Gates County High School
School Improvement Plan
2015--2016

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School Improvement Team
Gates County High School
2015—2016

CTE: Rebecca Leary -- Facilitator
English: Crystal Hawks
Math: Amy Moore
Health/PE: Matthew Biggy
Social Studies: Bill Jones
Science: Rachael Badgett
Exceptional Children: Melissa White
Art: Samantha Guy
Technology/Testing: Debra Boyce
Guidance: Joan Bundy
Support Staff: Wendy Raynor
Principal: Tammi Ward
Assistant Principal: Jonathan Hayes and Aron Martin
Parent Representatives: Cynthia Boone and Joy Greenwood
Committee Chair as needed

GCHS Vision, Mission and Core Beliefs

Vision
Gates County Public Schools will promote achievement through teaching, engaging and helping students become successful.

Mission
Gates County Public Schools will work collaboratively with all stakeholders to provide a nurturing educational environment that empowers students to be college and career ready through utilizing technology and 21st century skills. Gates County Public Schools are committed to inspiring all students to reach their maximum potential in becoming productive citizens.

Core Beliefs
GCHS Core Beliefs
- ❖ The commitment to continuous improvement is imperative if our school is going to enable students to become confident, self-directed, lifelong learners.
  - o Beliefs and Mission
  - o Governance and Leadership
  - o Financial Resources
  - o Material Resources
  - o Continuous Process of School Improvement

- ❖ A safe and physically comfortable environment promotes student learning.
  - o Physical Resources
  - o Citizenship

- ❖ Schools need to function as a learning organization and promote opportunities for all those who have a stake in the success of the school to work together as a community of learners.
  - o Human Resources

- ❖ Teachers, administrators, parents and the community share the responsibility for advancing the school's mission.
  - o Stakeholder Communications and Relationships

- ❖ Students learn best when actively engaged in the learning process, are provided with a variety of instructional approaches to support their learning and are able to apply their learning in meaningful contexts.
  - o Curriculum
  - o Instruction
  - o Assessment and Evaluation
  - o Support Services for Student Learning

- ❖ Each student is a valued individual with unique physical, social, emotional, and intellectual needs.
  - o Support Services for Student Learning

- ❖ A student's self-esteem is enhanced by positive relationships and mutual respect among and between students and staff.
  - o Support Services for Student Learning

- ❖ Exceptional students (e.g. special education, LEP, AIG) require special services and resources.
  - o Support Services for Student Learning

School Improvement Leadership Structure

Staff members will serve on a least one committee; support staff members are encouraged to serve on a committee. Committees are established to help support our SIP and strategies.

Homebase Pilots and Co-Pilots:

Objective: Improve continuity from year to year with a consistent leadership for our homebases and homebase activities. Provide an opportunity to ensure accountability and quality of lessons that address behavior and college/career readiness.

Climate Committee:

Objective: Plan faculty activities and initiatives that foster a positive and supportive community for our teachers and their families.

Freshman Transition Committee:

Objective: Work with students, faculty, parents, data and Central Middle School to ensure a smooth transition to Gates County High School for the ninth grade year. This transition encompasses before the school year starts as well as throughout the freshman year.

Attendance Committee:

Objective: Evaluate attendance data and policy administration to provide supportive services to assist students and improve overall school attendance.

Safety Committee:

Objective: Solicit feedback from teachers, students, and parent stakeholders regarding school safety and sanitation. Based on this feedback plan initiatives and training as well as evaluate current procedures for improvement.

Data Committee:

Objective: Accumulate data information for our school and provide visual displays. Plan and implement training for data analysis and technology that assists teachers with data analysis.

Technology Committee:

Objective: Assist the school on ensuring compatibility of technology purchases and application for the curriculum. Assist with identifying and addressing staff development needs.

PBIS Committee:

Objective: Implement through an annual plan that includes lessons and staff development a culture that enhances and rewards positive behavior and good choices.

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School Improvement Goal: **GCHS will offer a minimum of 2 CEU credits that will increase administration and staff knowledge of 21st century curriculum and skills.**

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Provide staff development on technology and software for classroom instruction	Staff Development Opportunities Time Trainers	Aug. 2015 thru May, 2016	Administrators Central Office Staff GCHS Faculty School Committees	NC Teacher Working Conditions Survey Results Staff Development Attendance Log CEU Credit Documentation Staff Development Products
Provide training and implementation of Common Core Standards and Essential Skills for all curriculum areas	Staff Development Opportunities Time Trainers DPI Materials	Aug. 2015 thru May, 2016	NC DPI Central Office Staff Regional and State Resources Administration Central Office Staff	Teacher Working Conditions Survey Results Staff Development Training Attendance Sheets CEU Credit Documentation Workshop expenses and attendance
Provide explicit correlations to classroom activities and staff development as it pertains to the teacher evaluation rubric	Staff Development Opportunities NC Teacher Evaluation Rubric Time Trainers	Aug. 2015 thru May, 2016	Administrators GCHS Faculty Mentors	Classroom Observations and "Walk-Through's" Teacher Lesson Plans Staff Development Attendance Log
Provide collaborative sessions that focus on curriculum delivery and data analysis	Staff Development Opportunities Time Trainers	Aug. 2015 thru May, 2016	Administrators Central Office Staff NC DPI GCHS Faculty	Teacher Participation Unit Plans Survey Results

