

**HUNTERS CREEK MIDDLE SCHOOL
STRATEGIC PLAN
2007-2010
UPDATE
2008-2009**

**A LEADER IN STUDENT ACHIEVEMENT, LEARNING, INNOVATION, AND
TEACHER QUALITY WHILE PRODUCING STUDENTS OF THE 21ST CENTURY**



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SCHOOL PROFILE

Update
2008-2009

As the 2008-2009 school year begins, Hunters Creek Middle School has experienced few changes from the 2007-2008 school year. The changes that have occurred are related to the student body as well as the faculty and staff.

Student Body

- 55% Males (52% 07-08)
- 45% Females (48% 07-08)
- 2% Asian (1.4% 07-08)
- 5% Hispanic (6.2% 07-08)
- 24% African-American (25% 07-08)
- 56% White (56% 07-08)
- 10% Multi-Racial (10% 07-08)
- .3% Native American (.3% 07-08)

Faculty and Staff

- 71% Female (67% 07-08)
- 29% Male (32% 07-08)
- 88% White (87% 07-08)
- 12% African American (14% 07-08)
- Two Exceptional Children's Teaching positions lost
- One exceptional children's paraprofessional position lost

The attrition rate for Hunters Creek has always been high because of the number of military spouses hired. This year's attrition was lower; the expectation is that this trend will continue. Five new teachers and two new guidance counselors were hired.



ADMINISTRATION
BUILDING LEADERSHIP TEAM
2008-2009

Timothy Foster
Principal

Freda Bruton
Assistant Principal

FACULTY MEMBERS OF THE BUILDING LEADERSHIP TEAM ARE ELECTED AND APPOINTED. PARENT MEMBERS WERE APPOINTED BY THE PRINCIPAL AND ELECTED BY THE PARENT TEACHER ORGANIZATION.

LETA HICKS, 7TH GRADE TEACHER

BETTY SMITH, 6TH GRADE CHAIR

BONNIE SCHROEDER, ENCORE CHAIR

TOM KING, 8TH GRADE CHAIR

STEPHANIE ANDREWS, 7TH GRADE CHAIR

ASHLEY HILL, 8TH GRADE TEACHER

ANDREA JACKSON, TEACHER ASSISTANT

KELLY FAIRCLOTH, PARENT

DAVID KOONCE, PARENT

KAREN RAMSEY, PARENT

VALENCIA METCALF, PARENT

Hunters Creek Middle School
 School Strategic Action Plan
 2007-2010

NC Goal # 1: NC Public Schools will produce globally competitive students.
OCS Goal # 1: Hunters Creek Middle School's students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Strategy: Ensure a consistent school focus that enables all students to achieve at high levels through the support and leadership of teachers and administrators.

Desired Results:

- Curriculum will be integrated with global content and concepts
- Staff Development will be provided for 100% of the faculty
 - AVID Methodologies
 - Writing Across the Curriculum
 - Technology
 - Global Content
- Eighth grade students demonstrate proficiency on the computer skills test.
- CTE students demonstrate proficiency in each state required assessment
- All subgroups will demonstrate proficiency on EOGs.
- Disparity based on race, gender, and socioeconomic status on all EOG tests will decrease.
- Increase overall percentage of students scoring proficient on the NC Writing Assessment.
- Develop student social and leadership skills
- Increase number of students enrolled in the Arts through articulation with White Oak High and district elementary schools
- Support system for ESL Students
- Decrease Drop-Out Rate at WOHS

Measures:

- Lesson plans, observations, Classroom Walk Through (Documenting Global Content and Connections)
- NC Computer Skills Assessment
- EOG results
- AYP Data (Status)
- NC Writing assessment results
- NC Computer Skills Assessment
- VoCats Data
- Instructional Intervention Plans, PEP's and IEP's
- Dropout rate
- World View Attendance Agendas
- Students enrolled in *Language!* and Plato
- Arts enrollment at White High and Hunters Creek
- Agendas and contact meetings with ESL support staff

