

Excellence in Education

Richlands High School
Strategic Plan
2015-2018



Making a Difference, One Student at a Time.

Adopted by Onslow County Board of Education 2015



School Executive's Message

Principal's Message

Richlands High school continues to strive for excellence in education. Our purpose statement, developed by our staff is "Making a Difference, One student at a time". At Richlands High School, we truly strive to individualize education for all students, to prepare them for career and college readiness and develop leadership skills that will endure a lifetime.

This year and throughout this plan we will focus on attainment of an "A" school rating as designated by the North Carolina legislature. In order to achieve this goal we are going to go "back to the basics" by concentrating on purposeful planning, alignment of the curriculum and proper assessment of student data to guide instruction. Expectations for teachers and students will be consistently communicated in guiding us to our goal.

Teachers will collaborate to develop focused lesson plans and meaningful benchmark assessments in order to provide a roadmap for learning. Along the way, students will be expected to develop the skills necessary to meet the rigorous standards set forth in each class. We will evaluate our progress on a regular basis, celebrate our gains and reevaluate our areas of need.

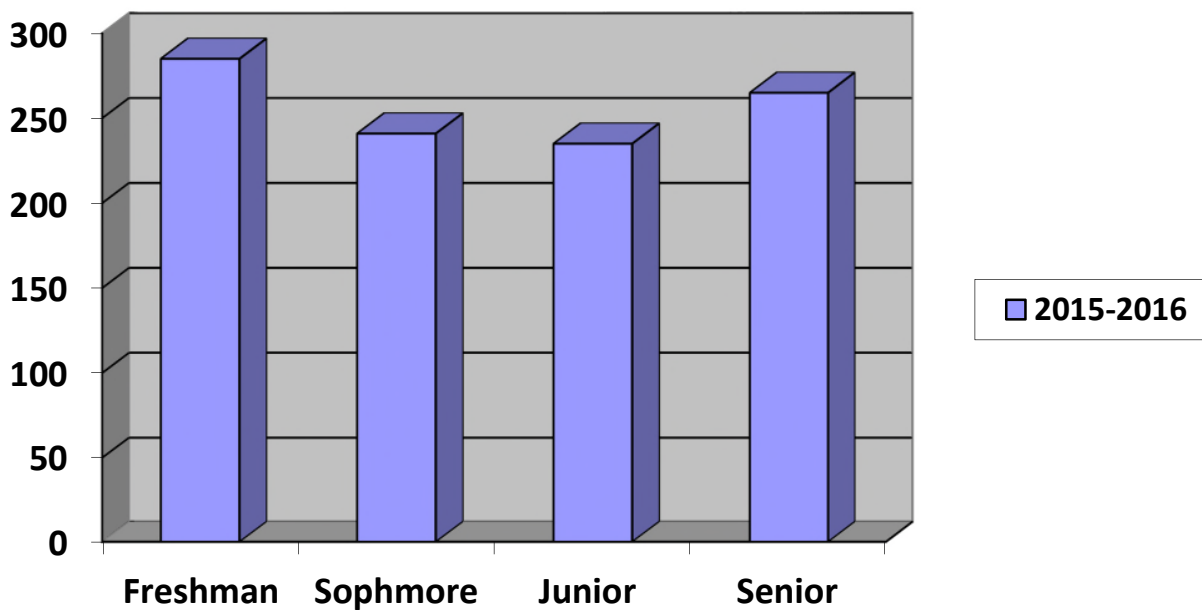
Richlands High School is a great place to be! We have a proud tradition of excellence in academic areas as well as many award winning extra- curricular clubs and organizations. As this tradition continues to grow, I invite all students, teachers, parents and members of the community to become involved in our Wildcat Community.



School Profile

Demographic Information

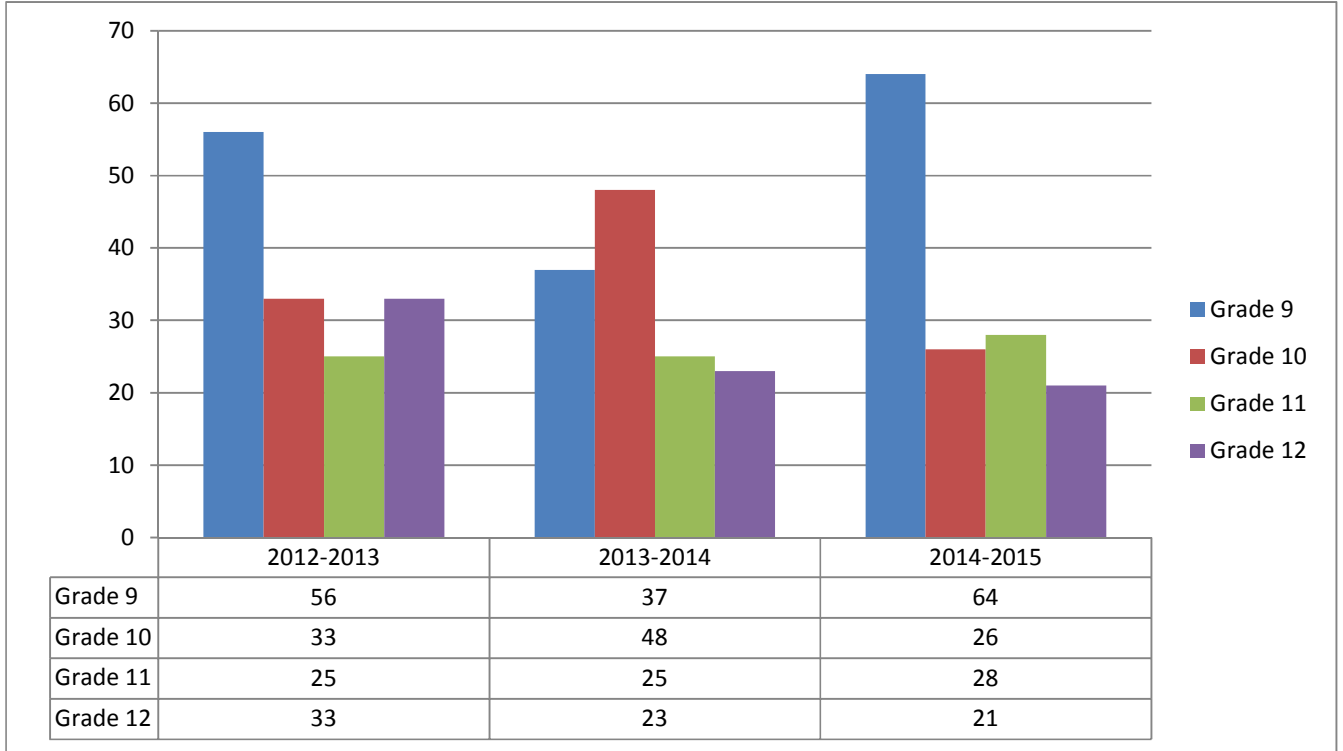
Richlands High School is a public high school in Richlands, North Carolina. It is part of the Onslow County school system. The town of Richlands was once a largely rural farming community west of Jacksonville. Currently, there are few families who make their living from agriculture. Most residents work in Jacksonville and aboard Camp LeJeune Marine Corps base. Richlands High School is one of 37 schools in the Onslow County School district. It opened in 1957 as an addition to the original Woodson School of Richlands, NC. Currently the school serves 1029 students according to the twenty day count. Due to redistricting our student population has declined from 1151 to its current status. We have 285 freshman, 241 sophomores, 235 juniors and 265 seniors.





