Holly Springs School District

Dropout Prevention Plan
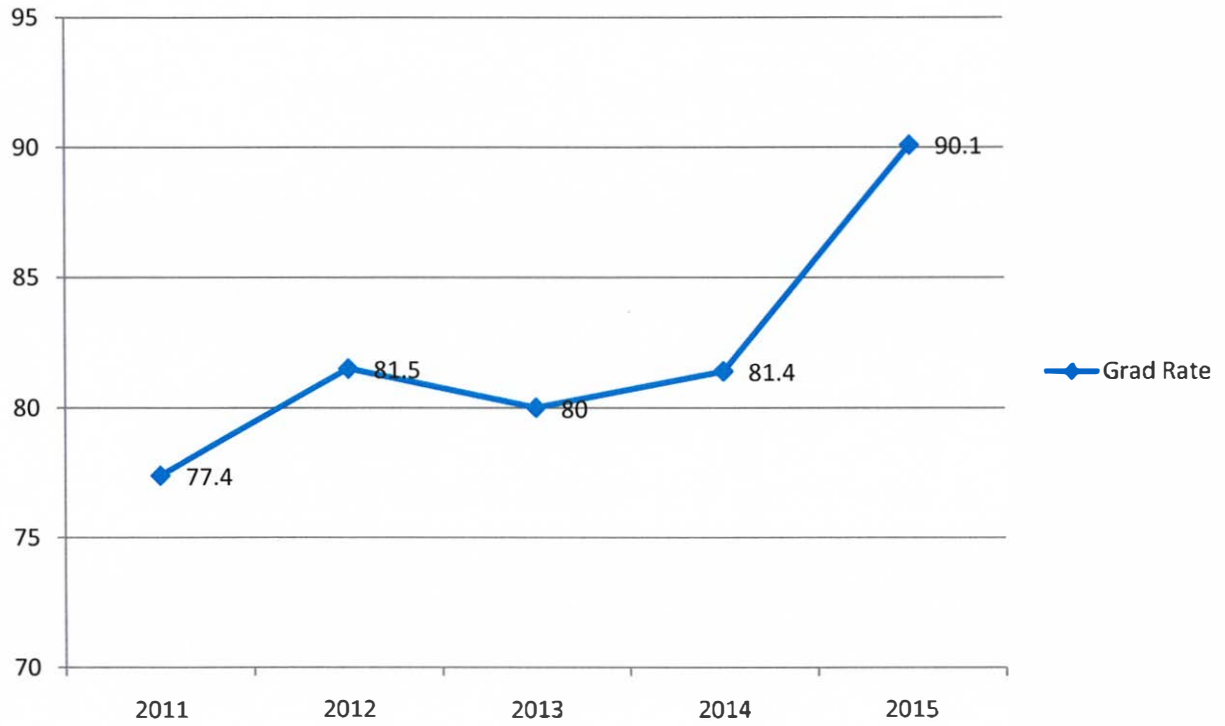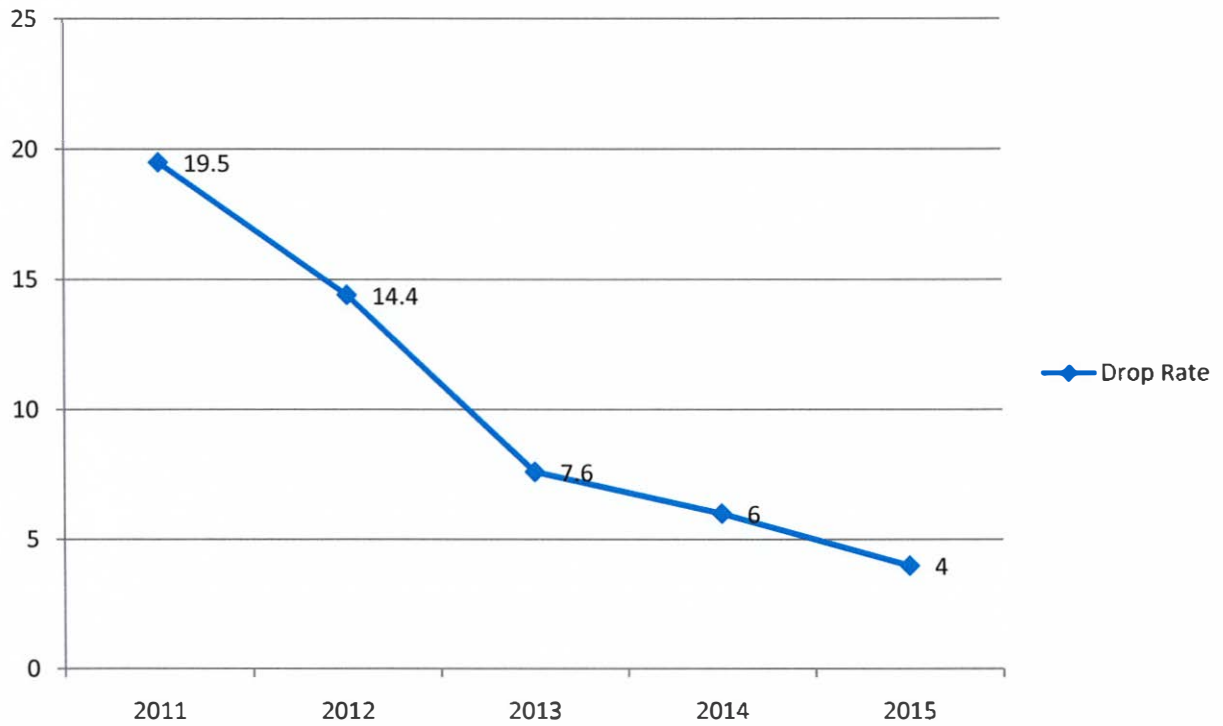
2016-2017