**NC Goal # 1: NC Public Schools will produce globally competitive students.
OCS Goal # 1: Hunters Creek Middle School's students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

Processes:

- **Expand AVID Methodologies School-Wide**
 - **School-Wide Binders**
 - **Cornell Notes with Reflection**
 - **Socratic Seminars**
 - **Professional Development provided by AVID trained teachers**
- **Structure classrooms that provide students with opportunities to become critical thinkers**
 - **Provide staff development on Costa's Levels of Questioning**
- **Provide differentiated instructional strategies to address students' learning needs**
 - **Professional development opportunities aligned with differentiated instruction and AVID methodologies**
 - **Identify barriers to student learning to provide assistance and access to a rigorous curriculum for all students**
 - **Develop and utilize Instructional Interventions**
 - **Student use of technology**
 - **AIG Scheduling and additional opportunities to meet math demands**
- **Review, revise and provide professional development for Inclusion and co-teaching models**
 - **Analyze test data to determine successful teaching practices**
 - **Teachers will provide staff development of successful practices**
 - **Utilize "Classroom Instruction that Works" as a resource in developing lesson plans**
- **Increase writing across the curriculum opportunities**
 - **Language Arts teachers will provide staff development**
 - **Review and provide professional development on the 11 recommendations from "Writing Next"**
 - **Provide opportunities for teachers to attend Writing in the Content Area Workshops**
 - **Teachers will utilize local staff development opportunities through PLCs**
 - **Expand writing, reading and math instruction through resource and tutorials**
- **Provide and encourage participation in additional professional development in reading, writing and math**
- **Review and revise curriculum and pacing guides on an ongoing basis to ensure the implementation of a rigorous, challenging, and globalized curriculum**
 - **Selected teachers will attend World View and address the staff with initiatives developed from the world community**
- **Monitor student progress in all state accountability areas**
- **Articulation with WOHS to develop processes to decrease dropouts**
- **Continued articulation with feeder schools and White High School**
- **Develop support system for ESL Students**

**NC Goal # 1: NC Public Schools will produce globally competitive students.
 OCS Goal # 1: Hunters Creek Middle School's students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

- **Develop a plan to decrease the dropout rate**
 - **Articulation with White High School**
- **Teachers will utilize Edu-Test as a means to target students for remediation through 9 weeks assessments (6-8 Math)**
- **Targeted Tutorials twice a week (6-8 Math)**
- **Additional Tutors (2 per Grade Level) hired for Targeted Tutorials (Math 6-8) Additional Tutors will be hired if numbers dictate**
- **Establish PLCs with Inclusion Teachers (EC Math 6-8)**
- **Increase faculty participation in Staff Development in Differentiated Instruction (Math 6-8)**

Resources:

**Staff Development Funds
 Student materials for AVID
 Effective monitoring Tools
 Central Office
 Teachers and Administration**

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

2007-2008

Next steps

- **Increased 7th Grade Writing Proficiency**
- **Did not met AYP in Math(All, black, white, SWD, EDS, Hispanic (CI), Multi-Racial)**
- **School of Progress with High Growth in 8th Grade Math**

- **Teachers will utilize Edu-Test as a means to target students for remediation: (9 weeks assessments) (6-8 Math)**
- **Targeted Tutorials twice a week (6-8 Math)**

**NC Goal # 1: NC Public Schools will produce globally competitive students.
 OCS Goal # 1: Hunters Creek Middle School's students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

- 8th Grade Computer Skills class proficiency decreased
- Career and Tech Ed increased overall proficiency
- 8 Teachers attended World View conferences in Chapel Hill
- 25 Teachers attended World View in Jacksonville
- Increased number of students taking Algebra I
- Initial Professional Development for Inclusion Practices
- Developed initial plans for new tutorial
- Add additional section of AVID (7th and 8th Grade)