School Profile

Our historical discipline data below contains historical data on Out of School Suspensions:



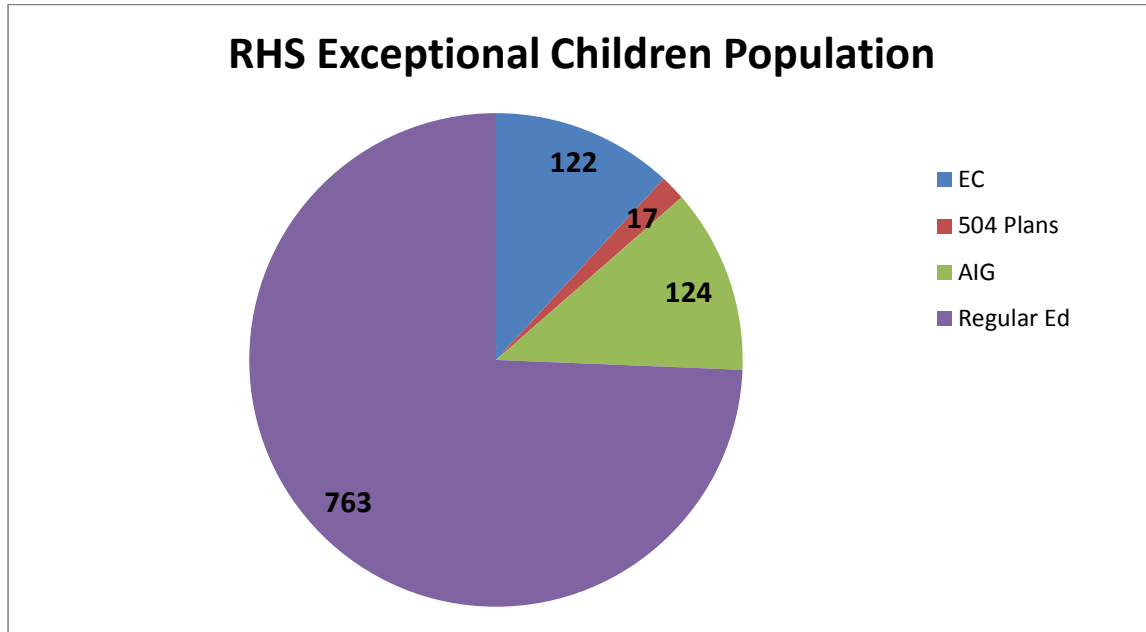
The student body is home to a semi- diverse population. As of October 15, 2015 our 1026 students identify themselves as the following

Race	Male	Female	Percentage
American Indian	5	2	<1%
Hawaiian Pacific	2	1	< 1%
Asian	5	3	<1%
Hispanic	53	55	11%
Black	57	67	12%
White	350	365	70%
2 or More	30	31	6%



School Profile

We serve a total of 502 males and 524 females. Richlands High School serves a significant amount of students who receive free or reduced meals. We also have a diverse learning community as shown below.



Richlands High School currently has 97 employees that serve this school population in numerous capacities. The school has 1 principal, 2 assistant principals, 60 teachers, 2 counselors, 1 testing coordinator, 2 media specialists, 1 school resource officer, 8 teacher assistants, 4 office personnel, 1 nurse, 1 social worker and 15 student services employees. Of the current 68 certified staff we have 29 with advanced degrees and 11 Nationally Board Certified.

Summary of Student Performance

Richlands High School met 48 out of 63 (77%) of the Annual Measurable Objectives for the 2014-15 school year.



