.	Technology	09/01/2014	06/01/2015	\$0	No Funding Required	Administration and Teachers

Strategy 2:

Experienced Teacher Support, Empowerment, and Equipped Strategies - Experienced teachers also need to be given support, need to feel empowered, and need to be equipped with tools to be successful in the classroom. This strategy will not only be academic, but will focus holistically on the teaching experience, ranging from academics to teacher working conditions.

Research Cited: Edsearch.com (2014) - How Teachers are Learning: Professional Development Remix

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

S. Quattlebaum (2007) - Why Professional Development for Teachers is Critical

C. Onyon (2012) - Problem-based Learning: A Review of the Educational and Psychological Theory

P. Ertmer, et. al. (2012) - Teacher Beliefs About Technology Integration Practices: A Critical Relationship

M. Edwards (2014) - Every Child, Every Day

L. Guggleberger & W. Dur (2011) - Capacity Building in and for Health Promoting Schools

Activity - JCHS Health Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The JCHS health initiative through NOVANT will be continued in order to ensure that teachers are monitoring their overall wellness and health.	Other	09/01/2014	06/01/2015	\$500	Other	Administration NOVANT Staff JCHS Wellness Team

Activity - Social Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be given organized opportunities to engage with all other staff and socialize once a quarter.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - Teacher of the Month	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The teacher of the month program, supported with PTA involvement should be initiated and continued throughout the entire school year.	Recruitment and Retention	09/01/2014	06/01/2016	\$1000	Other	Administration and PTA

Activity - Open Communication with Administration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be given an opportunity for open communication with all administrative personnel.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - Teachers Lead Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will routinely be given opportunities to lead and facilitate professional development for the staff.	Professional Learning	09/01/2014	06/01/2016	\$0	No Funding Required	Administration and Teacher Leaders

Activity - Content-Specific Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development will be content specific for teachers.	Professional Learning	09/01/2014	06/01/2016	\$5000	District Funding	Administration and teachers

Activity - Scaffolded Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Professional development will be more frequent and scaffold to the learning ability of each individual teacher.	Professional Learning	09/01/2014	06/01/2016	\$5000	District Funding	Administration and Teachers
Activity - Technology Partners	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be given a technology partner to assist in their development in technology implementation in the classroom.	Technology	09/01/2014	06/01/2016	\$0	No Funding Required	Administration and Teachers

Goal 2: Community Involvement: Enhance communication and develop partnerships with community stakeholders

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

collaborate to enhance communication and develop partnerships with community stakeholders. by 06/01/2016 as measured by yearly surveys and informal feedback from the community, parents, and students..

Strategy 1:

Parent Communication - Teachers and staff members will begin to reach-out to parents through the purposeful activities outlined below.

Research Cited: C. Murray (2009) - Parent and Teacher Relationships As Predictors of School Engagement

Y. Mo & K. Singh (2008) - Parent Relationships and Involvement: Efforts on School Engagement and Performance

Activity - Positive Parent Contact	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Every teacher will have at least one positive contact (phone call or email) for each student each semester	Parent Involvement	09/01/2014	06/01/2016	\$0	No Funding Required	Teachers
Activity - Accurate Parent Contact Information	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Have at least one accurate contact for a parent of each student	Parent Involvement	09/01/2014	06/01/2016	\$0	No Funding Required	Whole Staff, Data Manager
Activity - Semester Community Engagement Events	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Have one event per semester to encourage parents and students (family event) to come to the school after hours (Bon Fire, Movie Night, Demonstration by Fire or Police Department)	Community Engagement	09/01/2014	06/01/2016	\$500	District Funding	Student-Teacher Groups
Activity - Open House	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Have at least one open house this school year that involves dinner or another event that will increase parent participation	Parent Involvement	09/01/2014	06/01/2016	\$1000	Other	Administration
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Activity - Google Doc. for Parent Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a school-wide Google document contact log	Parent Involvement	09/01/2014	06/01/2016	\$0	No Funding Required	Attendance Team and Teachers

Activity - Parent Reminders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize Remind to keep parents informed about school-wide events and important information	Parent Involvement	09/01/2014	06/01/2016	\$0	No Funding Required	Whole staff

Strategy 2:

Civic and Business Organization Outreach Strategies - Teachers and staff members will involve civic organizations and businesses in our area through the activities listed below.

