

**#TogetherHasPower**  
**Dixon High School**



# **Strategic Plan**

## **2015-2018**

# **Purpose**

Our purpose is to educate students  
for a successful future.

# **Vision**

Excellence in Education

# **Mission**

Our mission is to enable Dixon High  
School students to realize their full  
potential.



## School Administration

### Principal

**Mr. Steven E. Clarke**

### Assistant Principals

**Mrs. Jaime Bright**

**Mr. Kadren Davis**



## School Executive's Message

Dixon High School is dedicated to its mission of enabling our students to realize their full potential. We are excited to move forward in the continuous improvement process with the expectation that during the duration of this strategic plan the needs of all of our stakeholders will be met and possibly exceeded.

At DHS, we engage our students with active learning strategies and organizational skills that will prepare them for success. Through the AVID instructional framework and Onslow County Schools digital learning initiative, we provide meaningful real-world experiences for our students.

This strategic plan will provide Dixon High School with focused goals, strategies, and action steps that are needed to continue our vision of *Excellence in Education*. This plan will guide our steps as we continue our purpose to educate students for a successful future.



## School Profile

### Programs and Services

- **AVID (Advancement Via Individual Determination)** - Students are trained in organizational skills, note taking, and other college preparatory areas.
- **Exceptional Children's Program** - Ensuring that students with disabilities develop intellectually, physically, emotionally, and vocationally through the provision of an appropriate individualized education program in the least restrictive environment.
- **Professional Development** – Common Core and Essential Standards, AVID Instructional Framework, Active learning strategies, and Digital Learning.
- **One to One Technology** – Students in grades 9 and 10 are issued laptops to use at school and home.
- **Focused Support Groups** – Students with specific needs identified by the school psychologist and school counselors meet as a group to discuss strategies for dealing with issues.
- **S2S** – Student 2 Student is a unique, student centered, school-managed program that confronts the challenges of transition and provides relevant training to give students the best possible transition experience.
- **Career and Technical Education Programs** – Foods, Teen Living, Parent and Child Development, Health Sciences, Bio Medical, Carpentry, Marine Technology, Personal Finance, Careers, Microsoft Word and Microsoft Excel.
- **Student Internships** – Students work with the Career Development Facilitator to gain skills and experiences necessary to be successful in college and the workforce.
- **Men of Distinction** – Male students are trained, through mentors, on how to be better citizens.
- **Rachel's Challenge** – Students participate in activities that promote kindness.
- **CHEW** – Assists students by providing backpacks filled with food over the weekend.
- **SGA** – Student Government Association
- **SCO** – Student Council Association
- **ESL (English as a second language)** – Dixon High School serves students that are identified as ESL.
- **AIG (Academically or Intellectually Gifted)** – Dixon High School serves students identified as gifted in Math and Reading.
- **Cultural Arts Programs** – Art, Band, Choir, Guitar, and Piano.
- **FCA** – Fellowship of Christian Athletes
- **NCVPS** – North Carolina Virtual Public Schools
- **OnslowView** – Students enroll and participate in classes being taught at other high schools virtually.
- **Graduation Project** – A culminating project completed by all students to share work completed in an area of interest.



## School Profile

- **Partnership with The Center for International Understanding** – Chinese teacher partnership program that provides our students the opportunity to learn the Chinese Language and culture.
- **National Honor Society** – A program that recognizes outstanding high school students.
- **Extra-Curricular Activities** – Athletics, Clubs, Student Organizations, and Service Organizations

### Demographic Information

Onslow County encompasses nearly 500,000 acres and is located in the southeastern coastal plain region of North Carolina just 120 miles from Raleigh, our state capitol, and 50 miles north of Wilmington. Jacksonville is the county seat of Onslow County and has a rich history dating back to its incorporation in 1842. Onslow County is home to the largest amphibious base in the world, Marine Corps Base Camp Lejeune, comprising 156,000 acres. In addition, Onslow County is also home to Marine Corps Air Station New River, a school of infantry at Camp Geiger, and Combat Services Schools at Camp Johnson. This large military presence directly impacts Onslow County Schools with approximately 10,400 enrolled students having a military connection through either the armed services or as a civilian employee. This location contributes to a diverse and highly transient student population.