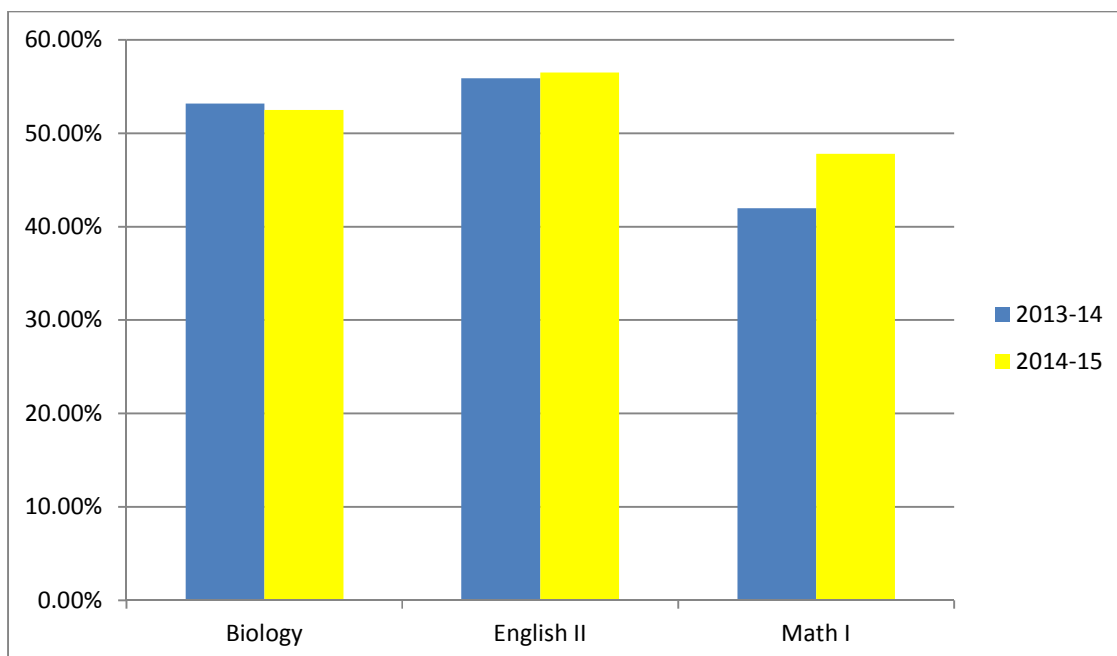
School Profile

Growth Status Chart

The chart below shows the results of the 2014-15 End of Course testing results, with proficiency and growth:

SUBJECT	PERCENT PROFICIENT	GROWTH STATUS	HIGH GROWTH STATUS
Math I	47.8	Not Met	Not Met
Biology	52.5	Met	Not Met
English II	56.5	Not Met	Not Met
EOC Composite	52.3	Not Met	Not Met

Grade Level Proficiency Trend



Programs and Services



School Profile

Richlands High School has a mission to “prepare students to be skilled, responsible and ethical leaders for today and beyond.” We have a tradition of academic excellence and we provide students with many programs to meet their educational needs. Some of our programs are the following:

AVID

The AVID program at Richlands High School encompasses several components that not only enable students to better their scholastic efforts but also nurture their college and career aspirations. Whether it is Cornell note taking, binder checks, tutorials, learning logs, guest speakers, philosophical chairs/Socratic seminars, field trips, or grade sheets, any AVID student can utilize WICOR strategies (writing, inquiry, collaboration, organization, and reading). Just as AVID elective teachers combine such methodologies with their content area curriculum, students are expected to **Advance via Individual Determination** to succeed with lasting promise.

DRAFTING PROGRAM

The drafting program at Richlands High School introduces students to the use of simple and complex graphic tools used to communicate and understand ideas and concepts found in the areas of architecture, manufacturing, engineering, science, and mathematics. It is offered at three levels. Drafting 1 covers topics including problem-solving strategies, classical representation methods such as sketching, geometric construction techniques, as well as CAD (computer assisted design), orthographic projection, and 3-D modeling. Drafting 2 is focused on the field of architecture. Emphasis is placed on the use of CAD tools in the creation of floor plans, electrical plans, foundation plans, wall sections, and elevation drawings. Drafting 3 continues to emphasize the use of CAD in the design and execution of site plans, stair details, and interior elevations. Teaming and problem solving skills are reinforced in these courses. Hands-on work experiences and SkillsUSA leadership activities provide students with many opportunities to enhance the classroom experience.

JOB READY/CTE INTERNSHIP

A CTE Internship allows for additional development of career and technical competencies within a general career field. Internships allow students the opportunity to observe and participate in daily operations, work with a mentor in that career field, ask questions and perform viable daily tasks that pertain to that occupation. This is a great opportunity for students that have a post-secondary plan to see the true aspects of that career and if it is meant for them. Additionally, it is a great resource in assisting with the student’s senior graduation project if planned appropriately. The CTE Internship process is primarily an unpaid position unless employer decides otherwise. The RHS students have observed and applied skills in numerous areas to include architectural drafting, nursing, engineering, law, marine biology, forestry and many other occupations. Students interested should speak with parents and ensure they have their own transportation and are prepared to complete 100 hours of on-the-



School Profile

job experience. Internships can be arranged by talking with your school Career Development Facilitator.

ENGINEERING PROGRAM



The Richlands Engineering Academy is a structured program that is designed to provide students with an advanced and rigorous curriculum in science, math and technology that will prepare them for further study and careers in engineering. The academy is a four year program. Selected rising freshman will be placed in a cohort, consisting of a core group of teachers and mentors. This cohort will remain together until graduation. The goal of the academy is to substantially increase the number of high school graduates selecting engineering as a career by providing them curriculum and processes in high school that will serve as excellent preparation for the study of advanced reengineering college mathematics and sciences.

DANCE PROGRAM

The Richlands High School Dance Program provides students with the opportunity to experience and develop dance technique and choreographic skills. Classes are available in four progressive levels. (Dance I, Dance II, Dance III Honors, and Dance IV Honors) Dance elements such as technique, vocabulary, history, and choreographic composition are studied throughout the semester as students hone their skills in the various styles of dance. Ballet, Jazz, and Modern are the core styles taught each semester. At the end of each semester an RHS Dance Recital is held that all dance department students are required to perform in. In these shows, the students will perform a minimum of four dances per class, one in each dance style taught throughout the semester. After school opportunities are also available for dance students via the RHS Dance Company which is an audition only performance based company. These students travel to Chicago, IL to train and compete at the Dupree Dance Expo. Other performance and competition opportunities are available time permitting.