- **Additional Tutors (2 per Grade Level) hired for Targeted Tutorials (Math 6-8)**
- Ensure all students and new enrollees take computer course prior to 8th Grade Computer Skills Test including Tutorial Sessions
- Implement Choice Tutorial: Including Drama, Creative Writing and Journalism
- Develop plans for AVID in 6th Grade
- Implement Global Enrichment Period utilizing Socratic Seminar
- **Establish PLCs with Inclusion Teachers (EC Math 6-8)**
- Faculty Meetings will include Best Practice presentations from each department including AVID methodologies
- **Increase faculty participation in Staff Development in Differentiated Instruction (Math 6-8)**

EOG Course	2006-2007	2007-2008
6 th Grade Math	62.8	57.8
7 th Grade Math	63.2	66.8
8 th Grade Math	70.9	69.6
Algebra I	100	77.7
7 th Grade Writing	44.4	67.5
8 th Grade Computer Skills	78.7	76.9
Business Education	70.5	89.2
Business and Computer	90.6	84.6
Keyboarding	50.8	94.3

Hunters Creek Middle School
 School Strategic Action Plan
 2007-2010

**NC Goal # 2: NC Public Schools will be led by 21st Century professionals.
 OCS Goal # 2: Hunters Creek Middle School and its students will be led by creative, passionate and technologically skilled professionals.**

Strategy: Create and foster a workplace that attracts and retains high quality professionals; communicate and foster a climate of high expectations for teacher and administrator performance.

Desired Results:

- Increased use of 21st Century Tools by teachers and students.
- Increase participation in technology and differentiated instruction through professional development.
- Increase positive responses on the Teacher Workplace Survey.
- Increase positive responses on Climate Survey.
- Reduce teacher attrition rate other than spouse transfer
- Increase number of Train the Trainer opportunities

Measures:

- Technology survey
- Lesson Plans and Observations
- Climate Survey
- Teacher Working Conditions survey
- Beginning Teacher survey
- Professional Development participation
- Classroom Walk Through data
- Formal Observations
- Beginning Teacher Orientation and Mentoring program Agendas

Processes:

- Investigate and utilize public folders; Best Practices and Lesson Plans
 - Teachers will be trained on the use of public folders as a means to establish a network of colleagues whose focus is to share ideas and engaging lesson plans
- Create and implement a plan for duty free lunch
 - 30 minutes of protected time during planning while maintaining five hours a week of planning time
- Provide additional technology training in the use of smartboards, IPODS, and United Streaming, TeacherTube, Podcasting and Youtube (Technology Facilitator)
- Promote a positive and informed working environment for all staff
- Utilize on-site staff to provide professional development and/or best practices from conferences

**NC Goal # 2: NC Public Schools will be led by 21st Century professionals.
 OCS Goal # 2: Hunters Creek Middle School and its students will be led by creative, passionate and technologically skilled professionals.**

- Investigate use of TeacherWeb and ForTeachers.org(assign-a-day)
- Promote and increase teacher leadership roles
 - Teachers will be required to take on leadership roles in the use of technology
 - Teachers will provide staff development

Resources:

**Professional Development
 Technology Facilitator
 Teachers/Administration
 Beginning Teacher and Mentoring Program
 Onslow County Schools Job Fair
 Funds for Incentive And Recognition Program**

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

2007-2008

- **Teacher attrition rate decreased**
- **Additional SmartBoards, Mimios and ELMOs purchased**
- **Duty Free Lunch Implemented**
- **BrainPop widely used throughout each discipline**
- **Monthly Meetings with Beginning Teachers**
- Staff Climate Survey**
- **Adequate technology tools to meet the curriculum needs (73% agreed)**

What are the areas for improvement? What will you do differently the next time?