Research Cited: J. Epstein (2006) - Prospects for Change: Preparing Educators for School, Family, and Community Partnerships

M. Sanders (2006) - Building School-Community Partnerships and Collaboration for Student Success

Activity - Local Church Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Build relationships with at least three churches in our community who can assist with outreach opportunities and establish a tutoring program with an area church to link leadership team members with younger students in our district.	Community Engagement	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - WiFi Partnerships	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communicate and build partnerships with at least five restaurants in our area who have free WIFI access for our students.	Community Engagement	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - Business Relationships	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Build relationships with at least five businesses in our area who can assist with outreach opportunities	Community Engagement	09/01/2014	06/01/2016	\$0	No Funding Required	Administration

Activity - JCHS Blog	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

A blog will be established on the JCHS homepage that will be updated with teacher and student entries on a weekly basis over the next two years. These blogs will relate to their personal experience with technology, literacy, collaboration, problem-based learning, or PLCs.	Community Engagement	09/01/2014	06/01/2016	\$0	No Funding Required	Whole Staff
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Goal 3: Student Achievement - Biology: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth:

Biology Goals

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

80% of All Students will demonstrate a proficiency of 80% on the Biology EOC. in Science by 06/01/2016 as measured by EOC proficiency and EVAAS growth..

Strategy 1:

Implementation of researched-based instructional strategies - The activities listed below will help us increase student achievement in Biology over the course of the next two years.

Research Cited: P. Pinder (2008) - Exploring and Understanding the Benefits of Tutoring Software on Urban Students' Science Achievement: What Are Baltimore City Practitioners' Perspectives?

B. Schilpberg & B. Hubschman (2003) - Face-to-Face and Computer Mediated Tutoring: A Comparative Exploration on High School Students' Math Achievement

R. Dufour & R. Marzano (2011) - Leaders of Learning

R. Marzano, D. Pickering, & J. Pollack (2001) - Classroom Instruction that Works

G. Wiggins & J. McTighe (2011) - The Understanding by Design Guide to Creating High-Quality Units

Activity - Before and After-School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Increase attendance at tutoring (after school and upon request) by offering incentives	Academic Support Program	09/01/2014	06/01/2016	\$0	No Funding Required	Biology Teachers

Activity - Study Island	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Biology PLC will use Study Island projects to allow students to demonstrate understanding.	Direct Instruction	09/01/2014	06/01/2016	\$1000	District Funding	Biology Teachers

Activity - Benchmark Testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Biology teachers will utilize the Discovery Education benchmarks to assess student learning and to provide data-driven remediation.	Direct Instruction	09/01/2014	06/01/2016	\$0	District Funding	Biology Teachers

Activity - Review Period	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Intensive review prior to the EOC along with our BioOlympics and Biology Carnival	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Biology Teachers

Goal 4: Student Achievement - Math I: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth: Math I Goals

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

A 30% increase of All Students will demonstrate a proficiency of 20% above the state average by the end of the 2016 school year. in Mathematics by 06/01/2016 as measured by EOC proficiency and EVAAS growth..

Strategy 1:

Implementation of Researched-based instructional strategies - By implementing the researched-based instructional strategies listed below, students in the Math I content area will demonstrate increased understanding through proficiency and growth.

Research Cited: P. Pinder (2008) - Exploring and Understanding the Benefits of Tutoring Software on Urban Students' Science Achievement: What Are Baltimore City Practitioners' Perspectives?

