

# **Gates County High School School Improvement Plan 2023-2024**



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**School Improvement Team  
Gates County High School  
2023-2024**

Principal: Jonathan Hayes  
Assistant Principal: Susan Casper  
Assistant Principal: Kristal Brooks  
CTE Director: Ann Harrell  
CTE Instructional Management Coordinator: Rebecca Leary  
Support Staff: Buffy Edwards, Samantha Matthews  
Teachers: Rhae Allyn, Rachel Badgett, Lauren Belch,  
Amy Cooper, Megan, Hudson, James Shafer, Odessa Williams  
Teacher/Instructional Coach: Amanda Hobbs  
Media Coordinator: Crystal Craig  
SIT Chair: Anne Brinkley  
Parent Representatives: TBD

## **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.
  - Beliefs and Mission
  - Governance and Leadership
  - Financial Resources
  - Material Resources
  - Continuous Process of School Improvement
  
- ❖ A safe and physically comfortable environment promotes student learning.
  - Physical Resources
  - 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.
  - Human Resources
  
- ❖ Teachers, administrators, parents, and the community share the responsibility for advancing the school's mission.
  - Stakeholder Communications and Relationships

- ❖ Students learn best when they are 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.
  - Curriculum
  - Instruction
  - Assessment and Evaluation
  - Support Services for Student Learning
  
- ❖ Each student is a valued individual with unique physical, social, emotional, and intellectual needs.
  - Support Services for Student Learning
  
- ❖ A student's self-esteem is enhanced by positive relationships and mutual respect among and between students and staff.
  - Support Services for Student Learning
  
- ❖ Exceptional students (e.g. special education, LEP, AIG) require special services and resources.
  - Support Services for Student Learning

## **School Improvement Leadership Structure**

Staff members will serve on at 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:**

Objective: Improve continuity from year to year with 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 manager, 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 in ensuring compatibility of technology purchases and applications for the curriculum. Assist with identifying and addressing staff development needs.

**MTSS Committee:**

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

## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will improve EOC proficiency for Biology by 3% or more.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Course-level collaboration and planning to strengthen teacher knowledge and instructional delivery.	-Time -Teachers -Content Resources -Budget	-August 2023 thru May 2024	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	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Community Resources	-Schedules -Documentation of Baron Breakout Schedules -Feedback information -Assessment documents
Implementation of MTSS and Attendance Committee initiatives to improve the classroom learning environments.	-Committee goals and activities -Time -Budget -Regional/State Resources	-August 2023 thru May 2024	-Administrators -GCHS Staff	-Data -Activities conducted
Data analysis, unit plan reviews, and reporting at the end of each unit.	-Unit Plans -Google Docs -Time	-Sept 2023 thru May 2024	-Administrators -GCHS Staff	-Analysis forms -Updated Unit Plans -Use of Google Docs for



	-Staff Development			materials -Staff Development logs
Gates County High School science students will learn how to use Pocket Lab technology to gather and analyze scientific data.	-Pocket Lab -Lab materials	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Students	-EOC Data -Pocket Lab Data

## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal: GCHS will improve EOC proficiency for English 2 by 3% or more.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Provide Sustained Silent Reading and Writing sessions during Baron Breakout	-Time -Teachers -Baron Breakout Schedule	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Community Resources	-Schedules -Documentation of Baron Breakout Schedules -Feedback information -Assessment documents
Course-level collaboration and planning to strengthen teacher knowledge and instructional delivery.	-Time -Teachers -Content Resources -Budget	-August 2023 thru May 2024	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	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Community Resources	-Schedules -Documentation of Baron Breakout Schedules -Feedback information -Assessment documents
Implementation of MTSS and Attendance Committee initiatives to improve the classroom learning environments.	-Committee goals and activities -Time -Budget -Regional/State Resources	-August 2023 thru May 2024	-Administrators -GCHS Staff	-Data -Activities conducted
Data analysis, unit plan reviews, and reporting at the end of each unit.	-Unit Plans -Google Docs -Time -Staff Development	-Sept 2023 thru May 2024	-Administrators -GCHS Staff	-Analysis forms -Updated Unit Plans -Staff Development logs

<p>Students enrolled in English 9 and 10 will read for 10 solid minutes in class Monday through Thursday, with an increased duration on Friday.</p>	<ul style="list-style-type: none"> <li>-Reading Log</li> <li>-Time</li> <li>-Reading material</li> </ul>	<p>-Sept 2023 thru May 2024</p>	<ul style="list-style-type: none"> <li>-Administrators</li> <li>-GCHS Staff</li> <li>-Students</li> </ul>	<p>-A reading log will be maintained by students, and the teacher will conduct daily reading discussions with students during Independent Sustained Reading (ISR). -EOC test scores will be used as a means to determine if ISR contributes to student growth.</p>
<p>Students in English 9, 10, and 11 will expand their vocabulary by learning 10 new vocabulary words per week and learning ways to determine meaning based on context clues.</p>	<ul style="list-style-type: none"> <li>-Vocabulary Lists</li> <li>-Time</li> </ul>	<p>-Sept 2023 thru May 2024</p>	<ul style="list-style-type: none"> <li>-Administrators</li> <li>-GCHS Staff</li> <li>-Students</li> </ul>	<p>-Measurable data will include quizzes, cumulative tests, English 10 EOC, Pre-ACT, and ACT.</p>

# Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will improve EOC proficiency for Math 1 and Math 3 by 3% or more.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Math I tutoring during Baron Breakout	-Content Resources -Time -Baron Breakout Schedule	-Sept 2023 thru May 2024	-Math Teachers -Administration	-EOC Results -Common Assessment Data -Data talks
Course-level collaboration and planning to strengthen teacher knowledge and instructional delivery.	-Time -Teachers -Content Resources -Budget	-August 2023 thru May 2024	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	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Community Resources	-Schedules -Documentation of Baron Breakout Schedules -Feedback information -Assessment documents
Implementation of MTSS and Attendance Committee initiatives to improve the classroom learning environments.	-Committee goals and activities -Time -Budget -Regional/State Resources	-August 2023 thru May 2024	-Administrators -GCHS Staff	-Data -Activities conducted
Data analysis, unit plan reviews, and reporting at the end of each unit.	-Unit Plans -Google Docs -Time -Staff Development	-Sept 2023 thru May 2024	-Administrators -GCHS Staff	-Analysis forms -Updated Unit Plans -Use of Google Docs for materials -Staff Development logs
Students will complete 90 minutes of MATHia in	-Chromebooks -Access to MATHia	-Sept 2023 thru May 2024	-Administrators -GCHS Staff -Students	-Leadership reports in MATHia

Foundations of Math, Math 1, Math 2, and Math 3.				
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## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will implement strategies geared toward increasing the enrollment of minority students in Honors courses.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Continue with the school-wide Mentor-Mentee program.	-Time -Google Docs -Mentor-Mentee guided question sheet	-August 2023 thru May 2024	-Guidance Counselors -GCHS Staff	-Schedule of meetings -Mentor-mentee group assignment
Utilize EVAAS & EOC/EOG data to further recommend students for honors and advanced courses.	-Time -EVAAS Data -EOC/EOG Data	-August 2023 thru June 2024	-Guidance Counselors -GCHS Admin -District Data Manager	-Enrollment numbers in honors courses -grades in honors courses

## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will continue the mentor-mentee program to provide every student with an advocate within the school environment.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Identify mentor-mentee groups	-Utilize administrators and counselors from CMS	-August 2023	-Counselors -Administration -Students	-Google Doc -Mentor-Mentee group minutes
Share a handbook of resources for all advocates	-Time -Google Docs -Suggested Topics	-August 2023 thru June 2024	-Counselors -GCHS Staff -Students	-Revised Documents -Minutes from meetings

## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will increase the number of college credits received by GCHS students by 3% or more.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Advertise the Face-to-Face program through COA's CCP program on the GCHS campus.	-Time -COA Instructor -Students -Classroom	-August 2023 thru May 2024	-Administrators -GCHS Staff -COA Personnel	-Grades -COA Attendance -Transcripts
Provide students with opportunities to take additional core courses in 9th & 10th grades.	-Time -Input for needs -Assessments for basic skills -PowerSchool	-August 2023 thru June 2024	-Administrators -GCHS Staff -Counselors -Data Managers	-Schedules -Grades -Transcripts
Schedule additional telecommunications courses with COA to provide live instruction via technology.	-Classroom -Staffing -Professional development	-August 2023 thru May 2024	-Administrators -GCHS Staff -COA Personnel	-Course syllabus/instruction -COA Course of Study for various associate programs through CCP
Work with 9th and 10th graders who qualify for CCP to start the registration process	-Time -AIG Data -COA Registration Info	-August 2023 thru May 2024	-COA Personnel -AIG Coordinator -CCP HS Coordinator	-Enrollment Status -AIG Status



## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** GCHS will increase the number of Silver or above on the ACT Work Keys by 3%.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Monitoring System</b>
Review the ACT report and target low-scoring students for WorkKeys tutoring.	-ACT Report and Time	-Aug - Nov 2023	-Testing Admin and R. Leary	-WorkKeys test results
Level II CTE classes will implement WorkKeys warm-ups one time a week	-WorkKeys practice questions, Level II Classes, and classrooms	-Aug 2023-May 2024	-CTE Staff	-Student Schedule and WorkKeys test

## Gates County High School Improvement Plan 2023-2024

**School Improvement Goal:** All Gates County School facilities will provide a safe, clean, caring, orderly, and positive environment that supports and is conducive to learning. All schools will follow district safety guidelines and procedures as written in the Emergency Response Manual.

Strategy	Resources	Timeline	Person(s) Responsible	Monitoring System
Complete monthly fire drills and monthly inspections according to the Gates County Schools policy.	Checklists Forms	Monthly - End of the Month	Administration, Teachers, Custodian, and Students	Monthly reports completed
Create and complete a custodial checklist to ensure the cleanliness of the building.	Checklist	Monthly - End of the Month	AP, Custodial Staff	Monthly checklists completed
Perform safety (lockdown, tornado, shelter-in-place, etc.) drills as required.	Emergency Response Manual Staff meeting reviewing of drill procedures	Completed by May 2024	Administration, Staff, and Students	District personnel will conduct drills
Create a school safety committee that meets monthly to address campus safety concerns.	Committee signup Meeting Template Maintenance Work Order System	Monthly meetings	Teachers, Custodians, and Administration	Meeting templates completed Use of maintenance work order system
Organize a Threat Assessment Team at Gates County High School.	Threat Assessment & Action Plan Document Training on the document	Team - November Training - by December	Administrator, Counselor, SRO, Teachers, and District Administration (as necessary to support the building team)	Training Attendance Log Team added to the list of committees Completed documents when a threat arises