Onslow County has a population of 187,589. The racial composition of the county is predominantly white at 66.9%, with approximately 15.8% African American, 12.1% Hispanic, .9% American Indian and Alaska Native alone, 2.2% Asian, .3% Native Hawaiian and other Pacific Islander alone, and 4.2% from two or more races. Only 18%% of the population 25 years and older has a bachelor's degree or higher.

The median family household income in Onslow County is \$45,450. In addition, 15.2% of persons in Onslow County live below the poverty level. In the Dixon area, 13.5% of the population is living below the poverty line. The median household income in this area of Onslow County is \$34,509. This location contributes to a diverse and highly transient student population. In the past 10 years, the community has experienced rapid growth in terms of housing, businesses, and schools.

The Dixon district includes Dixon Elementary, Dixon Middle and Dixon High School. The administration and faculties of the schools in this district have worked very hard over the last ten years to articulate our educational strategies and support our students in transitioning from the elementary to middle and then high school.

Dixon High School is a public, rural school. The school started in 1929 and currently resides in a building that was opened in 1968. DHS currently has a student population of 862 students with 50% female and 50% male. The students' ethnicity data reveals that 78.2% of the student population is Caucasian, 7.9% of the student population is African-American, 4.3% is two or more races, .8% is American Indian or Alaska Native,



# School Profile

.9% is Asian, .4% is Native Hawaiian/other Pacific Islander and 7.5% of the student population is Hispanic. There are 236 ninth graders, 223 tenth graders, 204 eleventh graders, and 199 twelfth grade students enrolled. The administrative staff includes one principal and two assistant principals.

The faculty and staff of Dixon High School are diverse as well. The teaching staff consists of fifty teachers, six teacher assistants, one school media coordinator, two school counselors, one receptionist, one secretary/treasurer, one data manager, one testing coordinator, one digital learning and teaching facilitator, one technician, one career development facilitator, one instructional coach, one psychologist, one exceptional children's coach, one nurse and seven custodians. Of the certified staff members, five are Nationally Board Certified. Dixon High School is one of thirty-seven public schools in Onslow County and one of seven high schools.

## Summary of Student Performance

Dixon High School met 35 (or 76.1%) out of 46 target goals for the Annual Measurable Objectives (AMOs) in the 2014-15 school year according to the accountability procedures prescribed through the Elementary and Secondary Education Act (ESEA) waiver specified AMO targets. Dixon High School had a grade level performance composite of 54.0% and a college and career performance composite of 54%. The ACT performance composite was 65.1% and the ACT WorkKeys had a performance composite of 80%. The Math Course Rigor was greater than 95% along with the five year Graduation Rate. The four year graduation rate was at 89%. Dixon High School met expected growth based on state accountability measures and had an overall performance grade of B.

### 2014-15 Dixon High School Summary of Student Performance

RDYSTAT - Ready Overview			AMOSTAT - Target Overview				SPGSTAT - School Performance Grade				
Indicator	Denom	Percent	Subject	#Met	#Targ	Pct	Subject	Ach	Growth	Perf	Grade
Perf Comp CCR	645	<b>41.6</b>	Reading Grades 3-8				Overall	69	75.4	70	<b>B</b>
Perf Comp GLP	645	<b>54.0</b>	Math Grades 3-8				Reading				
The ACT	192	<b>65.1</b>	Science Grades 5&8				Math				
ACT WorkKeys	75	<b>80.0</b>	Reading Grade 10	4	8	<b>50.0</b>	Science				
Math Course Rigor	174	<b>&gt;95</b>	Math Grade 10	4	8	<b>50.0</b>	English II	50			
CGR 4yr	210	<b>89.0</b>	Science Grade 11	4	6	<b>66.7</b>	Math I	50			
CGR 5yr	177	<b>&gt;95</b>	Current Year EOC	7	7	<b>100.0</b>	Biology	64			
Graduation Project	N/A		Attendance				The ACT	65			
Growth Status	<b>Met</b>		Cohort Grad Rate	4	4	<b>100.0</b>	ACT WorkKeys	80			
Growth Index	<b>-0.91</b>		The ACT	5	6	<b>83.3</b>	Math Course Rigor	>95			
			ACT WorkKeys	4	4	<b>100.0</b>	CGR 4yr	89			
			Math Course Rigor	3	3	<b>100.0</b>					
			Total Targets	35	46	<b>76.1</b>					