B. Schilberg & B. Hubschman (2003) - Face-to-Face and Computer Mediated Tutoring: A Comparative Exploration on High School Students' Math Achievement

R. Dufour & R. Marzano (2011) - Leaders of Learning

R. Marzano, D. Pickering, & J. Pollack (2001) - Classroom Instruction that Works

G. Wiggins & J. McTighe (2011) - The Understanding by Design Guide to Creating High-Quality Units

Activity - After School Tutoring/Remediation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
More opportunities for remediation will be offered before or after school (currently, there are none).	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers

Activity - PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
More focused PLCs on student engagement and strategies. PLCs will clarify what we want students to know, how we will know students learned it, how teachers will respond to deficits in learning, and what teachers will do to enhance instruction for students who demonstrate proficiency.	Professional Learning	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers

Activity - Formative Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Formative Assessments will be used on a daily basis.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers
Activity - Small/Collaborative Grouping	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Small groups will be used to help increase student learning and engagement.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers
Activity - Introduction of Problem-Based Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBLs will be incorporated in the classroom to provide deeper learning.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers
Activity - Technology Integration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Technology will be used to help facilitate learning and allow students to differentiate their own assignments.	Direct Instruction	09/01/2014	06/01/2016	\$8000	District Funding	Technology will be used to help facilitate learning and allow students to differentiate their own assignments.
Activity - Literacy Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Literacy Strategies incorporated into all content areas, including Math I.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Math I Teachers

Goal 5: Student Achievement - English II: Jesse C. Carson High School will become a School of Progress and will once again achieve a growth designation of Exceeds Expected Growth:

English II Goals

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

70% of All Students will demonstrate a proficiency of a 3, 4, or 5 on the English II EOC in English Language Arts by 06/01/2016 as measured by English II EOC and EVAAS growth data.

Strategy 1:

Implementation of Researched-based instructional strategies - By implementing the researched-based instructional strategies listed below, students in the English II content area will demonstrate increased understanding through proficiency and growth.

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Research Cited: P. Pinder (2008) - Exploring and Understanding the Benefits of Tutoring Software on Urban Students' Science Achievement: What Are Baltimore City Practitioners' Perspectives?

B. Schilberg & B. Hubschman (2003) - Face-to-Face and Computer Mediated Tutoring: A Comparative Exploration on High School Students' Math Achievement

R. Dufour & R. Marzano (2011) - Leaders of Learning

R. Marzano, D. Pickering, & J. Pollack (2001) - Classroom Instruction that Works

G. Wiggins & J. McTighe (2011) - The Understanding by Design Guide to Creating High-Quality Units

Activity - Discovery Education Benchmarks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use Discovery Education Assessment Data and Common Assessment data to drive instruction.	Direct Instruction	09/01/2014	06/01/2016	\$0	District Funding	English II Teachers

Activity - Problem-Based Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Incorporate one Problem-Based Learning Activity per unit.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	English II Teachers

Activity - Technology Use	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Technology will be in use 75% of the time during instruction.	Technology	09/01/2014	06/01/2016	\$0	No Funding Required	English II Teachers

Activity - Collaborative Grouping	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be assigned roles in collaborative groups to facilitate students taking accountability for their own learning.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	English II Teachers

Activity - Graduation Project Preparation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will focus on teaching MLA format in English I and II before they need it for the Graduation project in English III and IV.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	English I and II Teachers

Activity - EOC Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Intensive reviews prior to EOCs.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	English II Teachers

Activity - Professional Learning Community Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

More focused PLCs on student engagement and strategies. PLCs will clarify what we want students to know, how we will know students learned it, how teachers will respond to deficits in learning, and what teachers will do to enhance instruction for students who demonstrate proficiency.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	English Teachers
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Goal 6: Student Achievement ACT Performance

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

70% of All Students will demonstrate a proficiency of a score of 17 in Mathematics by 06/01/2016 as measured by performance on the ACT.

Strategy 1:

ACT Preparation Courses - We will begin to implement ACT preparation courses into the curriculum to increase student performance.