Next steps

- **Set Professional Development dates with Technology Facilitator**
- **Change School Web-Site to Schoolinsites**
- **Teachers will develop Web-Sites through Schoolinsites**
- **Teacher-Walk Throughs will be completed weekly**
- **Train Additional Teaches as Mentors**
- **Share Climate and Teacher Working Conditions Survey**
- **Establish practices to improve**

**NC Goal # 2: NC Public Schools will be led by 21st Century professionals.
 OCS Goal # 2: Hunters Creek Middle School and its students will be led by creative, passionate and technologically skilled professionals.**

- Leadership shows support (58%)
- Facilities are adequate (77%)
- Variety of practices to deliver instruction (66%)
- School Staff demonstrates a passion for teaching (71%)
- All Children need differentiated instruction (96%)
- Incorporate technology in a variety of forms within and supplement my instructional activities (73%)
- Utilize technology skills to teach and motivate students(76%)

Student Survey

- I have opportunities to utilize technology to enhance learning (67%)
- Staff at my school utilizes technology skills to teach and motivate me (69%)
- My teacher incorporates technology into instructional activities (66%)
- Technology is integrated into aspects of the curriculum (61%)
- School staff demonstrates a passion for teaching and learning (64%)
- School staff provides a variety of practices to deliver instruction (74%)

Parent Survey

- My child has opportunities to utilize technology to enhance his/her learning (88%)
- Staff at my child’s school utilizes technology skills to teach and motivate him/her (81%)
- My child’s teacher incorporates technology in instructional activities (79%)
- Technology is integrated into aspects of the curriculum (85%)
- School staff demonstrates a passion for teaching and learning (79%)
- School staff provides a variety of

- responses on surveys**
- Increase teacher numbers on Leadership Team

**NC Goal # 2: NC Public Schools will be led by 21st Century professionals.
OCS Goal # 2: Hunters Creek Middle School and its students will be led by creative, passionate and technologically skilled professionals.**

practices to deliver instruction (90%)

Hunters Creek Middle School
 School Strategic Action Plan
 2007-2010

<p>NC Goal # 3: NC public school students will be healthy and responsible. OCS Goal # 3: Hunters Creek Middle School students will learn in a safe environment to be civil, healthy and productive citizens.</p>	
<p>Strategy: Continue to develop, monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes school-wide behavior management plans, all safe schools criteria and healthy child legislation.</p>	
<p>Desired Results:</p> <ul style="list-style-type: none"> • Increase number of positive responses on Climate Survey. • Increase student and teacher civility. • All staff will be trained in CHAMPS. • Increase physical activity while enhancing student learning and engagement • Reduce OSS and ISS infractions. • Increase School and Community Service Projects 	<p>Measures:</p> <ul style="list-style-type: none"> • Climate Survey • CHAMPS Training Agendas • USDDC Data • School Discipline Data Collection • Foundations and Renaissance Agendas • School Service and Community project reports • Physical Fitness test results
<p>Processes:</p> <ul style="list-style-type: none"> • Provide CHAMPS Training • Implement School Service projects • Study of Community service project through Make a Difference Day • Implement Brain Gym School Wide • Continue Foundations Team Observations and Discipline data collection and analysis • Implement Socratic Seminars during tutorial that emphasize Character Education • Implement School Lockdown practice with local law enforcement • Continue Triple S recognition • Schedule Monthly Grade Level Assemblies providing <ul style="list-style-type: none"> ○ Recognition through Renaissance ○ Inspiration and motivation through guest speakers ○ Score boarding of discipline data • Implement Book studies by grade level 	

**NC Goal # 3: NC public school students will be healthy and responsible.
 OCS Goal # 3: Hunters Creek Middle School students will learn in a safe environment to be civil, healthy and productive citizens.**

- “Fires in the Bathrooms”
- “Fred Factor”
- Other titles as selected by teachers

Resources:

Professional Development
Safe and Civil Schools and Foundations Team
Funds for Student Recognition and Incentive Programs
Community and Business Partners
Funds for Book Study Titles
CHAMPS Materials
Teachers and Administration

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

2007-2008

Next steps

- CHAMPS Initial Training completed
- OSS, ISS and Office Referrals decreased
- Recognized Student Performance and Behavior through Renaissance
- Recognized by NC as a Super Safe School
- Weekly Character Education Periods
- Behavior Management Plans Developed
- Parents completed Questionnaire