AGRICULTURAL SCIENCE

Agricultural Science is a shop/laboratory oriented course that emphasizes basic knowledge and application of shop safety rules and proper uses of tools and materials. Principles of electricity and wiring, concrete, carpentry, paints, cold metal skills, oxyacetylene welding and cutting and arc welding are covered. Agricultural Science II introduces students to the fundamentals of small engines. Our Agriculture program directly supports our FFA program which is one of the oldest in the state.



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ANIMAL SCIENCE

This course is designed to assist students with limited knowledge and background in animal science and develop a solid foundation from which they may further their studies. Students are introduced to basic terminology, how to differentiate animals by breed, sex and use. Students also identify and describe the marketing of animal products. Physiology, animal nutrition, and reproduction are major components in this curriculum. Animal Science II builds off the information in the first course and adds the foundational principles that are needed in a profitable small animal care enterprise. It covers small animal anatomy; physiology and psychology are major components of the curriculum.

BETA

The Richlands High School Beta Club is an academic honor society dedicated to promoting the ideals of character, service and leadership, to reward meritorious achievement and to encourage and assist students in continuing their education after high school. Beta Club members participate in service activities in our school and community, as well as academic competitions at the state and national level.

Other Programs:

S2S

Future Teachers of America

ServSafe Certification

Freshman Transition Program

SADD – Students Against Destructive Decisions

NCVPS

Creative and Visual Arts

Academic Derby

Wildcuts

Student Council Association

Robotics

Art Club

Fellowship of Christian Athletes

Future Business Leaders of America

Future Farmers of America

Health Occupation Student Association

Odyssey of the Mind

Student Council Organization

SkillsUSA

Tri-M Honor Society

World Language Club

LEA Number:
School Name/Number:
School Address:
Plan Year(s):
Date prepared:

Onslow County Schools - 670
 Richlands High School - 340
 8100 Richlands Highway, Richlands, NC 28574
 2015-2018
 October 19, 2015

Principal Signature: _____

_____ Date

Local Board Approval Date: _____

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School Strategic Planning Team

*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
Teacher Representative	Shanin Moore	Parent Representative	Shirley Russell
Assistant Principal Representative	Brenda Hermann	Parent Representative	Ken Finney
Inst. Support Representative	Michael Simpson	Parent Representative	Jim Eddleman
Teacher Assistant Representative	Jay Fields	Parent Representative	Katharine Faircloth
Assistant Principal Representative	Richard Hecht	Parent Representative	Kim Sherry
Principal	Darin Cloninger	Parent Representative	Kim Hunnicutt
Teacher Representative	Beth Ridge Brown	Parent Representative	Sharon Knapp
Teacher Representative	Marisa Dransoff	Parent Representative	Willie Jarman
Teacher Representative	Tiffany Rhodes	Parent Representative	Diana Barnes
Teacher Representative	James Michael Miller	Parent Representative	Sharon Batchelor
Teacher Representative	Myron Beaty	Parent Representative	Brenda Schuffert

* Add to list as needed. Each group may have more than one representative.

Regulatory Information and Assurance Statement 2015-2016

School:	Richlands High School
Date Submitted:	October 19, 2015

1	Number of Plan Team Members	
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). Mark Yes/No	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.	92%
4	Date of vote	10-16-15
5	A secret ballot vote for staff approval of the plan was conducted. Mark Yes/No	Yes
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Mark Yes/No	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 Mark Yes/No	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. Mark Yes/No	Yes
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. Mark Yes/No	Yes
11	All required local, State and Federal programs have been addressed in the School Strategic Plan. Mark Yes/No	Yes

Principal's Signature	<i>Sami Clouge</i>
Signature, SSPT Facilitator/ Chairperson	<i>Sharon Moore</i>
Signature, Elected Parent Representative	<i>Shirley D. Russell</i>
Signature, Elected Parent Representative	<i>Kelley M. Frazier</i>

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

RHS Strategic Plan

Richlands High School

Onslow County Schools

Mr. Darin Cloninger
8100 Richlands Highway
Richlands, NC 28574

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Overview

Plan Name

RHS Strategic Plan

Plan Description

This is the strategic plan for RHS for the 2015-18 school years. We will work diligently on each of the goals, objectives, strategies and activities to help us grow and achieve our ultimate goal of being an "A" school.

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	Goal 2 Every student at Richlands High School has excellent educators every day.	Objectives: 1 Strategies: 2 Activities: 9	Organizational	\$750
2	Goal 3: Richlands 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	\$0
3	Goal 4: Every student at Richlands High School is healthy, safe and responsible.	Objectives: 1 Strategies: 2 Activities: 6	Organizational	\$350
4	Goal 1 Every student at Richlands High School will have a personalized education and will graduate from high school prepared for work, further education and citizenship.	Objectives: 2 Strategies: 3 Activities: 8	Organizational	\$2500

Goal 1: Goal 2 Every student at Richlands High School has excellent educators every day.

Measurable Objective 1:

collaborate to have 100% of RHS staff actively participating in Instructional based PLCs and Professional Development which will support student growth by 06/08/2016 as measured by staff attendance, lesson plans, observations and state accountability reports.

Strategy 1:

Enhance PLCs - RHS will enhance our PLCs by structuring the expectations and learning outcomes.

Research Cited: 2004 Richard DuFour. Richard DuFour recently retired as Superintendent of Adlai Stevenson High School in Lincolnshire, Illinois. He currently resides in Moneta, Virginia, and may be reached at (540) 721-4662; rdufour@district125.k12.il.us. His forthcoming book is Whatever It Takes: How a Professional Learning Community Responds When Kids Don't Learn (National Educational Service, in press).