Research Cited: L. Justus (2010) - Impact of a School-Based Test Preparation Course on ACT Scores with Consideration of Cultural Associations

www.act.org - What Kind of ACT Preparation is Best?

Briggs, D. C. (2001). The effect of admissions test preparation: Evidence from NELS-88

Activity - ACT Preparation During CATS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ACT Prep will begin taking place during CATS	Academic Support Program	09/01/2014	06/01/2016	\$0	No Funding Required	School Counseling, Teachers, and Administration

Activity - Technology-based ACT Prep Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement a technology-based ACT preparation program (Method Test Preparation)	Academic Support Program	09/01/2014	06/01/2016	\$0	District Funding	School Counseling, Administration, and Teachers

Activity - Literacy Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Literacy strategies will be integrated into all content areas.	Direct Instruction	09/01/2014	06/01/2016	\$0	No Funding Required	Teachers

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher of the Month	The teacher of the month program, supported with PTA involvement should be initiated and continued throughout the entire school year.	Recruitment and Retention	09/01/2014	06/01/2016	\$1000	Administration and PTA
JCHS Health Initiative	The JCHS health initiative through NOVANT will be continued in order to ensure that teachers are monitoring their overall wellness and health.	Other	09/01/2014	06/01/2015	\$500	Administration NOVANT Staff JCHS Wellness Team
Open House	Have at least one open house this school year that involves dinner or another event that will increase parent participation	Parent Involvement	09/01/2014	06/01/2016	\$1000	Administration
Total					\$2500	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Semester Community Engagement Events	Have one event per semester to encourage parents and students (family event) to come to the school after hours (Bon Fire, Movie Night, Demonstration by Fire or Police Department)	Community Engagement	09/01/2014	06/01/2016	\$500	Student-Teacher Groups
Study Island	The Biology PLC will use Study Island projects to allow students to demonstrate understanding.	Direct Instruction	09/01/2014	06/01/2016	\$1000	Biology Teachers
Content-Specific Professional Development	Professional development will be content specific for teachers.	Professional Learning	09/01/2014	06/01/2016	\$5000	Administration and teachers
Technology-based ACT Prep Program	Implement a technology-based ACT preparation program (Method Test Preparation)	Academic Support Program	09/01/2014	06/01/2016	\$0	School Counseling, Administration, and Teachers
Benchmark Testing	Biology teachers will utilize the Discovery Education benchmarks to assess student learning and to provide data-driven remediation.	Direct Instruction	09/01/2014	06/01/2016	\$0	Biology Teachers

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Scaffolded Professional Development	Professional development will be more frequent and scaffold to the learning ability of each individual teacher.	Professional Learning	09/01/2014	06/01/2016	\$5000	Administration and Teachers
Technology Integration	Technology will be used to help facilitate learning and allow students to differentiate their own assignments.	Direct Instruction	09/01/2014	06/01/2016	\$8000	Technology will be used to help facilitate learning and allow students to differentiate their own assignments.
Discovery Education Benchmarks	Use Discovery Education Assessment Data and Common Assessment data to drive instruction.	Direct Instruction	09/01/2014	06/01/2016	\$0	English II Teachers
JCHS Orientation	New teachers will be given a JCHS specific orientation and new teachers will be given a supply / support basket full of JCHS goodies.	Recruitment and Retention	09/01/2014	06/01/2016	\$100	Administration, Teacher Mentors, Teacher Buddies, and Teachers
New Teacher Praise Wall	New teachers will have a praise wall in the lounge where other teachers can post great things that new teachers are doing.	Recruitment and Retention	09/01/2014	06/01/2016	\$50	Whole Staff
Total					\$19650	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Learning Community Implementation	More focused PLCs on student engagement and strategies. PLCs will clarify what we want students to know, how we will know students learned it, how teachers will respond to deficits in learning, and what teachers will do to enhance instruction for students who demonstrate proficiency.	Direct Instruction	09/01/2014	06/01/2016	\$0	English Teachers
After School Tutoring/Remediation	More opportunities for remediation will be offered before or after school (currently, there are none).	Direct Instruction	09/01/2014	06/01/2016	\$0	Math I Teachers
Small/Collaborative Grouping	Small groups will be used to help increase student learning and engagement.	Direct Instruction	09/01/2014	06/01/2016	\$0	Math I Teachers
ACT Preparation During CATS	ACT Prep will begin taking place during CATS	Academic Support Program	09/01/2014	06/01/2016	\$0	School Counseling, Teachers, and Administration
Positive Parent Contact	Every teacher will have at least one positive contact (phone call or email) for each student each semester	Parent Involvement	09/01/2014	06/01/2016	\$0	Teachers
Problem-Based Learning	Incorporate one Problem-Based Learning Activity per unit.	Direct Instruction	09/01/2014	06/01/2016	\$0	English II Teachers
Review Period	Intensive review prior to the EOC along with our BioOlympics and Biology Carnival	Direct Instruction	09/01/2014	06/01/2016	\$0	Biology Teachers

