

# ***J. .F. Webb High School* IMPROVEMENT PLAN 2015-2016**

## **Granville County Public Schools School Improvement Plan Template 2014-2017**

### **Overview:**

This school improvement plan template is designed to provide a step-by-step approach to planning. The template is aligned with the NCDPI-recommended model for school improvement planning as outlined in *The North Carolina School Improvement Planning Implementation Guide*. The template is aligned with the recommendations found in the Guide.

We have provided an overview page listing the district goals with a framework of the District Improvement Plan (DIP). It is intended to provide easy to access reference points for schools in drafting their School Improvement Plans (SIPs).

Space has also been provided for schools to present their mission and vision as well as an overview of each school's data and to identify areas of strength and areas of improvement.

### **Directions (ask your grade level Director if you have questions):**

- Each school SIP goal should be from a District Improvement Plan Objective.
- Each school SIP committee should address Goal 1 Objectives 1 & 2 and at least one additional Objective.
- Each school goal should be aligned with the district objective.
- Each school goal should have at least 3 objectives.
- Each objective should be specific to each goal and be measureable.
- Whenever possible, all remaining headings within the plan should be completed (funding source, lead person, completion dates, etc.).
- After each completed goal insert a page break (start new goal on a separate page).
- Once completed and approved by the Board of Education, save as a PDF and post to your school's website.
- A Snapshot highlighting the school's strengths and areas of improvement (an example will be provided).

### **Timeline:**

- Revised DIP available & posted - July 15, 2015
- SIP first draft due to grade level directors - July 31, 2015
- First edited draft returned - August 17, 2015
- Final Copy Submission Date to Deborah Dupree (Signature Sheet hard copy, PDF of SIP and SIP Snapshot) - September 8, 2015
- Presentation to the Board of Education (All Schools) – October 5, 2015
- Post PDF copy of the plan to school's website

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***District Goal-1*** – Increase academic achievement in a personalized learning environment for every child to graduate college and career ready.

### **Objectives**

1. Increase proficiency on state EOG/EOC assessments, by 10% by 2017, as measured by student grade-level cohort groups (EOG) or content area (EOC).
2. Eighty percent of schools will meet or exceed expected growth as measured by EVAAS by 2017
3. Increase the district four-year cohort graduation rate to 85% by June 2017
4. Increase the level of performance on the ACT and WorkKeys to the state average by 2017
5. Increase the percentage of students by 10% who complete a CTE pathway, and who score at least a silver level on the WorkKeys test by 2017
6. Increase the number of students who graduate from high school with post-secondary credit
7. Provide all students and staff the appropriate technology by June 30th of each year to meet the needs, which are identified in a district assessment.

***District Goal 2*** – Every student has highly qualified and effective teachers and leaders through recruitment, retention and professional development

### **Objectives**

1. Reduce the teacher turnover rate by 10% by April 2017
2. One hundred percent of our schools will be trained on the district comprehensive recruitment plan by April 2017.
3. Develop and support teachers to increase their effectiveness so that 80% of the teachers meet or exceed expected growth as measured by EVAAS.
4. Develop and support highly effective administrators by providing three professional development sessions per year.

***District Goal 3*** – Financial, business, technology systems, and auxiliary services support students, parents, and district personnel to meet district, state, and federal standards.

### **Objective**

1. Provide all schools with effective and efficient infrastructures needed to support digital learning as outlined by the GCPS technology plan.
2. Develop and manage an annual budget, approved and adopted by June 30th, which maximizes the use of funds as measured by monthly budget reports to the GCPS Board of Education.
3. Strategically maintain and improve facilities as evidenced by the five-year capital outlay plan by the end of each fiscal year.

