

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
WSFCS	Philo-Hill Magnet Academy	492	2015-2016
Principal Name (or Designee)	Kenyatta J. Bennett	Principal Name (or Designee) Email	kbennett@wsfcs.k12.nc.us
School Mission	<ul style="list-style-type: none"> Promote students that enter high school without the need for remediation Ensure that arts, technology, character education, and international studies are a part of every student's education Build effective partnerships with our community 		
School Vision	To exceed local, state, and national academic standards		
Data Analysis: Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned from the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOG/EOC results, attendance, graduation rates, among other sources of data)			

School Plan for Improvement

Our team at Philo-Hill Magnet Academy analyzed data from a variety of sources including but not limited to, student demographics, achievement, student mobility, student attendance, and parent surveys. PHMA serves students in grades 6-8 taught by approximately 40 teachers. Of those approximately 40 teachers, 60% of them have 0-10 years of teaching experience. The mobility rate of the teachers is roughly 35%. The 2014-2015 20-day membership of 503 compared to the state average of 644. The 2012-2013 20-day membership was 499 and 2013-2014 20-day membership was 527. Philo-Hill's student demographic data reveals that there is a lack of racial, economic, and academic diversity. Student behavior or classroom management appears to be a challenge at PHMA as well. 2014-2015 saw 2, 631 discipline entries.

Lack of racial diversity and change over time:

- 546 total student in 2013-2014 to 503 total students in 2014-2015,
 - 61% Hispanic
 - 32% African American
 - 5.4% White
- 100% of the students are on free/reduced lunch (2015). This is an increase from 65% in 2000.

From 2005-2006 the race and ethnicity data changed from approximately

- 28% Hispanic,
- 60% African American
- 10% White.

Lack of academic diversity:

- 397 Reading Level I & II and 443 Math Level I & II students
 - 2014-15 Proficiency:
 - o 6th Grade: 11.1% Reading; 7% Math
 - o 7th Grade: 8.8% Reading; 7.4% Math
 - o 8th Grade: 11% Reading; <5% Math; 21.6% Science

In 2014-15, PHMA met growth in 7th and 8th grade Reading and Math. However, for the 3 year average, PHMA met growth in 8th grade Reading, but did not meet growth in other areas.

High Student Mobility Rate:

- Philo-Hill Magnet Academy's (PHMA) 2013-2014 mobility rate was 38% compared to 15% for WSFCS and 21% for Title I schools in the district for the same year.

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
WSFCS	Philo-Hill Magnet Academy	492	2015-2016
GOAL #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Increase sub-group proficiencies by 5% in Math, Reading, and Science (6-8) by EOGs 2016</i> <i>Targets: Math (all) 10.5% to 15.5%; Reading (all) 18.8% to 23.8%; Science (all) 30.2% to 35.2%</i>		
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.	
	LEA Goal Alignment:	By 2020, we will close the achievement gap between subgroups by 10% while increasing the performance of all subgroups.	
	Indistar Indicator: (if applicable)	I03 - All teachers, working in teams, differentiate and align learning activities with state standards. (1716)	
Progress:	Progress Monitoring Status:	Has Begun	
GOAL #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Establish 3 contacts per family in person or via other communication tools each quarter</i>		
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.	
	LEA Goal Alignment:	By 2018, our graduation rate will be 90%.	
	Indistar Indicator: (if applicable)	K04 - The LEA/School has engaged parents and community in the transformation process. (1649)	
Progress:	Progress Monitoring Status:		
GOAL #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Reduce discipline referrals by 5% by the end of the 2015 - 16 school year</i>		
	SBE Goal Alignment:	Goal 5: Every student is healthy, safe, and responsible	
	LEA Goal Alignment:	High expectations and high accountability in a psychologically safe environment.	
	Indistar Indicator: (if applicable)	I05 - All teachers employ effective classroom management. (1721)	
Progress:	Progress Monitoring Status:	Partially Implemented	