Education is the most powerful weapon which you can use to change the world.

Nelson Mandela

Holly Springs School District
Graduation Rate 2011-2015

Holly Springs School District Dropout Rate 2011-2015

Part V. Needs Assessment Outcomes

Needs Assessment Areas	Descriptions
Target Group Identified	Primary School - Grade 3 Students in ELA and Math Intermediate School – ELA - All Grades; Math- Grades 4 and 6 Junior High - Math Grade 8 High School - Biology and US History District Wide - Increase Overall Percentage of Students Proficient by 5%
Data Collection Methods Used	PowerSchool and MSIS Data MCT3/SATP3 Data for school years 2014-2015 Graduation/Dropout Rates Discipline Data Program Evaluations Intervention Data
Prioritized List of Needs	Professional Development on Effective Tier I Instruction 3rd Grade Intervention Programs/Monitor Grades K-2 Reading and Math Intervention Strategies - Grades 4- 12
Short Term Goals	Increase number of students scoring proficient and above in all grades and subjects by 5%
Longs Term Goals	Increase number of students scoring proficient and above in all grades and subjects by 10% each year
Recommendations for future needs assessments	Early intervention and needs assessments for ELA, Math, Behavior, and Attendance grades K-12

Current District and Schools Dropout Prevention Strategies

15 Dropout Prevention Strategies	District/School Dropout Prevention Strategies				
	District – wide		Primary and Intermediate School	Junior High School	High School
Systemic Renewal	Strategic Planning		Strategic Planning A+ Plan (Improvement)	Strategic Planning A+ Plan (Improvement)	Strategic Planning A+ Plan (Improvement)
School-Community Collaboration	Parent Seminars Community Forums Pastoral Alliances		Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days	Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days	Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days
Safe Learning Environments	Safety and Crisis Management Plans/ Positive Behavior Support		Safety and Crisis Management Plans Positive Behavior Support	Safety and Crisis Management Plans Positive Behavior Support	Safety and Crisis Management Plans/ Positive Behavior Support
Family Engagement	Parent Seminars		Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences	Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences	Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences
Early Childhood Education	Collaboration with Head Start		Collaboration with Head Start		
Early Literacy Development	Headstart Partnerships Parent Centers	Headstart Blended Program	Parent Centers Monthly Parent Training Sessions	Parent Centers Monthly Parent Training Sessions	Parent Centers Monthly Parent Training Sessions