***District Goal 4*** – Ensure students and staff remain healthy and safe

### **Objectives**

1. Every school will maintain a Crisis Management Plan, which is updated before the start of each school year.
2. Every PE teachers will use Fitness Test Data to improve students' fitness in grades k-12
3. All schools will implement 2 vigorous 1 minute physical activity breaks to promote student movement
4. Increase the daily percentage of students in attendance by 5%
5. Decrease the number of reportable offenses by 10%

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### ***Signature Page***

<b>LEA Name/Number</b>	Granville 390		
<b>School Name/Number</b>	J. F. Webb High School		
<b>School Address:</b>	3200 Webb School Road		
<b>Plan Year(s):</b>	2015-2016		
<b>Date Prepared:</b>	July 23, 2015		
<b>Principal Signature:</b>		<b>Date:</b>	
<b>Local Board Approval:</b>		<b>Date:</b>	

### **School Improvement Team Membership**

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*:	Name	Committee Position	Name
Principal:	W. Reginald Brooks	Teacher Representative:	Herve Sergent
Assistant Principal:	Blondina Small	Teacher Representative:	Teresa Murphy
Assistant Principal:	Anthony Dickens	Teacher Representative:	Jennifer Frederick
Teacher Representative:	Rebecca Wilkinson	Teacher Representative:	Rachel Evancavich
Instructional Support:	Dana Small	Teacher Representative:	Nicole Furman
Parent Representative:	Kyle Serba	Teacher Representative:	Erica Bridges
Parent Representative:	Linda Frederickson	Teacher Representative:	Susan Westbrook

*\*Add to list as needed, each group may have more than one representative.*

### **School Mission and Vision**

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*Please include information about your school's mission and vision:*

**Mission:** We will foster lifelong learning in our students, preparing them for a successful future.

**Vision:** J. F. Webb’s vision is to aggressively seek opportunities that establish a platform for students to effectively communicate. Our goal is to support leadership, advocacy, and competence in the classroom. It is equally important to make sure we establish rigor, respect, and relevance in every classroom, while building positive relationships.

**School Data Summary and Analysis**

*Please provide an overview of your school's data and identify areas of strength and areas of improvement:*

**Note % = Proficiency Rate**

**Areas of strength**

At the beginning of the 2013-14 school year, J. F. Webb was in year two of sanctions for having less than 95% participation rate on many AMO targets. Failure to meet the 95% participation by year 3 for ACT, WorkKeys Test, and Biology EOC would have made us a “Focus School”. In 2014-15, J. F. Webb obtained 95% participation on all AMO targets including English , Math, Science, ACT, and WorkKeys. Also, we met Math Course Rigor, which means at least 95% of our graduating seniors successfully completed Math I, II and III. Webb’s ACT proficiency rate increases from 24% to 29%. , our WorkKeys proficiency rate increased from 62% to 71% and our Math I proficiency rate increased from 22% to 30.%. Additionally, J. F. Webb’s four-year graduation cohort increased from 71% to 76%, which reflects an 5.0 percentage point increase from previous year. Overall, the data for J. F. Webb High School reflects an increase in proficiency, resulting in a 3 point gain in our state school performance grade from a 47 to a 50.

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### **Areas of improvement**

J. F. Webb students did not meet expected growth for the 2014-2015 school year . Although our students did not meet expected growth, Webb's EVAAS school accountability growth for all tested EOC subjects increased from -5.91 to -2.44. This growth composite score reflects a 2.47 point increase and tremendous strides in improving students academic achievement at J. F. Webb. J.F. Webb's English II proficiency rate remained unchanged at 39% and our Biology proficiency rate decreased from of 28% to 20%. Our ACT composite score for 2014-15 was 15.1, which was 3.4 points below the state average and the average senior SAT score is 907 which was 95 points below the state average of 1002.

### **Plan Revision Process:**

As evidence is collected for each of the strategies under each goal, the lead person(s) will recommend adjustments or corrections to the plan during this school year, according to the timeline provided. In addition, the principal will present a mid-year status report of this plan to the Board of Education in February, 2016, including an explanation of any significant adjustments. At the end of the school year, summative data will be compared to the goals, and the school leadership team will convene to revise the plan for the following year.