Student Survey

- Safe in the Cafeteria (78%)
- Feel safe in the Hallways (75%)

- Second Phase of CHAMPS Training
- CHAMPS posters in every classroom
- Complete Super Safe Schools Notebook
- Re-structure Renaissance Program
- Lengthen lunch period to include PA time
- Guidance Staff will teach Character Ed lessons
- Establish Peer Mediation
- Establish Grade Level Teams for PLCs related to relationships and positive interaction through “Fred Factor” and “Fires in the Middle School bathrooms”
- Reorganize Foundations Team and

**NC Goal # 3: NC public school students will be healthy and responsible.
 OCS Goal # 3: Hunters Creek Middle School students will learn in a safe environment to be civil, healthy and productive citizens.**

<ul style="list-style-type: none"> • Safe in the Locker Room (70%) • Safe in the Restrooms (70%) • Safe in the Common Areas (70%) • Safe on the Bus (72%) • Safe in the Parking Lot (70%) • Safe in the Classroom (75%) <p style="text-align: center;">Teacher Survey</p> <ul style="list-style-type: none"> • Ensure Students are safe (96%) <p style="text-align: center;">Parent Survey</p> <ul style="list-style-type: none"> • Child feels safe (86%) 	<p style="text-align: center;">Implement Positive Interaction Observations and Faculty Supervision Observations</p> <ul style="list-style-type: none"> • Establish new drop and pick-up procedures • Establish hallway and restroom monitoring procedures

Hunters Creek Middle School
 School Strategic Action Plan
 2007-2010

**NC Goal #4: Leadership will guide innovation in NC public schools.
 OCS Goal # 4: Leadership will foster innovation at Hunters Creek Middle School with the cooperation of families and community partners.**

Strategy: Create a culture that embraces change, promotes dynamic continuous improvement and collaboration with stakeholders to discover innovative initiatives.

Desired Results:

- Increase parental/community involvement
- Increase family involvement
- Increase parent volunteers
- Parents/Guardian contacts will increase
- Teachers involved in innovative search teams
- Positive contacts out number negative contacts
- Clubs

Measures:

- Parental Contact logs and conference documentation
- Attendance logs
- Web-Site Visits
- Climate Survey
- Parental Reflections
- Schedule and Agendas from school activities
- Teacher Working Conditions Survey
- School mailings and announcements

Processes:

- Create a Teacher/Parent Grant Committee
- Create a Teacher/Parent Committee for Innovation
- Explore Grade Level Parent Night
- Discuss Content Area Parent Night
- Provide “State of the School Address” Open House
- Volunteers recruited and trained through PTO
- Schedule Monthly Grade Level Assemblies providing
 - Recognition through Renaissance
 - Inspiration and motivation through guest speakers
 - Score boarding of discipline data
- AlertNow Call System
- Parental Participation in School Projects (Family Collaboration, Student Led)
- Newsletters
- **Summer Leadership Institute and development of 6th Grade Orientation (Transition)**
- **Step-Up Program implemented with each feeder school and White Oak High (Transition)**

**NC Goal #4: Leadership will guide innovation in NC public schools.
 OCS Goal # 4: Leadership will foster innovation at Hunters Creek Middle School with the cooperation of families and community partners.**

Resources:

**Funds to Recognize Parent Volunteers and Community Partners
 B.A.S.E.S.
 PTO
 Teachers and Administration
 Technology Facilitator
 Newsletters
 Teachers and Administration**

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

2007-2008

- **Poetry Night at HCMS**
- **Report Card Pick 3rd Nine weeks**
- **Parents completed School Questionnaire**
- **Alert Now used for announcements**
- **Teams Newsletters sent home**
- **Geography Bee and Science Fair**

Next steps

- **Report Card Pick-Up 1st and 3rd Nine Weeks**
- **100 Defenders The Faces of Freedom Project**
- **Schedule and complete Make a Difference Day including submission to USA Today and Daily News**
- **School Newsletter in addition to Team Newsletters**
- **Teacher Web-Sites through Schoolinsites (Media Coordinator)**
- **Grade Level Nights**
- **State of the School Address**
- **Increase Parent numbers on Leadership Team**

Hunters Creek Middle School
 School Strategic Action Plan
 2007-2010

NC Goal # 5: NC public school will be governed and supported by 21st century systems.
OCS Goal # 5: Hunters Creek Middle will be supported by effective and efficient systems.