Activity - Monthly PLC Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During monthly planning period PLCs we will be discussing lesson planning, essential questions, the impact on the observation tool and how that directly impacts student performance.	Professional Learning, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	09/08/2015	06/14/2016	\$0	No Funding Required	All Teachers and Teacher Assistants

Activity - Instructional Support Partners	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each teacher at RHS will have an Instructional Support Partner (ISP) with common planning that will be discussing instructional practice at PLC meetings. They will meet after meetings at least one time per month to share some best practices and planning for mastery of curriculum.	Professional Learning, Academic Support Program	09/08/2015	06/14/2016	\$0	No Funding Required	All teachers and Teacher Assistants

Activity - Develop Common Lesson Plan Template	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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RHS Strategic Plan

Richlands High School

During monthly PLC meetings the teachers at RHS will develop essential components of a lesson plan and create a suggested template for all teachers to use that will be used with fidelity across all courses. (Practice Purposeful Planning)	Professional Learning, Other, Academic Support Program	09/08/2015	06/14/2016	\$0	No Funding Required	All teachers at RHS
Activity - Vertical Alignment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each department at RHS will take its common core standards and vertically align the curriculum to ensure coverage and exposure.	Professional Learning, Policy and Process, Academic Support Program	10/13/2015	06/14/2016	\$0	No Funding Required	All teachers at RHS
Activity - ELEOT Feedback	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Every teacher at RHS will receive ELEOT observation feedback to provide data on their instructional practice and students engagement.	Technology, Behavioral Support Program, Academic Support Program	09/30/2015	06/01/2016	\$0	No Funding Required	Admin and Instructional Coach
Activity - Common Benchmarks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will take part in creating common benchmarks for EOC tested areas and utilize data analysis program to be discussed during ERPD	Academic Support Program	09/23/2015	04/20/2016	\$0	No Funding Required	All EOC teachers and admin will support the initiative.

Strategy 2:

Recognition Program for Staff Leadership - RHS will establish a teacher recognition program which will focus on leadership and growth as a professional. We will develop a staff shared leadership opportunity board where everyone is a part of a leadership group connected to instruction. (AVID, SIT, PLC, PD leaders, Advisory, clubs related to academics and department chairs)

Staff members will be provided the opportunity highlighted at faculty meetings to share the progress the group is making and members will take turns in leading the share out as well as the group.

We will also provide an opportunity for all staff to recognize other staff members for being positive by posting Wildcats paws for "Paws"-itive attitude or work.

Research Cited: How to Create a Positive School Climate | Greater Good

greatergood.berkeley.edu/.../how_to_create...

Greater Good Science Center

Aug 21, 2013

Activity - Pawsitive Recognition	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All RHS staff will be given Wildcat paws made out of paper that they can write something positive that a staff member did for them or that they noticed. These will be turned in to admin and read at the faculty meetings and posted on the faculty board for all to see. In addition every time a staff member receives a paw their name goes in for monthly drawings the staff can win.	Recruitment and Retention	10/21/2015	06/15/2016	\$500	General Fund	Admin will coordinate and all staff will participate
Activity - Monthly Staff Attendance Recognition	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will establish a staff attendance recognition program that will be scoreboarded for staff to see. Departments will compete for a monthly reward.	Recruitment and Retention	10/21/2015	06/15/2016	\$250	General Fund	Admin will coordinate and all staff will participate.
Activity - Leadership Recognition	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each teacher will be a member of an instructional based team that will meet monthly. Each group will have the opportunity to report out at meetings and each staff member will take a turn being the reporter for their group to build instructional leadership and recognition for their contributions.	Professional Learning, Recruitment and Retention	10/21/2015	06/15/2016	\$0	No Funding Required	Admin will coordinate and all teachers will participate.

Goal 2: Goal 3: Richlands 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 provide the most efficient way to conduct daily business and effectively use technology to improve communication. by 06/01/2016 as measured by ASSIST surveys, parent, staff and student feedback, increase in parents registering for EDMODO and Parent Portal.

Strategy 1:

Technology to increase communication - RHS will use all technology available to them to communicate effectively with students, parents and staff. We will focus on updating web pages, sending out regular ALERT messages, use Remind 101, EDMODO, Parent Portal, parent emails in Power School and Email blasts to keep all stake holders informed of opportunities, changes, upcoming events and more. We will offer multiple opportunities for parents to sign up for Portal at community events.

Research Cited: The Teacher's Role in Home/School Communication ...

www.ldonline.org/article/28021/

RHS Strategic Plan

Richlands High School

Activity - Parent Portal Increase	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will focus on increasing the amount of parents registered for parent portal. We will include how to register on all forms and notifications that go home, post on web site, put on teacher web pages and offer it to every parent who walks in the school.	Parent Involvement, Community Engagement	09/30/2015	06/15/2016	\$0	No Funding Required	All staff Web Master will put on web site Admin will send out ALERT messages All teachers will put on their web pages

Activity - STAFF EDMODO PAGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS staff will join all EDMODO pages established to support the school as a whole or individual groups that meet regularly. This tool will be used as a form of communication to share and receive information and feedback by all stakeholders.	Technology, Recruitment and Retention	09/16/2015	06/15/2016	\$0	No Funding Required	All staff will join appropriate EDMODO pages. Admin will establish the EDMODO pages as needed or assign to a teacher leader.

Activity - Web Pages	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS staff will update their web pages regularly to allow for parents and students to be better informed.	Parent Involvement, Technology, Other, Community Engagement	10/21/2015	06/15/2016	\$0	No Funding Required	All RHS staff

Activity - Community Information Updates	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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RHS Strategic Plan

Richlands High School

RHS will send out regular ALERT messages, Remind 101, Edmodo and Parent Portal updates to better inform parents and the community of important information.	Policy and Process, Parent Involvement, Extra Curricular, Technology, Career Preparation/Orientation, Academic Support Program, Community Engagement	10/21/2015	06/15/2016	\$0	No Funding Required	All RHS staff
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Activity - Strategic Plan Scoreboarding	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will create a "scoreboard" to include all Goals, Objectives, Strategies and Activities that we will scoreboard our progress as we work on each one to show progress and success to all stakeholders.	Policy and Process	10/28/2015	06/15/2016	\$0	No Funding Required	Administration and SPT Chair will create the scoreboard and maintain the progress for all to see in places around the school.