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
WSFCS	Philo-Hill Magnet Academy	492	2015-2016
GOAL #1:	<i>Increase sub-group proficiencies by 5% in Math, Reading, and Science (6-8) by EOGs 2016</i> <i>Targets: Math (all) 10.5% to 15.5%; Reading (all) 18.8% to 23.8%; Science (all) 30.2% to 35.2%</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Implement Balanced Literacy strategies in all content areas.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>1. Teachers will receive professional development on a balanced literacy component during PLTs beginning in October 2015</i> <i>2. Principal designs a master schedule that allows for a 25 minute reading block at the beginning of each day (Tiger Time)</i> <i>3. Principal allocates funds for Reading and Math study skills teachers (2) for tiered support of level 2 students that do not receive EC or ESL services</i> <i>4. Teachers will have differentiated professional development on SIOP with an emphasis on the Balanced Literacy components of reading, speaking, listening, and writing</i>		
	Evidence: (Identify documents and artifacts)	1. Provide professional development and PLT agendas and rosters 2. Master schedule 3. Personnel budget 4. Lesson Plans	
	Person(s) Responsible:	Curriculum Coordinator, Principal, District SIOP coach, Assistant Principal, Math Lead Teacher, Teachers	
	Timeline:	Fall 2015-Spring 2016	
	Budge Amount: (if applicable)	110, 000	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Teachers create and submit weekly lesson plans using Backwards Design/Gradual Release model</i>		
Progress:	Progress Monitoring Status:	Has Begun	
	<i>1. Plans are monitored and feedback is provided based on evidence of student learning and classroom management</i> <i>2. Curriculum Coordinator will facilitate professional development on effectively planned lessons and delivery</i> <i>3. Teachers will participate in lesson studies through vertical team meetings</i> <i>4.</i>		

School Plan for Improvement

Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	Evidence: (Identify documents and artifacts)	1. Weekly lesson plans submission and differentiated levels feedback provided via email or on a rubric 2. Provide professional development and Early Release Day (ERD) agendas and rosters 3. Video evidence posted on Haiku		
	Person(s) Responsible:	Teachers, Principal, Assistant Principals, Curriculum Coordinator, Math Lead teacher, and Star 3 Teacher Leader		
	Timeline:	Fall 2015-Spring 2016		
	Budge Amount: (if applicable)	0	Budget Source: (if applicable)	N/A
Strategy #3: Describe the strategy that will support this goal	<i>Integrate information and technology standards (ISTE) to engage students.</i>			
Progress:	Progress Monitoring Status:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Provide professional development on how to utilize instructional technology and student devices in the classroom 2. Provide professional development on One Drive, and Google Application For Educators (GAPE) 3. Provide professional development on Haiku & Google Apps			
	Evidence: (Identify documents and artifacts)	1. Provide professional development and PLT agendas and rosters 2. Weekly lesson plans integrating technology		
	Person(s) Responsible:	Star 3 teacher leaders, Google Ambassadors, Principal, Assistant Principals, Curriculum Coordinator, and Math Lead teacher, District Instructional Technology Coach		
	Timeline:	Fall 2015-Spring 2016		
	Budge Amount: (if applicable)	0	Budget Source: (if applicable)	N/A

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
WSFCS	Philo-Hill Magnet Academy	492	2015-2016
GOAL #2:	<i>Establish 3 contacts per family in person or via other communication tools each quarter</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Recruit and organize parent help and support</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Host an annual curriculum night to share what students are learning and how to help at home. 2. Create and post on the school website a parent survey on what roles they would like to serve as volunteers 3. Quarterly report card pick-up night		
	Evidence: (Identify documents and artifacts)	1. Curriculum Night agenda and attendance roster Survey responses Report Card pick-up attendance roster	
	Person(s) Responsible:	Star 3 Teacher Leader, Parent Involvement Coordinator, Principal, Assistant Principals, Teachers	
	Timeline:	Fall 2015- Spring 2016	
	Budge Amount: (if applicable)	1,000	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Design effective forms of school-to-home and home-to-school communications about school programs and children's progress</i>		
Progress:	Progress Monitoring Status:	Has Begun	
	1. Mail quarterly postcards to familes with positive messages Teachers will make monthly positive phone calls Create a weekly or as needed Connect 5 phone messages 4. Create a social media footprint with weekly posts to help parents stay engaged 5. Principal will publish an ongoing blog		