Strategy: Maximize resources to meet instructional and operational needs of a 21st Century School.

<p>Desired Results:</p> <ul style="list-style-type: none"> • Implement Professional Learning Communities • Duty free lunch established while maintaining five hours of planning per week. • Increase number of Smart Boards on campus • Utilization of Technology Facilitators for Professional Development using 21st Century Tools • Improved reporting of school repair needs • At least three Staff Book talks and Socratic Seminars 	<p>Measures:</p> <ul style="list-style-type: none"> • PLCs created to develop positive relationships with students, parents and colleagues • Time established for duty free lunch • Teacher Planning Schedule • Purchase of and Staff development for SmartBoards • Agenda for Technology Facilitator Led Professional Development • Agendas and Schedule of Socratic Seminars and Book Talks • Teacher Reflections
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Processes:

- List of Books created for seminars and book talks
- Technology Training
- Establish priorities in for PLCs through staff survey and personal reflection
- Professional Development for 21st Century Tools
- Tier One resource implementation

Resources:

**Technology Facilitator
Professional Development
Funds for Technology hardware and Software
Annual Operational and Capital Funding**

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

2007-2008

- **Tier One Laptops**
- **Additional SmartBoards, Mimios and Elmos purchased**
- **Duty Free Lunch established**

- **Increase Staff Development utilizing Technology Facilitator**
- **Increase Planning time**
- **Increase productivity and positive interactions through PLCs using ‘Fred Factor’ and ‘Fires in the Middle School Bathrooms’**
- **Increase Technology available to teachers**

**Hunters Creek Middle School
Projected Budget
2008-2009**

Funding Source	Items	Budgeted Amount	Purpose	Goal
Student Accountability	Technology Tutors	25000.00	Technology to enhance instruction Targeted Intervention Tutors	1,2
State Instructional	General Supplies	25000.00	Teacher supplies Classroom Supplies Technology	1,2
Local School Funds	Postage	2000.00	Newsletters, discipline referrals, and other parent communication	4
Local School Funds	Security	450.00	Games and Dances	3
Staff Development/Student Accountability	Subject-Area Conferences	12000.00	Differentiating Instruction Inclusion AVID AVID Awareness	1
Local School Funds	Printing	1000.00	Newsletters Open House Report Card AVID Postcards	4
Local School Funds	Classroom Walk-through forms	1200.00	Ruby Payne Teachscape	2
Staff Development/Student Accountability	Professional Development Resources	5000.00	Books, DVDs, and PD materials	2
Local School Funds	Student/Staff Incentives	2000.00	Renaissance/Imprints	3

**Building Level School Strategic Plan
Regulatory Information and Assurance Statement
2004-2007**

School Hunters Creek Middle Date Submitted 09/29/2008

1. Number of School Improvement Plan Team Members 11
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). x Yes No
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 9/29/2008
5. A secret ballot vote for staff approval of the plan was conducted. Check one: x Yes No
6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check one: x Yes No
7. Percentage of School Strategic Planning Team who are parents providing input in the development of the plan. (Number of parents divided by members on the team.) 36%
8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one: X Yes No
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. Check one: x Yes No
10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. x Yes No
11. All required local, State and Federal programs have been addressed in the School Strategic Plan. x Yes No

Tim Foster

Principal's Signature

Leta Hicks

Signature, SSPT Facilitator/Chairperson

Karen Ramsey

Signature of Elected Parent Representative

Kelly Faircloth

Signature of Elected Parent Representative

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