Strategy 2:

Efficient Teacher Business - RHS will develop more efficient ways to do business such as streamlining our collection of fees, all information passed out will occur during a designated time, and a more effective way to roll out the one to one laptops. In developing new strategies, this will allow staff more instructional time and less time lost on business items. It will also allow for students to get consistent information from all teachers.

Research Cited: Search Results

Tools & Techniques for Effectively Collecting Fees

naaweb.org/.../358-webinar-tools-techniques-for-effectively-collecting-f..

Activity - Fee Collection	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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RHS Strategic Plan

Richlands High School

RHS will develop a more streamlined fee collection process through the homeroom teacher. This will allow for more instructional time and follow up made by office personnel.	Policy and Process	11/04/2015	06/15/2016	\$0	No Funding Required	All homeroom teachers will be responsible for collection of all fees and fee letters will come out of the office. The planning process will begin in November to prepare for the roll out in January for 2nd semester.
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Activity - SPT Share Out	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
There will be an immediate update to all staff on all topics discussed and decisions made at the SPT meetings. The agenda will be posted on EDMODO the week prior for all staff to preview and share with their representative any ideas, concerns or comments. We will focus on being proactive instead of reactive.	Policy and Process	10/21/2015	06/15/2016	\$0	No Funding Required	Administration and SPT Chair

Activity - Weekly Staff Check Up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS admin will establish a technology based site for all staff to be able to express any concerns, notes of appreciation or general business anonymously.	Recruitment and Retention	10/28/2015	06/15/2016	\$0	No Funding Required	Administration will establish and all staff will be trained and encouraged to use it.

Goal 3: Goal 4: Every student at Richlands High School is healthy, safe and responsible.

Measurable Objective 1:

collaborate to increase the positive responses to safe and civil schools by 3% each year by 06/15/2016 as measured by the ASSIST surveys.

Strategy 1:

Increase club and activities - RHS intends to increase the participation in extracurricular activities and school sponsored clubs.

Research Cited: Participation by Teens in School Based Clubs - Unicef

www.unicef.org/.../Participation_of_Teens_in_Clubs.pdf

Activity - Information Hotline	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will develop a "hotline" electronic dropbox for students and parents to be able to use as a resource for information on academics, careers, support and activities.	Tutoring, Parent Involvement, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	11/04/2015	06/15/2016	\$0	No Funding Required	Administration will facilitate and all staff will contribute. Technology Facilitator will monitor the dropbox and field out the questions to who needs to address the information needed.
Activity - Rachel's Challenge	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will start the process of introducing Rachel's Challenge to the staff and students.	Behavioral Support Program	11/11/2015	06/08/2016	\$350	General Fund	Guidance and school Social Worker will plan and introduce the program as well as keep it going throughout the year.
Activity - Club and Interest Expo	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will provide an Expo to share with students, parents and the community all the activities, clubs and opportunities that we offer here.	Parent Involvement, Extra Curricular, Career Preparation/Orientation, Community Engagement	10/28/2015	06/01/2016	\$0	No Funding Required	Expo Team and all staff will work towards the expo and it will be open to all students, parents and community members.

Strategy 2:

Provide Training and Awareness - RHS will provide training and awareness of important information to support positive choices as far as health, safety and being

responsible. These will be delivered through our Wildcuts program, Club Expos, practicing safety drills and postings all over campus.

Research Cited: Decision Making Is a Life Science | Edutopia

www.edutopia.org/critical-thinking-decision-education

Activity - Wildcuts Awareness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS Wildcuts news program will showcase weekly tips on safety, nutrition, healthy choices, informational updates and much more that will increase awareness and exposure to resources available.	Policy and Process, Technology, Behavioral Support Program, Career Preparation/Orientation	10/21/2015	06/01/2016	\$0	No Funding Required	Wildcuts Teacher and the students in that class as well as recommendations for segments by all staff.
Activity - Safety Drill Practice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will provide training and drill practices for all emergency drills that they need to be able to respond to. This will allow for all staff and students to be aware of procedures and how they really work.	Policy and Process	08/24/2015	06/08/2016	\$0	No Funding Required	Safety Team will coordinate and all staff and students will participate as required.
Activity - Staff Medical Response Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS faculty meetings will include a segment from the nurse or Health Science teachers on how all staff needs to respond to different medical emergencies within their classrooms	Policy and Process	11/04/2015	06/01/2016	\$0	No Funding Required	. RHS Administration will coordinate with nurse and health science teachers and all staff will receive the training and information.

Goal 4: Goal 1 Every student at Richlands High School will have a personalized education and will graduate from high school prepared for work, further education and citizenship.

Measurable Objective 1:

demonstrate a proficiency 75% of all students will show growth by 06/15/2016 as measured by all accountability standards. .

Strategy 1:

Advisory Advancement - Students will be assigned to an advisory based on whether they are a freshman or what area of concentration they choose to follow in their high school career or by senior project. During this time we can then focus on guiding students interests and making sure they know the things they need to know to get them where they want to be in their future. This is also the time they will be exposed to good life strategies and becoming a well rounded person.

Research Cited: High school to college advising resource links - Nacada

www.nacada.ksu.edu/.../High-sc...

National Academic Advising Association

Practical approaches to advising: High school programs create support systems for students transitioning from high school to college, by Mara Schanfield

Activity - Develop Real World Skills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Within advisory staff will teach lessons to connect to real world skills such as budgeting, job interviews, resumes and cluster/pathway information.	Tutoring, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	09/16/2015	06/01/2016	\$0	No Funding Required	All staff will deliver the support provided from the development team.

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Activity - Classroom Awareness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create an area in every classroom dedicated to career or college readiness and opportunities.	Career Preparation/Orientation	10/28/2015	06/01/2016	\$0	No Funding Required	All staff will be responsible to make sure every room or office has current information posted on career and college information.

Activity - Growth Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During advisory and all courses our students will take part in reviewing the WIN program, ACT Prep, USA Testprep, Graduation project, tutoring opportunities, digital citizenship and career and college readiness programs.	Academic Support Program	09/23/2015	06/01/2016	\$500	General Fund	Administration will develop with SPT and Advisory Chair.