  

ASMSTAT - Alternative School Model	
Option	Rating



## School Profile

### **Trends and Issues Impacting Dixon High School**

- Annual Measurable Objectives Subgroup achievement for all students.
- College and Career Readiness and Grade Level Proficiency Levels
- Implementation of Common Core and Essential Standards.
- North Carolina Salary Schedules

### **Strengths and Needs of Dixon High School**

- The vision, mission, purpose and goals of the school and the school system are clearly communicated and supported by all stakeholders.
- Professional learning communities have been implemented to increase vertical and horizontal articulation in the building.
- The school promotes positive behavior through digital citizenship and acts of kindness and compassion programs.
- The school is committed to providing a safe and caring environment for students and staff.
- The school utilizes various modes of communication to provide stakeholders access to information about student performance, school activities and upcoming events.
- The administration, faculty and staff are committed to professional growth.
- The school is dedicated to providing appropriate technology tools to enhance instruction delivery and student engagement.

#### Needs

- Appropriate planning time for the implementation of the Common Core and Essential Standards using active learning strategies.
- Funding.
- Technology – Maintenance, Sustainability and Replacement.
- College and career focus.





## Strategic Planning Team

<b>Name</b>	<b>Role</b>	<b>Name</b>	<b>Role</b>
Steve Clarke	Principal	John Gardner	Parent
Dal Tomlinson	Teacher (Chair)	Leigh Bizzell	Parent
Victor Saenz	Teacher	Anita Dingle	Parent
Mandy Sherman	Teacher	Tonda Gardner	Parent
Marc Hart	Counselor	Stephen Taylor	Parent
Tracy Jones	Teacher	Marie Ryan	Parent
Nicholas Raynor	Teacher	Holly Carver	Parent
Christel Caliguire	Teacher	Sandra Midgett	Parent
Daniel O'Dell	Teacher	Vicki Bailey	Parent
Melissa Ward	Teacher Assistant	Dave Ryan	Parent
Kathryn Maurer	Teacher	Cindy Patane	Parent

## Regulatory Information and Assurance Statement 2015-2016

<b>School:</b>	Dixon High School
<b>Date Submitted:</b>	10/20/2015

1	Number of Plan Team Members	22
2	Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants were elected (by secret ballot) by their respective groups to serve on the School Strategic Planning Team (SSPT). <b>Mark Yes/No</b>	Yes
3	Percentage of total school staff (see note below) approving updated plan (Number approving plan divided by number voting. If there are no changes, fill in the blank with N/A.	100%
4	Date of vote	10/15/2015
5	A secret ballot vote for staff approval of the plan was conducted. <b>Mark Yes/No</b>	Yes
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. <b>Mark Yes/No</b>	Yes
7	Percentage of School Strategic Planning Team who are parents providing input in the development of the Plan. (Number of parents divided by number of members on the team.)	50%
8	The required staff development reports have been disseminated to the appropriate persons or departments <b>Mark Yes/No</b>	Yes
9	The dates, times, locations, and agenda items for meetings regarding our school strategic plans were publicized so as to abide by the open meetings law. <b>Mark Yes/No</b>	Yes
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. <b>Mark Yes/No</b>	Yes
11	All required local, State and Federal programs have been addressed in the School Strategic Plan. <b>Mark Yes/No</b>	Yes

Principal's Signature	<i>Steven E. Clarke</i>
Signature, SSPT Facilitator/Chairperson	<i>Dal Tomlinson</i>
Signature, Elected Parent Representative	<i>Anita Dingle</i>
Signature, Elected Parent Representative	<i>Vicki Bailey</i>

Note: Eligible voting staff--principals, assistant principals, licensed instructional personnel, support personnel, and teacher assistants.