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

EOC Review	Intensive reviews prior to EOCs.	Direct Instruction	09/01/2014	06/01/2016	\$0	English II Teachers
WiFi Partnerships	Communicate and build partnerships with at least five restaurants in our area who have free WIFI access for our students.	Community Engagement	09/01/2014	06/01/2016	\$0	Administration
Formative Assessment	Formative Assessments will be used on a daily basis.	Direct Instruction	09/01/2014	06/01/2016	\$0	Math I Teachers
Introduction of Problem-Based Learning	PBLs will be incorporated in the classroom to provide deeper learning.	Direct Instruction	09/01/2014	06/01/2016	\$0	Math I Teachers
New Teacher/Veteran Teacher Observations	New teachers will be given sufficient time to observe veteran teachers in their content area.	Professional Learning	09/01/2014	06/01/2016	\$0	Administration, Mentors, and New Teachers.
Get to Know New Teachers	New teachers will have "a get to know me" section in WCAT and the JCHS website.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration, WCAT Staff, and New Teachers
Business Relationships	Build relationships with at least five businesses in our area who can assist with outreach opportunities	Community Engagement	09/01/2014	06/01/2016	\$0	Administration
Teachers Lead Professional Development	Teachers will routinely be given opportunities to lead and facilitate professional development for the staff.	Professional Learning	09/01/2014	06/01/2016	\$0	Administration and Teacher Leaders
Local Church Tutoring	Build relationships with at least three churches in our community who can assist with outreach opportunities and establish a tutoring program with an area church to link leadership team members with younger students in our district.	Community Engagement	09/01/2014	06/01/2016	\$0	Administration
Parent Reminders	Utilize Remind to keep parents informed about school-wide events and important information	Parent Involvement	09/01/2014	06/01/2016	\$0	Whole staff
Technology Partners	Teachers will be given a technology partner to assist in their development in technology implementation in the classroom.	Technology	09/01/2014	06/01/2016	\$0	Administration and Teachers
Social Activities	Teachers will be given organized opportunities to engage with all other staff and socialize once a quarter.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration
JCHS Blog	A blog will be established on the JCHS homepage that will be updated with teacher and student entries on a weekly basis over the next two years. These blogs will relate to their personal experience with technology, literacy, collaboration, problem-based learning, or PLCs.	Community Engagement	09/01/2014	06/01/2016	\$0	Whole Staff
PLC	More focused PLCs on student engagement and strategies. PLCs will clarify what we want students to know, how we will know students learned it, how teachers will respond to deficits in learning, and what teachers will do to enhance instruction for students who demonstrate proficiency.	Professional Learning	09/01/2014	06/01/2016	\$0	Math I Teachers