Strategy 2:

Improve the Rigor of Advanced Placement Courses - RHS will increase the number of teachers attending AP workshops, and the number passing the AP tests. We will also establish an AP team of teachers that will coordinate efforts to ensure the rigor is in the courses consistently.

Research Cited: Studies Find Benefits to Advanced Placement Courses

By Jay Mathews

Washington Post Staff Writer

Monday, January 29, 2007

Activity - Support Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RHS will increase the amount of teachers that will take AP workshops and trainings offered to allow for them to be better equipped to put rigor in the program consistently.	Academic Support Program	10/06/2015	06/01/2016	\$0	No Funding Required	All staff at RHS can attend any AP trainings and all teachers teaching AP courses will take refreshers regularly.

Activity - Increase AP course passing scores	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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RHS students taking AP courses will be provided additional support through tutoring in order to increase the percentage of students passing the AP exams.	Academic Support Program	10/21/2015	06/01/2016	\$0	No Funding Required	All AP teachers will offer support to all AP students.
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Measurable Objective 2:

increase student growth all students will show a 3 point increase by 06/15/2016 as measured by all accountability measures.

Strategy 1:

Support Programs - RHS will implement support programs targeting all tested areas.

Research Cited: Evidence That Tutoring Works.

Department of Education, Washington, DC. Planning and

Evaluation Service.; Corporation for National Service,

Washington, DC.

2001-00-00

Activity - Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide tutoring based on common formative assessment data during advisory and after school for all tested subjects.	Tutoring, Academic Support Program	10/28/2015	06/06/2016	\$0	No Funding Required	All staff will offer tutoring after school and EOC tested area during advisory.

Activity - Incentive Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create an incentive program to support benchmark scoreboarding in all courses.	Academic Support Program	10/28/2015	06/15/2016	\$2000	General Fund	All EOC tested subject teachers will directly plan the incentives and deliver them. All staff will provide support for the initiative.

Activity - Intervention Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Develop in school focused intervention program which will allow all courses to provide support and extra assistance whenever needed. The program will be focused at lunch time to assign students who are failing and need to make up work, take tests, review material, finish homework a place to go every day.	Tutoring, Academic Support Program	02/03/2016	06/01/2016	\$0	No Funding Required	All SPT members will start the planning process and all staff will provide input prior to beginning this program.
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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Wildcuts Awareness	RHS Wildcuts news program will showcase weekly tips on safety, nutrition, healthy choices, informational updates and much more that will increase awareness and exposure to resources available.	Policy and Process, Technology, Behavioral Support Program, Career Preparation/Orientation	10/21/2015	06/01/2016	\$0	Wildcuts Teacher and the students in that class as well as recommendations for segments by all staff.
Vertical Alignment	Each department at RHS will take its common core standards and vertically align the curriculum to ensure coverage and exposure.	Professional Learning, Policy and Process, Academic Support Program	10/13/2015	06/14/2016	\$0	All teachers at RHS
Increase AP course passing scores	RHS students taking AP courses will be provided additional support through tutoring in order to increase the percentage of students passing the AP exams.	Academic Support Program	10/21/2015	06/01/2016	\$0	All AP teachers will offer support to all AP students.
Fee Collection	RHS will develop a more streamlined fee collection process through the homeroom teacher. This will allow for more instructional time and follow up made by office personnel.	Policy and Process	11/04/2015	06/15/2016	\$0	All homeroom teachers will be responsible for collection of all fees and fee letters will come out of the office. The planning process will begin in November to prepare for the roll out in January for 2nd semester.

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SPT Share Out	There will be an immediate update to all staff on all topics discussed and decisions made at the SPT meetings. The agenda will be posted on EDMODO the week prior for all staff to preview and share with their representative any ideas, concerns or comments. We will focus on being proactive instead of reactive.	Policy and Process	10/21/2015	06/15/2016	\$0	Administration and SPT Chair
Common Benchmarks	RHS will take part in creating common benchmarks for EOC tested areas and utilize data analysis program to be discussed during ERPD	Academic Support Program	09/23/2015	04/20/2016	\$0	All EOC teachers and admin will support the initiative.
Community Information Updates	RHS will send out regular ALERT messages, Remind 101, Edmodo and Parent Portal updates to better inform parents and the community of important information.	Policy and Process, Parent Involvement, Extra Curricular, Technology, Career Preparation/Orientation, Academic Support Program, Community Engagement	10/21/2015	06/15/2016	\$0	All RHS staff
Parent Portal Increase	RHS will focus on increasing the amount of parents registered for parent portal. We will include how to register on all forms and notifications that go home, post on web site, put on teacher web pages and offer it to every parent who walks in the school.	Parent Involvement, Community Engagement	09/30/2015	06/15/2016	\$0	All staff Web Master will put on web site Admin will send out ALERT messages All teachers will put on their web pages

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Information Hotline	RHS will develop a "hotline" electronic dropbox for students and parents to be able to use as a resource for information on academics, careers, support and activities.	Tutoring, Parent Involvement, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	11/04/2015	06/15/2016	\$0	Administration will facilitate and all staff will contribute. Technology Facilitator will monitor the dropbox and field out the questions to who needs to address the information needed.
Develop Real World Skills	Within advisory staff will teach lessons to connect to real world skills such as budgeting, job interviews, resumes and cluster/pathway information.	Tutoring, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	09/16/2015	06/01/2016	\$0	All staff will deliver the support provided from the development team.
Weekly Staff Check Up	RHS admin will establish a technology based site for all staff to be able to express any concerns, notes of appreciation or general business anonymously.	Recruitment and Retention	10/28/2015	06/15/2016	\$0	Administration will establish and all staff will be trained and encouraged to use it.
Classroom Awareness	Create an area in every classroom dedicated to career or college readiness and opportunities.	Career Preparation/Orientation	10/28/2015	06/01/2016	\$0	All staff will be responsible to make sure every room or office has current information posted on career and college information.