15 Dropout Prevention Strategies	District/School Dropout Prevention Strategies				
	District – wide		**Elementary School**	**Middle School**	**High School**
Service-Learning					
Alternative Schooling				Ombudsman Program	Ombudsman Program
After-School Opportunities			After School Program	After School Program	After School Program
Professional Development	District Professional Development Plan		School Professional Development Plan	School Professional Development Plan	School Professional Development Plan
Active Learning					
Educational Technology					
Individualized Instruction	Computer-based Programs/ Intervention Programs/Differenti ated Instruction		Computer-based Programs/ Intervention Programs/ Differentiated Instruction	Computer-based Programs/Intervention Programs/ Differentiated Instruction	Computer-based Programs/Intervention Programs/ Differentiated Instruction
Career and Technical Education (CTE)	Individual Career Plans		Career Education	Individual Career Plans	Individual Career Plans

15 Dropout Prevention Strategies	District/Schools Dropout Prevention Strategies				
	District – wide		**Elementary School**	**Middle School**	**High School**
Service-Learning					
Alternative Schooling				Ombudsman Program	Ombudsman Program
After-School Opportunities			After School Program	After School Program	After School Program
Professional Development	District Professional Development Plan		School Professional Development Plan	School Professional Development Plan	School Professional Development Plan
Active Learning					
Educational Technology					
Individualized Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction		Computer-based Programs/Intervention Programs/Differentiated Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction
Career and Technical Education (CTE)	Individual Career Plans		Career Education	Individual Career Plans	Individual Career Plans

Dropout Prevention Goals

	Grade Level Addressed (District-wide, Pre-Kindergarten, Elementary, Middle, High)	Purpose or Goal	Who is involved?	Proposed Cost	Timeline For Implementation	Dropout Prevention Strategy Addressed	Expected Outcomes for Students
Proposed Initiative: Increase graduation rate by 2%/ Decrease Graduation Rate	District, Elementary, Junior and High School	Increase the graduation rate/ Decrease drop-out rate/ Increase student achievement	School Leadership Teams/ Faculty and Staff, Parents, and Students	$20,000	8/2016 – 5/2017	Systematic Renewal Individual Instruction/ Interventions/ Early Literacy/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education Mentoring/ Tutoring	Graduation Rate will increase by 2% annually/Drop-out rate will decrease by 2%
Proposed Initiative: Revive and Increase Parent and Community Involvement	District, Elementary, Junior and High School	Improve parent and community involvement	Parents, Community Leaders, Faith-based Leaders, Businesses, and faculty and staff	$5,000	8/2016 – 5/2017	Systemic Renewal/ School-Community Collaboration/ Family Engagement	80% of program evaluations from parents and community will indicate activities were helpful or very helpful
Proposed Initiative: Ensure a Safe and Orderly	District, Elementary, Junior and High School	Decrease Discipline Incidences	Principal Lead/Teacher/ Instructional Coordinator	$20,000	August 2016 Ongoing	Systematic Renewal/ Safe Learning Environment/ Individualized	Decrease in discipline referrals by 5%

Environment						Instruction/ Student Engagement/ Alternative Schooling/ Service Learning	
Proposed Initiative: Attract and Retain Quality Staff (Administrators, Teachers, and Staff)	District, Elementary, Junior and High School	Increase Student Achievement	Principal Lead/Teacher/ Instructional Coordinator/ Teacher Leaders	$20,000	August 2016 Ongoing	Systematic Renewal/ Professional Development/ Educational Technology/ School - Community Collaboration	Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective
Proposed Initiative: Transform Instructional Practices	District, Elementary, Junior and High School	Increase Student Achievement so that district remains successful and increase in State Accountability Rating	Principal Lead Teacher/Teacher Leaders/Faculty and Staff	50,000	August 2016 Ongoing	Systematic Renewal/ Active Learning Individual Instruction/ Interventions/ Early Literacy/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education Mentoring/ Tutoring	Increase Graduation Rate by 5%