# **Dixon High School Strategic Plan**

## **2015-18**

Dixon High School  
Onslow County Schools

Mr. Steve Clarke, Principal  
160 Dixon School Road  
Holly Ridge, NC 28445

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## **Overview**

### **Plan Name**

Dixon High School Strategic Plan 2015-18

### **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	Every student at Dixon High School has a personalized education and graduates from high school prepared for work, further education and citizenship.	Objectives: 1 Strategies: 3 Activities: 13	Organizational	\$20000
2	Every student at Dixon High School has excellent educators, every day.	Objectives: 1 Strategies: 2 Activities: 11	Organizational	\$3100
3	Dixon High School has up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents and educators.	Objectives: 1 Strategies: 2 Activities: 8	Organizational	\$10000
4	Every student at Dixon High School is healthy, safe, and responsible.	Objectives: 1 Strategies: 2 Activities: 9	Organizational	\$3000

# Goal 1: Every student at Dixon High School has a personalized education and graduates from high school prepared for work, further education and citizenship.

## Measurable Objective 1:

collaborate to increase 100% of all accountability indicators at least three points and meet expected growth. by 06/29/2018 as measured by All Accountability Measurements.

## Strategy 1:

Utilize AVID - Utilize the AVID Instructional Framework to address and deliver the common core and essential standards.

Activity - Staff Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide staff development during planning period meetings on using the AVID Instructional Framework to implement the Common Core and Essential Standards. Increase number of teachers to attend AVID Summer Institute.	Professional Learning	08/24/2015	06/29/2018	\$8000	State Funds	Administration , Teachers and Support Staff
Activity - School-Wide AVID	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement school-wide AVID strategies. Staff will provide documentation at monthly department PLCs of AVID strategies used in the classroom.	Direct Instruction	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
Activity - Bulldog Tweets	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Weekly newsletter to staff to include Writing, Inquiry, Collaboration, Organization and Reading strategies to be used in the classroom.	Professional Learning	08/24/2015	06/29/2018	\$0	No Funding Required	Administration
Activity - Modeling AVID	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Avid strategies will be modeled during professional development and meetings.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff

## Strategy 2:

Expand Programs - Expand student opportunities for learning through a variety of academic initiatives and programs specifically targeted at improved student achievement.

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Activity - Career and College Explosion Period	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
College and Career Explosion period added to the master schedule for students to have opportunities to engage in grade level appropriate, meaningful activities that support college and career readiness.	Academic Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff.
Activity - DEAR	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in Drop Everything and Read once a week during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff.
Activity - Tutorials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will participate in school-wide tutorials two days a week during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff.
Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in ACT Prep activities during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff.

### Strategy 3:

Digital Learning - Utilize technology to address and deliver the common core and essential standards.

Activity - One to One Laptops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be issued 1:1 devices to use as a resource in the classroom and at home.	Technology, Direct Instruction	08/24/2015	06/29/2018	\$0	District Funding	Administration , Technicians, Digital Learning and Teaching Facilitators, Teachers and Media Specialist.
Activity - Digital Learning Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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Provide staff development during planning period meetings on using digital learning to implement the Common Core and Essential Standards.	Tutoring, Professional Learning	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff.
<b>Activity - Model Digital Learning</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Digital learning strategies will be modeled during professional development and meetings.	Technology, Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
<b>Activity - Interactive Solutions</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Utilize innovative and interactive solutions to engage students in meaningful and collaborative activities.	Tutoring, Direct Instruction	08/24/2015	06/29/2018	\$12000	State Funds	Administration , Teachers and Support Staff.
<b>Activity - Formative Assessments</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Utilize USA TestPrep and Scoreboarding to assess and gather data to inform planning and improve instruction.	Technology, Direct Instruction	08/24/2015	06/29/2018	\$0	District Funding	Administration , Teachers and Support Staff