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

New Teacher Classroom Management	New teachers will be able to discuss with veteran teachers alternative classroom management strategies.	Behavioral Support Program	09/01/2014	06/01/2016	\$0	Administration , New Teacher, Lead Mentor, Teachers
Literacy Strategies	Literacy Strategies incorporated into all content areas, including Math I.	Direct Instruction	09/01/2014	06/01/2016	\$0	Math I Teachers
Planning Block Protections (Priority Status)	• New teachers will be given priority over protected time during planning periods.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration
Mentor Program	• New teachers will be given mentors that are in their content areas. If there is no one available at the school level they will be given a collaborator from another school.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration Lead Mentor Teacher Mentors
Technology Use	Technology will be in use 75% of the time during instruction.	Technology	09/01/2014	06/01/2016	\$0	English II Teachers
Buddy Program	New teachers will be given a buddy that is age specific that can show them around and help them get acclimated to JCHS.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration and Teachers
Collaborative Grouping	Students will be assigned roles in collaborative groups to facilitate students taking accountability for their own learning.	Direct Instruction	09/01/2014	06/01/2016	\$0	English II Teachers
Literacy Strategies	Literacy strategies will be integrated into all content areas.	Direct Instruction	09/01/2014	06/01/2016	\$0	Teachers
Google Doc. for Parent Communication	Create a school-wide Google document contact log	Parent Involvement	09/01/2014	06/01/2016	\$0	Attendance Team and Teachers
New Teacher Technology Assistance	Teachers will be given a technology partner to assist in their development in technology implementation in the classroom.	Technology	09/01/2014	06/01/2015	\$0	Administration and Teachers
Graduation Project Preparation	Teachers will focus on teaching MLA format in English I and II before they need it for the Graduation project in English III and IV.	Direct Instruction	09/01/2014	06/01/2016	\$0	English I and II Teachers
Open Communication with Administration	Teachers will be given an opportunity for open communication with all administrative personnel.	Recruitment and Retention	09/01/2014	06/01/2016	\$0	Administration
Accurate Parent Contact Information	Have at least one accurate contact for a parent of each student	Parent Involvement	09/01/2014	06/01/2016	\$0	Whole Staff, Data Manager
Before and After-School Tutoring	Increase attendance at tutoring (after school and upon request) by offering incentives	Academic Support Program	09/01/2014	06/01/2016	\$0	Biology Teachers
Total					\$0	

Progress Notes

Type	Name	Status	Comments	Created On	Created By
Activity	JCHS Orientation	Completed	All teachers who are new to Carson High School underwent an orientation during the first week of school.	March 10, 2015	Angelo DelliSanti
Activity	New Teacher Classroom Management	In Progress	This is one of the actives that takes place at monthly BT meetings.	March 10, 2015	Angelo DelliSanti
Activity	Social Activities	In Progress	We have implemented a social activity each month, alternating between staff only and family-friendly. Examples are dinner at Ruth's Chris, bowling, dinner at the Salty Caper, and an Intimidator's baseball game.	March 10, 2015	Angelo DelliSanti
Activity	New Teacher Technology Assistance	In Progress	Teachers were assigned technology "buddies" if they requested them. Additionally, we have held regular technology training on Tuesday's throughout the year, which all teachers participate in.	March 10, 2015	Angelo DelliSanti
Activity	Get to Know New Teachers	Not Completed	Our blog and website were not completed until recently, so we hope to have this up-and-running before the end of the year.	March 10, 2015	Angelo DelliSanti
Activity	New Teacher/Veteran Teacher Observations	In Progress	All new teachers who have requested to observe veteran teachers have been given the time and coverage to do so.	March 10, 2015	Angelo DelliSanti
Activity	Buddy Program	Completed	All new teachers to Carson High School were assigned a buddy and went through a JCHS orientation process.	March 10, 2015	Angelo DelliSanti
Activity	New Teacher Praise Wall	In Progress	We are in the process of creating a collaborative space on the second floor; however, this requires district funding. If it is not in-place this summer, we will do this in the teacher's lounge.	March 10, 2015	Angelo DelliSanti
Activity	Technology Partners	In Progress	This has largely been facilitated through the district, not at the school level.	March 10, 2015	Angelo DelliSanti
Activity	Scaffolded Professional Development	In Progress	We have begun to do this, but this is not quite at the level we would like. One example has been Schoology professional development, where teachers were able to earn badges to skip the training if they desired.	March 10, 2015	Angelo DelliSanti
Activity	Open Communication with Administration	In Progress	Administrators exhibit transparency and openness in their conversation with teachers. Surveys have been given that include items measuring this.	March 10, 2015	Angelo DelliSanti
Activity	Teacher of the Month	Completed	We have implemented a Teacher of the Month Program that recognizes one teacher or staff member each month with a certificate, a note, a video from their peers, recognitions on social media and the school blog, as well as a \$50.00 gift card (from a donor).	March 10, 2015	Angelo DelliSanti
Activity	Content-Specific Professional Development	In Progress	Although there has been a strong focus on district and school initiatives, and the professional development associated with them, teachers have been able to get content-specific professional development through workshops.	March 10, 2015	Angelo DelliSanti