Evaluating Effectiveness of Dropout Prevention Goals

	Performance Indicators / Method of Evaluation	Sources of Data	Baseline Data (%, # or Rate)	Dropout Prevention Strategy Addressed	Goal Met? Yes/No
Current/Proposed Initiative: <u>Increase graduation rate/Decrease Drop-out Rate/Ensure Students Career Ready</u>	Increase Percentage of Students Graduating by 2%/Decrease Drop-out Rate by 2%/ Increase Number of Students Obtaining National Certification	Graduation Data/Drop-out Data/Intervention Data/Certification Data	District Assessments Baseline Data/Progress Monitoring Data/Student Surveys/Data from Previous School Year	Individual Instruction/ Interventions/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education	Yes
	Performance Indicators / Method of Evaluation	**Sources of Data**	**Baseline Data (%, # or Rate)**	**Dropout Prevention Strategy Addressed**	**Goal Met? Yes/No**
Current/Proposed Initiative: <u>Revive and Increase Parent and Community Involvement</u>	80% of program evaluations from parents and community activities will indicate activities were helpful or very helpful	Program Evaluation Surveys	Previous Year's Survey Data	School-Community Collaboration	Yes

Current/Proposed Initiative: Ensure a Safe and Orderly Environment	Decrease in discipline referrals by 5%	Monthly Discipline Data Analysis Reports	Previous Years' Percentage of Discipline	Safe Learning Environment/ Individualized Instruction/ Student Engagement/ Alternative Schooling	No
Current/Proposed Initiative: Attract and Retain Quality Staff (Administrators, Teachers, and Staff)	Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective	Retention Data/Teacher Surveys for Professional Development	Percentage of retention from previous year/ Increase in perception from teacher surveys from prior year	Professional Development	Retention Rates: HSPS - No HSIS - Yes HSJH - Yes HSHS - No Teacher surveys indicate that PD was high quality
Current/Proposed Initiative: Transform Instructional Practices	Increase Student Achievement so that district remains successful and increase in State Accountability Rating	State Test Data/District Progress Monitoring Data/State Accountability Data	Previous year's data and rating		No (Based on 2014-2015 Data)

Analysis of Goals for
Dropout Prevention Plan

Areas of strength:

Goal 1 - Graduate More Students Annually/Decrease Drop-out Rate
The district has met the first goal of the Dropout Prevention Plan which is to increase graduation rate and decrease dropout rate by 2%. The graduation rate has increased from 80% to 90% and the dropout rate decreased from 6% to 4%.

Goal 2: Revive and Increase Parental and Community Involvement by Receiving a Helpful or Very Helpful Rating on Targeted Activities and Events
The district and schools have received an overall rating of 80% or above on targeted parent and community activities offered during the last school year based on the combined score of all activities from the district program evaluation forms.

Areas of Focus:

Goal 3: Ensure a Safe and Orderly Environment
Although the district had very small numbers of major incidences, the district and schools did not decrease minor discipline referrals by 5% at each school or overall for the district.

Goal 4: Attract and Retain Quality Staff
The district had mixed results for this goal based on the school. Holly Springs Intermediate and Junior High did increase retention of staff by 2%, but Holly Springs Primary and Holly Springs High School did not.

Goal 5: Transform Instructional Practices to Increase Student Achievement
Based on the data from the 2014-2015 state assessment, the district did not increase the number of students proficient due to a more rigorous assessment. However, the district and schools did increase, in some areas, the percentage of students showing growth.

Strategic Plan to Improve Areas of Focus Based on Analysis of Goals:
The district and schools will continue to enhance Goals 1 and 2 which the data indicates goals have been meet. The district will review data for Goals 3, 4, and 5 and enhance dropout prevention strategies in those areas to improve effectiveness for each goal.