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School Improvement Goal: GCHS will be 100 % compliant with state and local mandates to provide a safe and secure environment.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Review at least one safety procedure at monthly staff meeting	Local Safe Schools Plan	October, 2015 thru May, 2016	Administrators Safety Committee Members	Staff meeting agendas
Annually revise/revisit the GCHS Safe Schools Plan	Local Safe Schools Plan	Aug. 2015 thru May, 2016	Administrators Safety Committee Members Central Office Staff	Meeting minutes Revised Plan Committee Minutes
Conduct a safe schools audit through the eyes of an administrator, teacher, parent and student	Rubric (checklist) Local Safe Schools Plans	Jan. 2016 thru May, 2016	Administrators School Improvement Committee	Completed rubric(s) Changes/Improvements Made Committee Minutes
Conduct various drills and inspections as required by state law	GCHS Staff Maintenance Staff	Aug. 2015 thru May, 2016	Administrators SRO Maintenance Dept. GCHS Staff Custodians	Documentation of drills
Ensure safety work orders are written and executed promptly.	Budget allocation Work Order Log	Aug. 2015 thru May, 2016	Administrators Maintenance Dept. Custodians	Work order log

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School Improvement Goal: GCHS will decrease the amount of class time missed due to disciplinary action by 10%

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
PBIS Committee implementation of annual plan.	Workshops and training Time Data	Aug. 2015 thru May, 2016	Administrators Committee Members GCHS Faculty	Classroom lessons Tier II interventions Green Status
Collection, display and discussion of discipline data.	Educator's Handbook Data Time	Aug. 2015 thru May, 2016	Administrators PBIS Committee GCHS Staff	Discipline data display Meeting Minutes
Increase administrative and SRO presence in hallways, classrooms, and lunch areas	Rotation schedules Time Walk-Through Schedule	Aug. 2015 thru May, 2016	Administrators SRO Community Members	Observations Walk-Through Data

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School Improvement Goal: At GCHS 100% of our probationary and/or lateral entry teachers will score proficient or higher in all standards and elements of the NC Teacher evaluation Rubric by the end of the BT 3 year.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Ensure attendance at Teacher Talk sessions	Teacher Talk Meetings Attendance Time	Aug. 2015 thru May, 2016	Central Office Administration Mentors GCHS Staff	Attendance Rosters Teacher Talk Agendas
Provide frequent walk-throughs to correlate teaching activities to standards and elements. Involve teachers in walkthroughs.	Walk-Through Schedules Time Evaluation Rubric	Aug. 2015 thru May, 2016	Administrators Mentors GCHS Teachers	Walk-Through data Comments on rubric
Conduct timely and meaningful observations for probationary and/or Lateral Entry teachers	Evaluation deadlines Evaluation Rubric Time	Aug. 2015 thru May, 2016	Central Office Personnel Administrators GCHS Staff Peer Observers	Completed Rubrics NCEES Reports
Set PDP goals that target areas that need development and growth	PDP form Time	Aug. 2015 thru May, 2016	Administrators GCHS Staff Mentors	Completed PDP Accomplished PDP goals

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School Improvement Goal: GCHS will utilize 21st century systems to improve classroom management among 100% of the staff.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Improve usage of NCWise reporting for administration and teachers	NCWise training/manual Computers Time	Aug. 2015 thru May, 2016	PowerSchool Data Manager GCHS Staff Central Office	Reports Generated On-Time reporting
Implement and successfully use of system to call home and update parents.	NCWise training/manual Computers Time	July 2011 through June 2014	NCWise Data Manager Central Office Personnel School Attendance Committee Waiver Committee	Attendance records Attendance Letters Waivers Granted/Denied Committee Minutes
Implement and update parents on various technology systems available for school communications.	Training School Data Systems Apps Internet	Aug. 2015 thru May, 2016	Administrators GCHS Staff Central Office	Training sessions Communications with parents Parent feedback
Training and implementation of Canvass	Workshops Software Budget Time	Aug. 2015 thru May, 2016	Central Office and School Coordinator Administration GCHS Staff	Training session attendance Implementation Schedule Canvass usage and modules

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School Improvement Goal: GCHS will improve EOC proficiency by 5% or more.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Course level collaboration and planning to strengthen teacher knowledge and instructional delivery.	Time Teachers Content Resources Budget	October, 2015 thru May, 2016	Administrators GCHS Staff	Meeting minutes Updated Plans Teacher Rubric comments
Implementation of a skills based Baron Breakout session for tutoring, remediation and enrichment of students during the school day.	Time Input for needs Assessments for basic skills Budget	October, 2015 thru May, 2016	Administrators GCHS Staff Central Office Staff Community Resources	Schedules Documentation of Baron Breakout Schedules Feedback information Assessment documents
Implementation of PBIS and Attendance Committee initiatives to improve the classroom learning environments.	Committee goals and activities Time Budget Regional and State Resources	Aug. 2015 thru May, 2016	Administrators GCHS Staff Central Office Staff	Data Activities conducted
Data analysis, unit plan reviews and reporting at the end of each unit.	Unit Plans Google Docs Time Staff Development	October, 2015 thru May, 2016	Administrators GCHS Staff Central Office Staff	Analysis forms Updated Unit Plans Use of Google Docs for materials Staff Development logs