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Activity	Teachers Lead Professional Development	In Progress	Teachers lead staff development on a weekly and monthly basis. Examples of this are Technology Tuesdays with our Media Specialist, Tech. Facilitator, and Mrs. Holman, an English teacher; PBL training, and; literacy professional development through department meetings.	March 10, 2015	Angelo DelliSanti
Activity	Mentor Program	Completed	All new teachers have been assigned mentors and activities through the district's mentoring program.	March 10, 2015	Angelo DelliSanti
Activity	JCHS Health Initiative	In Progress	We have met with the folks from NOVANT and they have come to present health information to the staff. We look forward to continuing our partnership for wellness with them through programs and initiatives over the next two years.	March 10, 2015	Angelo DelliSanti
Activity	Planning Block Protections (Priority Status)	Completed	The process to protect new teacher planning blocks is complete, given the fact that we have created a document to track which teachers are covering classes and new teachers are in a special place on this document that prevents them from being selected on a regular basis.	March 10, 2015	Angelo DelliSanti
Activity	Google Doc. for Parent Communication	Completed	The document has been completed and is being used with regularity across the staff; however, we have had to remind teachers to be sure they are making contacts when necessary.	March 10, 2015	Angelo DelliSanti
Activity	Open House	In Progress	We held an open house each semester this year where students and parents were able to connect with teachers to discuss their progress.	March 10, 2015	Angelo DelliSanti
Activity	Semester Community Engagement Events	In Progress	We have begun to do this. The first example of this was the movie on the field last semester.	March 10, 2015	Angelo DelliSanti
Activity	Accurate Parent Contact Information	Completed	Our parent contact information is extremely accurate, with only a few minor exceptions due to student movement.	March 10, 2015	Angelo DelliSanti
Activity	Business Relationships	In Progress	We have been successful in creating relationships with businesses to support our school. Examples are Gary's BBQ, Dicks Sporting Goods, Bounce City in Salisbury, the South Rowan YMCA, and others.	March 10, 2015	Angelo DelliSanti
Activity	WiFi Partnerships	In Progress	Same as the local-church tutoring update.	March 10, 2015	Angelo DelliSanti
Activity	Local Church Tutoring	In Progress	We began these talks last semester, but have halted progress on them because the district began to create these partnerships all over the county for schools.	March 10, 2015	Angelo DelliSanti
Activity	Parent Reminders	In Progress	We have been using Social Media, ConnectEds, and the school website to keep parents abreast of what is going on at Carson High School.	March 10, 2015	Angelo DelliSanti
Activity	JCHS Blog	Completed	The JCHS blog is up-and-running. It is updated at least once every week and has received more than 6,000 unique views since we began using it.	March 10, 2015	Angelo DelliSanti
Activity	Positive Parent Contact	In Progress	Teachers have begun to do this; however, we did not formalize a process to collect this data from teachers because we felt this would be unnecessary oversight. However, we do not know if all teachers are doing this because we are not checking.	March 10, 2015	Angelo DelliSanti
Activity	Study Island	In Progress	Biology teachers continue to use Study Island and Benchmark Tests to assess student learning and modify instruction.	March 10, 2015	Angelo DelliSanti
Activity	Before and After-School Tutoring	In Progress	Biology teachers tutor students each week; however, we have not made formalized this process to a particular day.	March 10, 2015	Angelo DelliSanti