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Intervention Program	Develop in school focused intervention program which will allow all courses to provide support and extra assistance whenever needed. The program will be focused at lunch time to assign students who are failing and need to make up work, take tests, review material, finish homework a place to go every day.	Tutoring, Academic Support Program	02/03/2016	06/01/2016	\$0	All SPT members will start the planning process and all staff will provide input prior to beginning this program.
Strategic Plan Scoreboarding	RHS will create a "scoreboard" to include all Goals, Objectives, Strategies and Activities that we will scoreboard our progress as we work on each one to show progress and success to all stakeholders.	Policy and Process	10/28/2015	06/15/2016	\$0	Administration and SPT Chair will create the scoreboard and maintain the progress for all to see in places around the school.
Safety Drill Practice	RHS will provide training and drill practices for all emergency drills that they need to be able to respond to. This will allow for all staff and students to be aware of procedures and how they really work.	Policy and Process	08/24/2015	06/08/2016	\$0	Safety Team will coordinate and all staff and students will participate as required.
Develop Common Lesson Plan Template	During monthly PLC meetings the teachers at RHS will develop essential components of a lesson plan and create a suggested template for all teachers to use that will be used with fidelity across all courses. (Practice Purposeful Planning)	Professional Learning, Other, Academic Support Program	09/08/2015	06/14/2016	\$0	All teachers at RHS
Tutoring	Provide tutoring based on common formative assessment data during advisory and after school for all tested subjects.	Tutoring, Academic Support Program	10/28/2015	06/06/2016	\$0	All staff will offer tutoring after school and EOC tested area during advisory.
ELEOT Feedback	Every teacher at RHS will receive ELEOT observation feedback to provide data on their instructional practice and students engagement.	Technology, Behavioral Support Program, Academic Support Program	09/30/2015	06/01/2016	\$0	Admin and Instructional Coach

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Leadership Recognition	Each teacher will be a member of an instructional based team that will meet monthly. Each group will have the opportunity to report out at meetings and each staff member will take a turn being the reporter for their group to build instructional leadership and recognition for their contributions.	Professional Learning, Recruitment and Retention	10/21/2015	06/15/2016	\$0	Admin will coordinate and all teachers will participate.
Club and Interest Expo	RHS will provide an Expo to share with students, parents and the community all the activities, clubs and opportunities that we offer here.	Parent Involvement, Extra Curricular, Career Preparation/Orientation, Community Engagement	10/28/2015	06/01/2016	\$0	Expo Team and all staff will work towards the expo and it will be open to all students, parents and community members.
Support Programs	RHS will increase the amount of teachers that will take AP workshops and trainings offered to allow for them to be better equipped to put rigor in the program consistently.	Academic Support Program	10/06/2015	06/01/2016	\$0	All staff at RHS can attend any AP trainings and all teachers teaching AP courses will take refreshers regularly.
Instructional Support Partners	Each teacher at RHS will have an Instructional Support Partner (ISP) with common planning that will be discussing instructional practice at PLC meetings. They will meet after meetings at least one time per month to share some best practices and planning for mastery of curriculum.	Professional Learning, Academic Support Program	09/08/2015	06/14/2016	\$0	All teachers and Teacher Assistants
Staff Medical Response Training	RHS faculty meetings will include a segment from the nurse or Health Science teachers on how all staff needs to respond to different medical emergencies within their classrooms	Policy and Process	11/04/2015	06/01/2016	\$0	. RHS Administration will coordinate with nurse and health science teachers and all staff will receive the training and information.

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STAFF EDMODO PAGES	RHS staff will join all EDMODO pages established to support the school as a whole or individual groups that meet regularly. This tool will be used as a form of communication to share and receive information and feedback by all stakeholders.	Technology, Recruitment and Retention	09/16/2015	06/15/2016	\$0	All staff will join appropriate EDMODO pages. Admin will establish the EDMODO pages as needed or assign to a teacher leader.
Monthly PLC Meetings	During monthly planning period PLCs we will be discussing lesson planning, essential questions, the impact on the observation tool and how that directly impacts student performance.	Professional Learning, Technology, Behavioral Support Program, Career Preparation/Orientation, Academic Support Program	09/08/2015	06/14/2016	\$0	All Teachers and Teacher Assistants
Web Pages	RHS staff will update their web pages regularly to allow for parents and students to be better informed.	Parent Involvement, Technology, Other, Community Engagement	10/21/2015	06/15/2016	\$0	All RHS staff
Total					\$0	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Monthly Staff Attendance Recognition	RHS will establish a staff attendance recognition program that will be scoreboarded for staff to see. Departments will compete for a monthly reward.	Recruitment and Retention	10/21/2015	06/15/2016	\$250	Admin will coordinate and all staff will participate.
Pawsitive Recognition	All RHS staff will be given Wildcat paws made out of paper that they can write something positive that a staff member did for them or that they noticed. These will be turned in to admin and read at the faculty meetings and posted on the faculty board for all to see. In addition every time a staff member receives a paw their name goes in for monthly drawings the staff can win.	Recruitment and Retention	10/21/2015	06/15/2016	\$500	Admin will coordinate and all staff will participate

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Growth Programs	During advisory and all courses our students will take part in reviewing the WIN program, ACT Prep, USA Testprep, Graduation project, tutoring opportunities, digital citizenship and career and college readiness programs.	Academic Support Program	09/23/2015	06/01/2016	\$500	Administration will develop with SPT and Advisory Chair.
Rachel's Challenge	RHS will start the process of introducing Rachel's Challenge to the staff and students.	Behavioral Support Program	11/11/2015	06/08/2016	\$350	Guidance and school Social Worker will plan and introduce the program as well as keep it going throughout the year.
Incentive Program	Create an incentive program to support benchmark scoreboarding in all courses.	Academic Support Program	10/28/2015	06/15/2016	\$2000	All EOC tested subject teachers will directly plan the incentives and deliver them. All staff will provide support for the initiative.
Total					\$3600	