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<b>DISTRICT GOAL: (1) Increase academic achievement in a personalized learning environment for every child to graduate college and career ready.</b>						
<b>J. F. Webb High School will improve student performance as measured by standardized state assessments.</b>		<b><u>Data or Evidence to Support the need for this objective:</u></b> <u>Proficiency Rates</u> English II: 39% Biology: 20% Math 1: 30% ACT WorkKeys 70.8% ACT 29% <u>ACT Composite: 15.1</u> <u>Graduation Rate: 76%</u> <u>Growth Index: - 2.44</u>  <b>(See Data Analysis Page for 3-year and subgroups)</b>				
School Goal 1:	Implementation		Monitoring		Timeline	
	Strategies (Action Steps)	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Target Start Date	Target Completion Date
A. Increase Math I, English II and Biology proficiency rates to 50% by the end of the school year.	1. Use the Granville County local curriculum and unit assessments for all EOC courses in Haiku	District Funds	Teachers Administrators	Access to teacher Haiku courses will be verified during walkthroughs and formal observations	Sept 2015	June 2016
	2. Conduct audits to verify teacher usage of the local curriculum in Haiku.	N/A	Administrators	Documentation of audits, followed by individual teacher conferences as needed.	Sept 2015	June 2016
	3. Write Clear Learning Goals (CLG) that are aligned with common core and essential standards and require posting daily	N/A	Teachers Administrators	Verified and documented in walkthroughs, student feedback, lesson plans &	Aug 2015	June 2016

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	<p>4. Review and analyze data from the 2014-15 Goal Summary report to identify areas needing improvement and to guide instruction</p> <p>5. Provide teachers with questioning stems in order to effectively scaffold instruction and solicit quality responses that forces engagement in class.</p> <p>6. Provide specific feedback on all standards and offer coaching to teachers on data gathered during the “super” observations required for LPS.</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>Teachers &amp; Administrators</p> <p>Teachers &amp; Administrators</p> <p>Principal &amp; AP</p>	<p>administrative observations</p> <p>PLC Minutes and copy of goal summary reports as verified by administrator</p> <p>Copies of resource links</p> <p>NCEES</p>	<p>Aug 2015</p> <p>Sept 2015</p> <p>Ongoing</p>	<p>Feb 2016</p> <p>Ongoing</p> <p>Ongoing</p>
B. Increase ACT average composite to State Benchmark of 17 and increase ACT Workkeys proficiency to 80%	1. Use Methods Test Prep program to identify areas of verbal and math weaknesses and practice skills needed to improve ACT scores.	District Funds	English and Math Teachers	Sample data from practice test	Sept 2015	May 2016
	2. Use 10th grade Plan scores for current 11th graders to identify students not predicted to score state benchmark and provide focused practice on skills needed to improve ACT scores.	N/A	English and Math Teachers	Student data provided by teachers	Sept 2015	March 2016

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	3. Include ACT practice questions in teacher made tests and quizzes.	N/A	Teachers	Copies of teacher made test	Sept 2015	Ongoing
	4. Explain the format, importance and relevance of WorkKeys test to teachers and seniors using the CDC (Tamara Rodebaugh)	N/A	District Career Dev. Counselor	Sample of documents provided to students	Nov 2015	Jan 2016
	5. Include WorkKeys sample questions on some CTE & English IV unit assessments.	N/A	CTE & English IV Teachers	Sample of CTE and English Assessments	Sept 2015	Ongoing
	6. Inform and encourage students to take more honors , AP and CCP courses to better prepare them for ACT and WorkKeys.	N/A	Teachers, Counselors, Administrators, and College Advisor	Observation of registration and individual academic counseling sessions	Aug 2015	Ongoing
	7. Provide students with additional online practice websites for ACT and ACT WorkKeys.	N/A	Administrators, Teachers & Webmaster	Quick Links on Webpage	Sept 2015	Ongoing
	8. Provide incentives for WorkKeys, acknowledging Silver and above.	School & CTE Funds	Administrators	Roster of students that attending Silver Level or higher celebration	May 2016	May 2016
C. Increase EVAAS school growth index to at least one (1) by the end of the 2015-2016 school year.	1. Meet monthly in subject PLC's for at least one hour to discuss results from common unit	N/A	Teachers	PLC meeting minutes	Sept 2015	Ongoing