School Plan for Improvement

Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	Evidence: (Identify documents and artifacts)	1. Log of postcards sent out 2. Log of positive phone calls Connect phone message transcripts Facebook and Twitter page/followers Blog posts		
	Person(s) Responsible:	Teachers, Assistant Principals, Principal		
	Timeline:	Fall 2015- Spring 2016		
	Budge Amount: (if applicable)	\$500	Budget Source: (if applicable)	Title I
Strategy #3: Describe the strategy that will support this goal	<i>Provide information and ideas to familes about how to help students at home with homework and other curriculum-related activities, decisions, and planning</i>			
Progress:	Progress Monitoring Status:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>1. Provide information for familes on skills required for students in all subjects at each grade</i> <i>2. Provide information on homework policies and how to monitor and discuss schoolwork at home</i> <i>3. Provide information on how to assist students to improve skills in various class and school assessments</i>			
	Evidence: (Identify documents and artifacts)	1. Agendas and attendance rosters 2. Blog 3. School webpage		
	Person(s) Responsible:	Parent Involvement Coordinator, Star 3 teacher leader, teachers, Principal, Assistant Principals, Curriculum Coordinator		
	Timeline:	Fall 2015-Spring 2016		
Budge Amount: (if applicable)	28,000	Budget Source: (if applicable)	Title I	

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
WSFCS	Philo-Hill Magnet Academy	492	2015-2016
GOAL #3:	<i>Reduce discipline referrals by 5% by the end of the 2015 - 16 school year</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Implement PBIS</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. PBIS team will develop a school wide model. 2. Implement a schoolwide model. 3. Monthly PBIS team meetings. 4. Collect weekly behavior and intervention data using (SWIS) and analyze the data monthly. 5. Continually provide PBIS professional development opportunities for staff.		
	Evidence: (Identify documents and artifacts)	1. PBIS signage throughout the school and classrooms. 2. Observations and walk-throughs from WSFCS PBIS team. 3. PBIS team meeting minutes. 4. Staff meeting agendas with PBIS team having an item. PBIS professional development attendance roster Discipline referrals	
	Person(s) Responsible:	PBIS Chair, Assistant Principal(s)	
	Timeline:	Fall 2015-Spring 2016	
	Budge Amount: (if applicable)	N/A	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Integrate Character Education into PHMA Culture & Curriculum</i>		
Progress:	Progress Monitoring Status:	Has Begun	

School Plan for Improvement

Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Offer opportunities for community service 2. Participation in Crosby Scholars 3. Participation in "It's My Call" 4. In small groups, students will participate in "leadership development" groups, using The 7 Habits of Highly Effective Teens as curriculum. They will meet once a week for 45 minutes. 5. Develop a therapeutic model of behavior intervention for students in ISS & ALC. This will occur 2 – 3 times per week. 6. School will promote a positive character trait each month. Staff and students will be recognized for exhibiting that specific trait.		
	Evidence: (Identify documents and artifacts)	1. Crosby Scholars sign-up roster. 2. Community service opportunities are ongoing, as opportunities emerge. 3. Small "leadership development" groups agendas. 4. Therapeutic behavior interventions log in the ALC setting.	
	Person(s) Responsible:	Principal, Assistant Principal(s), Top Priority	
	Timeline:	Fall 2015-Spring 2016	
	Budge Amount: (if applicable)	0	Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	[Enter Goal Goal #3 Strategy #3]		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	[Enter Tasks/Action Steps for Goal #3 Strategy #3]		
	Evidence: (Identify documents and artifacts)		
	Person(s) Responsible:		
	Timeline:		
	Budge Amount: (if applicable)		Budget Source: (if applicable)