## Goal 2: Every student at Dixon High School has excellent educators, every day.

### Measurable Objective 1:

collaborate to increase 100% of all accountability indicators at least three points and meet expected growth; 100% of Dixon High School teachers will meet expected growth; Increase positive responses on Assist and TWC survey by 3% by 06/29/2018 as measured by All Accountability Measurements; EVAAS; Teaching and Assessing Learning and Using Results for Continuous Improvement Assist Survey questions and the Teacher Working Condition Survey .

### Strategy 1:

Positive environment for all staff - Promote a positive and informed working environment for all employees.

<b>Activity - Social Committee</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Form a social committee to promote a positive working environment.	Recruitment and Retention	08/24/2015	06/29/2018	\$1600	General Fund	Social Committee Members, Administration , Treasurer

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Activity - Surveys	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Survey staff throughout the year to gather input on the decision making process and staff development improvement.	Professional Learning, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Administration and Staff

Activity - Communicate and Collaborate	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for teachers to meet with departments, cross-curricular groups, and teams to improve communication and collaboration efforts.	Professional Learning, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Administration, Teachers and Support Staff

Activity - Staff Recognition	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement a staff of the month recognition program with the support of local partnerships.	Community Engagement, Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Administration, Teachers and Support Staff

Activity - Staff Wellness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement a staff wellness program for all staff.	Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Physical Education Teachers and Staff

**Strategy 2:**

Continuous Improvement - Pursue continuous improvement and professional development opportunities.

Activity - TeachBoost	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize TeachBoost as an evaluation and feedback platform to engage teachers and administrators in an ongoing, evolving dialogue that fosters the development of effective educators and improved student outcomes.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$1500	State Funds	Administration, Teachers and Support Staff

Activity - ELEOT	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Utilize an Effective Learning Environments Observation Tool (ELEOT) to help identify and document observable evidence of learning environments that are conducive to student learning, growth and development.	Professional Learning, Recruitment and Retention, Direct Instruction	08/24/2015	06/29/2018	\$0	District Funding	Administration , Instructional Support Team, Teachers and Support Staff
<b>Activity - Professional Learning Communities</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Implement Professional Learning Communities effectively school-wide by scheduling and managing the seven components.	Professional Learning, Direct Instruction, Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
<b>Activity - AVIS Instructional Framework</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide staff development during planning period meetings on using the AVID Instructional Framework to implement the Common Core and Essential Standards.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
<b>Activity - Digital Learning</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide staff development during planning period meetings on using digital learning to implement the Common Core and Essential Standards.	Technology, Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	District Funding	Administration , Teachers and Support Staff
<b>Activity - TeamOnslow</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide professional learning opportunities for staff to collaborate with teachers from across the district.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	No Funding Required	Administration and Teachers from all seven Onslow County High Schools.

**Goal 3: Dixon High School has up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents and educators.**

**Measurable Objective 1:**

collaborate to increase 100% of all accountability indicators at least three points and meet expected growth; 100% of Dixon High School students will be issued 1 to 1 devices; Increase positive responses on surveys by 3%. by 06/29/2018 as measured by All Accountability Measurements; Resources and Support Systems Assist Survey questions and the Teacher Working Condition Survey.

**Strategy 1:**

Communication - Develop and utilize well communicated processes and procedures in all areas.

Activity - EDMODO	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize Edmodo to improve communication and collaboration among students, staff and parents.	Technology, Parent Involvement, Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Teachers, Students and Parents

Activity - Microsoft Outlook	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize online email system for calendar information.	Technology, Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Administration, Teachers and Support Staff

Activity - Expand Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Expand communication through usage of the web page, social media, video news through Journalism, student/parent portal and school messenger.	Community Engagement, Technology, Parent Involvement	08/24/2015	06/29/2018	\$0	District Funding	Administration, Teachers and Support Staff

Activity - Announcements	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Daily announcements will be placed on school web page, social media and teachers will display during college and career explosion period.	Community Engagement, Technology, Parent Involvement	08/24/2015	06/29/2018	\$0	District Funding	Administration, Teachers and Support Staff

**Strategy 2:**

Stakeholder Opportunities - Provide all stakeholders with opportunities to participate in the decision making process.