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	assessments and best practices in order to guide instruction.					
	2. Create and use EVAAS student custom reports to guide instruction.	N/A	Teachers & Administrators	Copy of Custom EVAAS Reports	Oct 2015	Feb 2016
	3. Collaborate with staff to establish a JFW homework policy by department that promotes mastery through practice.	N/A	Teachers & Administrators	Copy of JFW policy by department	Sept 2015	Dec 2015
	4. Provide before school, after school or lunch tutoring sessions for students	N/A	Teachers	Posted schedule on the JFW webpage	Sept 2015	June 2016

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<b>DISTRICT GOAL <span style="color: red;">Number: (4)</span> Ensure that students and staff remain healthy and safe</b>						
<b>J. F. Webb will promote a safe learning environment for students and staff in order to provide students with inspiring learning experiences.</b>		<u>Data or Evidence to Support the need for this objective:</u>  <b><u>2014-15</u></b> <b>CIL placements -29</b>  <b><u>2014-15</u></b> <b>Reportable Offenses-24</b>				
<b>Goal 2:</b>	<b>Implementation</b>		<b>Monitoring</b>		<b>Timeline</b>	
	Strategies (Action Steps)	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Target Start Date	Target Completion Date
A. Decrease the number of long term placements to the Center of Innovative Learning by 50%.	1. Conference with parents on multiple levels (teacher, counselor, administrator) to make sure parents are informed on issues that impact their child academically and behaviorally.	N/A	Teachers, Counselors, Administrators	Samples of documents passed out at PTO meetings, athletic events.	Sept 2015	June 2016
	2. Provide information to students on policies and procedures that govern behavior, attendance, academic support, and areas to get resources during class meetings each semester.	N/A	Teachers, Counselors, Administrators	Samples of documents and the powerpoint provided to students	Sept 2015	Ongoing

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	3. Establish in-house consequences to address inappropriate behavior (ISS)	N/A	Teachers, Counselors, Administrators	Documentation of policies and consequences that support ISS	July 2015	Sept 2015
	4. Establish a reward system acknowledging students that have demonstrated improvement in behavior	N/A	Teachers, Counselors, Administrators	Copy of certificate issued to students	Sept 2015	Ongoing
	5. Analyze data collected in parent survey (November 2015) and staff discipline survey (December 2015) and make adjustments to processes and procedures that impact school climate and discipline as needed.		School Leadership Team	Data collected in both surveys populated in spreadsheets for analysis	Fall 2015	Ongoing

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B. Decrease the number of reportable offenses by 50% by encouraging positive behavior.	1. Communicate high expectations to establish a safe and respectable culture.	N/A	Teachers, Counselors, Administrators	Class meetings at beginning of school year , copy of ninth grade orientation agenda & daily announcements	Aug 2015	Ongoing
	2. Communicate to students the importance of their GPA to help them establish their own platform for growth.	N/A	Teachers, Counselors, Administrators	Class meeting and, individual academic counseling sessions	Aug 2015	Ongoing
	3. Create and review discipline powerpoint about discipline rules and consequences with students during the first week of each semester in homeroom or class meetings.	N/A	Counselors, Teachers, Administrators	Powerpoint	Aug 2015	Ongoing
	4. Provide counseling for students that are assigned ISS , OSS or CIL more once.	N/A	Counselors, Administrators	Log of student counseling sessions	Aug 2015	Ongoing
	5. Enforce lower level offenses consistently to discourage students from committing more serious offenses.	N/A	Administrators	Documentation of ISS report	Aug 2015	June 2016
C. Conduct bi-monthly meetings with law	1. Meet with law enforcement and community	N/A	Administrators	Minutes and attendance from meetings	Sept 2015	Ongoing