JCHS School Improvement Plan: 2014 - 2016

Jesse C. Carson High School

Activity	Review Period	Completed	The Biology Department implemented a strong review period at the end of last semester and will continue to do this this semester.	March 10, 2015	Angelo DelliSanti
Activity	Benchmark Testing	In Progress	Biology teachers continue to use Study Island and Benchmark Tests to assess student learning and modify instruction.	March 10, 2015	Angelo DelliSanti
Activity	Technology Integration	In Progress	They have done this through Weebly's, Schoology, iXL, Study Island, and other online technologies.	March 10, 2015	Angelo DelliSanti
Activity	Literacy Strategies	In Progress	The Math Department is participating in literacy professional development each month; however, we have not collected examples of this. This is also evidenced through the use of word problems in the classroom.	March 10, 2015	Angelo DelliSanti
Activity	Small/Collaborative Grouping	In Progress	Math teachers have begun to do this across all their classrooms. Small groups are not always meaningfully chosen with respect to student roles.	March 10, 2015	Angelo DelliSanti
Activity	Introduction of Problem-Based Learning	In Progress	Although there has been some talk of this, this has not been as widespread in the math department as the rest of the school.	March 10, 2015	Angelo DelliSanti
Activity	PLC	In Progress	All Math subjects meet in PLCs each week to analyze data, clarify objectives, plan interventions, and plan enrichment.	March 10, 2015	Angelo DelliSanti
Activity	Formative Assessment	In Progress	Teachers have implemented Discovery Education and common formative assessments.	March 10, 2015	Angelo DelliSanti
Activity	After School Tutoring/Remediation	In Progress	Math teachers are tutoring students, but it is not department-wide and it is not during a given time each week.	March 10, 2015	Angelo DelliSanti
Activity	EOC Review	In Progress	English teachers implemented an intense pre-EOC review during the fall semester.	March 10, 2015	Angelo DelliSanti
Activity	Graduation Project Preparation	In Progress	Vertical alignment has begun to take place as facilitated through department meetings. The MLA process is being taught when students are writing in English I and II.	March 10, 2015	Angelo DelliSanti
Activity	Professional Learning Community Implementation	In Progress	English teachers meet in PLCs each week by English level.	March 10, 2015	Angelo DelliSanti
Activity	Problem-Based Learning	In Progress	The English PLCs have planned at least one PBL each quarter and have implemented this as designed.	March 10, 2015	Angelo DelliSanti
Activity	Discovery Education Benchmarks	In Progress	The English teachers have begun to use the Discovery Education Assessment tool to analyze student learning and plan instruction.	March 10, 2015	Angelo DelliSanti
Activity	Collaborative Grouping	In Progress	The English teachers have implemented collaborative grouping within their classrooms. Many of the teachers have implemented tables into their classrooms and regularly teach using student groups.	March 10, 2015	Angelo DelliSanti
Activity	Technology Use	In Progress	Our English teachers are among the school's technology leaders, as they regularly implement technology in their classroom and provide professional development for other staff members.	March 10, 2015	Angelo DelliSanti
Activity	ACT Preparation During CATS	Completed	We implemented a school-wide ACT prep program through CATS this year. We look forward to seeing our results when they come back.	March 10, 2015	Angelo DelliSanti
Activity	Technology-based ACT Prep Program	Completed	Students have used and continue to use Method Test Prep, an online ACT Prep Program, to prepare for the ACT.	March 10, 2015	Angelo DelliSanti
Activity	Literacy Strategies	In Progress	Literacy strategies are now being used school-wide.	March 10, 2015	Angelo DelliSanti