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Activity - Financial Allotments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide each department with financial allotments for the purchasing of instructional materials.	Technology, Policy and Process, Direct Instruction, Recruitment and Retention	08/24/2015	06/29/2018	\$10000	State Funds	Administration, Teachers and Support Staff
Activity - Financial Procedures	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement and communicate to staff specific purchasing procedures to include check requests and purchase orders.	Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Treasurer, Administration and Staff
Activity - Student Leadership	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Involve student leadership groups in the decision making process to include being members of the school leadership team.	Academic Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Administration, Leadership Team, and Student Government
Activity - Surveys	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Survey staff, students and parents throughout the year to gather input.	Parent Involvement, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	No Funding Required	Administration, Staff, Support Staff and Parents

**Goal 4: Every student at Dixon High School is healthy, safe, and responsible.****Measurable Objective 1:**

collaborate to increase 100% of all accountability indicators at least three points and meet expected growth; Increase positive responses on surveys by 3%; Decrease discipline referrals by 3%; Increase attendance rate by 2 points; by 06/29/2018 as measured by All Accountability Measurements; Resources and Support Systems Assist Survey questions and the Teacher Working Condition Survey; Discipline Referrals; School Report Card.

**Strategy 1:**

School Environment - Create and maintain a safe, healthy and respectful school environment.

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Activity - MTSS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement a Multi-Tiered System of Support (MTSS).	Academic Support Program, Behavioral Support Program, Professional Learning	08/24/2015	06/29/2018	\$0	District Funding	Administration , Instructional Support Team and Staff
Activity - Rachel's Challenge	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Start a chain reaction of kindness and compassion by participating in the Rachel's Challenge continual improvement process.	Community Engagement, Behavioral Support Program	08/24/2015	06/29/2018	\$0	District Funding	Administration , Teachers and Support Staff
Activity - Digital Citizenship	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide education and advocacy to students to promote safe technology and media through Common Sense Media.	Academic Support Program, Technology, Behavioral Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
Activity - Student Behavior	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify Patterns of student behavior through scoreboarding and report to faculty for active decision making on a regular basis (monthly).	Behavioral Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Administration , Teachers and Support Staff
Activity - Safety Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Review and develop an improved safety plan to include the Safe School Plan, Crisis Plan, and Emergency Operation Plan.	Behavioral Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Administration
Activity - Healthy and Active Lifestyles	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Utilize the auxiliary gymnasium as a wellness room to promote healthy and active lifestyles.	Academic Support Program, Behavioral Support Program, Recruitment and Retention, Direct Instruction	08/24/2015	06/29/2018	\$3000	State Funds	Physical Education Department, Administration, Teachers and Support Staff
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### Strategy 2:

Safe and Inviting Environment - Implement programs and procedures focused on decreasing the number of students who are chronically absent and decrease acts of violence.

Activity - Focus Groups	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Focus groups to meet with guidance, social worker and/or school psychologist to provide support for students in specific areas of need.	Behavioral Support Program	08/24/2015	06/29/2018	\$0	No Funding Required	Psychologist, Counselors, Administration, Teachers and Support Staff

Activity - Lifelines	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement a suicide prevention program, Lifelines, to develop expertise and supports needed for responding to the problem of adolescent suicidal behavior.	Behavioral Support Program	08/24/2015	06/29/2018	\$0	District Funding	Counselors, Psychologist, Social Worker, Administration, Teachers and Support Staff

Activity - Attendance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize an attendance committee that will meet with students, notify parents and identify strategies to increase attendance.	Behavioral Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	No Funding Required	Counselors, Data Manager, Social Worker, Administration, Teachers and Support Staff