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enforcement, administration and teachers and students.	partners quarterly to address community concerns that impact the school					
	2. Organize a safety committee to monitor the school climate and lead discussions that support school safety. This will help to establish student honorship and make others more students inclined to self discipline.	N/A	Administrators Teachers & Selected Students	Minutes and attendance from meeting	Sept 2015	Ongoing
	3. Establish a culture where administrators & teachers are visible before school, during school, after school and at all athletic events.	N/A	Administrators & Teachers	Copy of lunch duty schedule, bus duty schedule and game duty schedule	Aug 2015	Ongoing
	4. Collaborate with the school resource officer and outside law enforcement to conduct needed safety checks.	N/A	School Resource Officer, Administrators & Teachers	Copy of meeting minutes	Sept 2015	Ongoing
	5. Utilize social media to monitor school safety to increase student accountability (bullying, cyberbullying)	N/A	School Resource Officer, Administrators & Teachers	Resource Officer's webpage	Aug 2015	Ongoing

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<b>DISTRICT GOAL <span style="color: red;">Number: (2)</span> Every student has highly qualified and effective teachers and leaders through recruitment, retention, and professional development.</b>						
<b>J.F. Webb will develop and support highly effective teachers through mentoring and professional growth opportunities</b>		<u><b>Data or Evidence to Support the need for this objective:</b></u>				
		<b>Mentor Teachers      8</b>  <b>Teacher Turnover Rate      22 %</b>				
<b>Goal 3</b>	<b>Implementation</b>		<b>Monitoring</b>		<b>Timeline</b>	
	Strategies (Action Steps)	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Target Start Date	Target Completion Date
A. Increase the number of mentors to 10 by the end of the year.	1. Observe classroom instruction to identify our teachers who could serve in the capacity of mentor teachers	N/A	Administrators	Google doc observation log	Aug 2015	Ongoing
	2. Share and model effective teaching strategies during PLC meetings	N/A	Teachers	PLC meeting minutes	Sept 2015	Ongoing
	3. Hold information session for prospective mentors	N/A	Administrators, Support Coach & Mentors	Attendance log of meeting	Sept 2015	Sept 2015

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B. Reduce the teacher turnover rate to 10% by the end of the 2015-16 school year.	1. Attend in and out of county job fairs to recruit highly effective teachers.	N/A	Administrators, Teachers, & HR Staff	Copies of resumes	Feb 2016	June 2016
	2. Recruit and interview qualified Granville County residents for teacher positions.	N/A	Administrators & Teachers	Copies of resumes	Aug 2015	Ongoing
	3. Conduct exit interview.	N/A	Administrators	Notes from interview	Aug 2015	July 2016
	4. Establish a program to recognize a teacher bi-monthly.	N/A	Administrators	List of selected recipients	Sept 2015	June 2016
	5. Provide an opportunity for teachers to attend district content PLC meetings.	N/A	Teachers	Copy of Professional Development Registration	Aug 2015	Ongoing
C. Provide professional development for 100% of our teachers in order to improve student achievement .	1. Utilize electronic setting for sharing content specific ideas and teaching practices.	N/A	Administrators & Teachers	Haiku Library	Sept 2015	Ongoing
	2. Identify department needs for professional development that improve student achievement	N/A	Administrators & Teachers	Minutes from department meetings	Sept 2015	Ongoing
	3. Provide professional development to all teachers that focuses on establishing meaningful	District Funds	Administrators	District EC Director & Approved out of district presenters	Aug 2015	Jan 2016

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	and respectful relationships with students.					
	4. Provide professional development on various protocols of curriculum instructional framework (scaffolding, questioning and writing	N/A	Administrators & Lead Teachers	Copy of Professional Development Registration	Sept 2015	June 2016
	5. Inform and encourage teachers to attend appropriate professional development offered by NCDPI -RESA center (Regional Education Service Alliances)	District Funds	Administrators & Teachers	Copy of Professional Development Registration	Sept 2015	June 2016