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Social Committee	Form a social committee to promote a positive working environment.	Recruitment and Retention	08/24/2015	06/29/2018	\$1600	Social Committee Members, Administration, Treasurer
<b>Total</b>					\$1600	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Modeling AVID	Avid strategies will be modeled during professional development and meetings.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Digital Learning Professional Development	Provide staff development during planning period meetings on using digital learning to implement the Common Core and Essential Standards.	Tutoring, Professional Learning	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff.
Professional Learning Communities	Implement Professional Learning Communities effectively school-wide by scheduling and managing the seven components.	Professional Learning, Direct Instruction, Recruitment and Retention	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Digital Citizenship	Provide education and advocacy to students to promote safe technology and media through Common Sense Media.	Academic Support Program, Technology, Behavioral Support Program	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Microsoft Outlook	Utilize online email system for calendar information.	Technology, Policy and Process	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff



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Focus Groups	Focus groups to meet with guidance, social worker and/or school psychologist to provide support for students in specific areas of need.	Behavioral Support Program	08/24/2015	06/29/2018	\$0	Psychologist, Counselors, Administration, Teachers and Support Staff
Student Behavior	Identify Patterns of student behavior through scoreboarding and report to faculty for active decision making on a regular basis (monthly).	Behavioral Support Program	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Bulldog Tweets	Weekly newsletter to staff to include Writing, Inquiry, Collaboration, Organization and Reading strategies to be used in the classroom.	Professional Learning	08/24/2015	06/29/2018	\$0	Administration
Safety Plan	Review and develop an improved safety plan to include the Safe School Plan, Crisis Plan, and Emergency Operation Plan.	Behavioral Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	Administration
Student Leadership	Involve student leadership groups in the decision making process to include being members of the school leadership team.	Academic Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	Administration, Leadership Team, and Student Government
Communicate and Collaborate	Provide opportunities for teachers to meet with departments, cross-curricular groups, and teams to improve communication and collaboration efforts.	Professional Learning, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
EDMODO	Utilize Edmodo to improve communication and collaboration among students, staff and parents.	Technology, Parent Involvement, Policy and Process	08/24/2015	06/29/2018	\$0	Teachers, Students and Parents
Tutorials	All students will participate in school-wide tutorials two days a week during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff.
ACT Prep	Students will participate in ACT Prep activities during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff.
School-Wide AVID	Implement school-wide AVID strategies. Staff will provide documentation at monthly department PLCs of AVID strategies used in the classroom.	Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff

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Model Digital Learning	Digital learning strategies will be modeled during professional development and meetings.	Technology, Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration , Teachers and Support Staff
Attendance	Utilize an attendance committee that will meet with students, notify parents and identify strategies to increase attendance.	Behavioral Support Program, Policy and Process	08/24/2015	06/29/2018	\$0	Counselors, Data Manager, Social Worker, Administration , Teachers and Support Staff
TeamOnslow	Provide professional learning opportunities for staff to collaborate with teachers from across the district.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration and Teachers from all seven Onslow County High Schools.
Surveys	Survey staff, students and parents throughout the year to gather input.	Parent Involvement, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	Administration , Staff, Support Staff and Parents
Surveys	Survey staff throughout the year to gather input on the decision making process and staff development improvement.	Professional Learning, Policy and Process, Recruitment and Retention	08/24/2015	06/29/2018	\$0	Administration and Staff
DEAR	Students will participate in Drop Everything and Read once a week during college and career explosion period.	Academic Support Program	08/24/2015	06/29/2018	\$0	Administration , Teachers and Support Staff.
Staff Recognition	Implement a staff of the month recognition program with the support of local partnerships.	Community Engagement, Recruitment and Retention	08/24/2015	06/29/2018	\$0	Administration , Teachers and Support Staff
Career and College Explosion Period	College and Career Explosion period added to the master schedule for students to have opportunities to engage in grade level appropriate, meaningful activities that support college and career readiness.	Academic Support Program	08/24/2015	06/29/2018	\$0	Administration , Teachers and Support Staff.
Financial Procedures	Implement and communicate to staff specific purchasing procedures to include check requests and purchase orders.	Policy and Process	08/24/2015	06/29/2018	\$0	Treasurer, Administration and Staff

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AVIS Instructional Framework	Provide staff development during planning period meetings on using the AVID Instructional Framework to implement the Common Core and Essential Standards.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Staff Wellness	Implement a staff wellness program for all staff.	Recruitment and Retention	08/24/2015	06/29/2018	\$0	Physical Education Teachers and Staff
<b>Total</b>					<b>\$0</b>	

### District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Rachel's Challenge	Start a chain reaction of kindness and compassion by participating in the Rachel's Challenge continual improvement process.	Community Engagement, Behavioral Support Program	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Expand Communication	Expand communication through usage of the web page, social media, video news through Journalism, student/parent portal and school messenger.	Community Engagement, Technology, Parent Involvement	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Announcements	Daily announcements will be placed on school web page, social media and teachers will display during college and career exploration period.	Community Engagement, Technology, Parent Involvement	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Digital Learning	Provide staff development during planning period meetings on using digital learning to implement the Common Core and Essential Standards.	Technology, Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
Formative Assessments	Utilize USA TestPrep and Scoreboarding to assess and gather data to inform planning and improve instruction.	Technology, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Teachers and Support Staff
ELEOT	Utilize an Effective Learning Environments Observation Tool (ELEOT) to help identify and document observable evidence of learning environments that are conducive to student learning, growth and development.	Professional Learning, Recruitment and Retention, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Instructional Support Team, Teachers and Support Staff

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Lifelines	Implement a suicide prevention program, Lifelines, to develop expertise and supports needed for responding to the problem of adolescent suicidal behavior.	Behavioral Support Program	08/24/2015	06/29/2018	\$0	Counselors, Psychologist, Social Worker, Administration, Teachers and Support Staff
MTSS	Implement a Multi-Tiered System of Support (MTSS).	Academic Support Program, Behavioral Support Program, Professional Learning	08/24/2015	06/29/2018	\$0	Administration, Instructional Support Team and Staff
One to One Laptops	Students will be issued 1:1 devices to use as a resource in the classroom and at home.	Technology, Direct Instruction	08/24/2015	06/29/2018	\$0	Administration, Technicians, Digital Learning and Teaching Facilitators, Teachers and Media Specialist.
<b>Total</b>					<b>\$0</b>	

**State Funds**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Healthy and Active Lifestyles	Utilize the auxiliary gymnasium as a wellness room to promote healthy and active lifestyles.	Academic Support Program, Behavioral Support Program, Recruitment and Retention, Direct Instruction	08/24/2015	06/29/2018	\$3000	Physical Education Department, Administration, Teachers and Support Staff
Staff Development	Provide staff development during planning period meetings on using the AVID Instructional Framework to implement the Common Core and Essential Standards. Increase number of teachers to attend AVID Summer Institute.	Professional Learning	08/24/2015	06/29/2018	\$8000	Administration, Teachers and Support Staff

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Financial Allotments	Provide each department with financial allotments for the purchasing of instructional materials.	Technology, Policy and Process, Direct Instruction, Recruitment and Retention	08/24/2015	06/29/2018	\$10000	Administration , Teachers and Support Staff
Interactive Solutions	Utilize innovative and interactive solutions to engage students in meaningful and collaborative activities.	Tutoring, Direct Instruction	08/24/2015	06/29/2018	\$12000	Administration , Teachers and Support Staff.
TeachBoost	Utilize TeachBoost as an evaluation and feedback platform to engage teachers and administrators in an ongoing, evolving dialogue that fosters the development of effective educators and improved student outcomes.	Professional Learning, Direct Instruction	08/24/2015	06/29/2018	\$1500	Administration , Teachers and Support Staff
<b>Total</b>					<b>\$34500</b>	