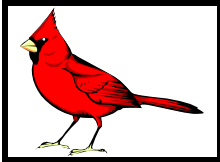


# **Jacksonville High School**



## **Strategic Plan 2009-10 Update**

*Impacting students to impact our world*



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# Jacksonville High School Strategic Planning Team 2009-10

<b>SPT representative</b>	<b>Department</b>
BRYANT YORK, chair	CAREER AND TECHNICAL EDUCATION
NANCY DRAIME, secretary	CAREER AND TECHNICAL EDUCATION
APRIL MILLSAP	ENGLISH
SUSIE BARRETT	PRINCIPAL
BILL DAVILA	MEDIA CENTER
JENNIFER RICKS	SOCIAL STUDIES
ED GITTINGS	SCIENCE
JOLI BROOKS	FINE/PERFORMING ARTS
KARYN CIRINO	MATH
KEMPER WHALEY*	FOREIGN LANGUAGE
SANDY DIXON	EXCEPTIONAL CHILDREN
SAM JACKSON	PHYSICAL EDUCATION
ELENA MUSIAL	GUIDANCE
GINGER TUTON*	PARENT
SHEILA JOSILEVICH*	PARENT
LYNN GADDY*	PARENT
SHELLY BISHOP*	PARENT
CINDY EDWARDS*	PARENT
CRYSTAL HAYDEN*	PARENT
VALERIE TUTON*	PARENT
BETH PURCELL	PARENT
SAMANTHA ADKINS*	PARENT
BRENT ANDERSON*	PARENT
BILL HOWARD*	PARENT
ANGELA LEE*	PARENT
KAREN KARL*	PARENT


\*Indicates new member to Strategic Planning Team for 09-10

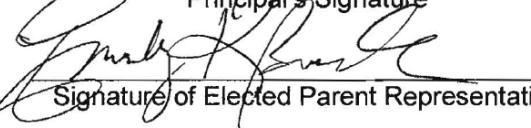
\*\*Indicates new position for a returning Strategic Planning Team member for 09-10


**Building Level School Strategic Plan  
Regulatory Information and Assurance Statement  
2007-2010**

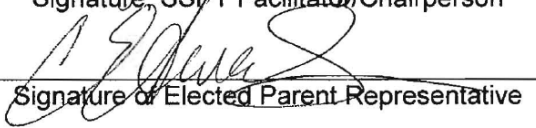
School Jacksonville High School Date Submitted September 23, 2009

1. Number of School Improvement Plan Team Members 26
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).  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 September 22, 2009
5. A secret ballot vote for staff approval of the plan was conducted. Check one:  Yes  No
6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check one:  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.) 50%
8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one:  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:  Yes  No
10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.  Yes  No
11. All required local, State and Federal programs have been addressed in the School Strategic Plan.  Yes  No

  
Principal's Signature

  
Signature of Elected Parent Representative

  
Signature, SSPT Facilitator/Chairperson

  
Signature of Elected Parent Representative

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



# Jacksonville High School Vision, Mission and Goals

## **VISION**

**Impacting Students to Impact Our World**

## **MISSION**

**Jacksonville High School will prepare students to be globally competitive and responsible citizens in the 21<sup>st</sup> Century.**

## **GOALS**

**JHS-1: Jacksonville High School students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**JHS-2: Jacksonville High School and students will be led by creative, passionate, and technologically skilled professionals.**

**JHS-3: Jacksonville High School students will learn in a safe environment to be civil, healthy, and productive citizens.**

**JHS-4: Leadership will foster innovation at Jacksonville High School in cooperation with families and community partners.**

**JHS-5: Jacksonville High School will be supported by effective and efficient systems.**



# Jacksonville High School Profile

## *Community*

Jacksonville is located in Onslow County near the Atlantic Coast, approximately 100 miles southeast of Raleigh, North Carolina. Jacksonville's diverse population of nearly 75,100 residents consists of 54% Caucasians and 46% minorities of which 61% are male (due to Camp Lejeune Military Base) and 39% are female.

Jacksonville has a per-capita income of \$22,847, which is \$4,000 below the state average. The two major employers are educational and military facilities. Residents employed in these industries have an annual income that is well above the average per-capita income. Since these industries employ a large percentage of the population, there is a sizeable gap between the upper-middle and lower-middle income groups.

## *Jacksonville High School Demographics*

Jacksonville High School is a suburban, campus style public school encompassing grades 9-12. JHS is still the largest school in Onslow County with 1,198 students. Ethnically, JHS mirrors the city with 50.3% white students and 49.7% minority students. The enrollment by gender is 49% male and 51% female.

During the 2009-2010 school year, Jacksonville High School employed 83 certified staff members: 72 classroom teachers, 3 counselors, 2 media specialists, 1 social worker, 1 Homebound Specialist, 1 Technology Facilitator and 3 administrators. Of these, 80 have a Bachelor's degree, 37 have a Master's degree, 1 has an Education Specialist degree, and 2 have a Doctorate. Currently, 8 certified staff members are pursuing advanced degrees. We are especially proud of our 8 National Board Certified teachers. Of the 55 female and 28 male certified staff, there are 72 Caucasian, 6 African American, and 5 Hispanic.

## *Graduation Requirements*

Graduation is based on Carnegie Units. A student entering high school in 2009-10 must obtain 21 credits in the North Carolina 21<sup>st</sup> Century Future Ready Core. Students who entered high school prior to 2009-10, must obtain a total 20 units within a chosen pathway to graduate. Pathways include: Career Prep, College Tech Prep, and College / University Prep. Requirements for each pathway differ. Students are advised for class selections through the Guidance Department and from certified staff.

## *Extracurricular Opportunities*

Jacksonville High School extra-curricular programs include 38 clubs/organizations and 26 athletic teams.

## *Academics*

Jacksonville High School offers 15 advanced placement courses in English III and IV, Statistics, Calculus, Biology, Chemistry, US History, Spanish, French, World History, Earth/Environmental Science, Physics, Studio Art: Drawing, Studio Art: 2D Design and Music Theory. Honors courses are offered in all academic areas, as well as the opportunity for students to enroll in advanced placement courses through North Carolina Virtual Public School (NCVPS). For 2009-10, JHS is offering International Baccalaureate courses in Theory of Knowledge, Community/Action/Service, IB History of the Americas, IB International History, IB Pre-Calculus, IB Biology, IB Chemistry, and IB English III and IV. Students also enroll at Coastal Carolina Community College for high school/college transfer credits through dual enrollment.

## *Smaller Learning Communities*

Jacksonville High School is structured in Smaller Learning Communities which include an advisory program called IMPACT, career and themed academies and the International Baccalaureate Diploma Programme. The Freshman Academy started in 2003-04, the Education Training Academy started in 2004-05, Health Sciences Academy started in 2006-07 and the International Studies Academy started in 2007-08. In 2008-09, JHS implemented the International Baccalaureate Diploma Programme after receiving authorization in December 2007 from the International Baccalaureate Organization (IBO). The Information Technology and Engineering Academy (ITEA) was implemented in 2009-10. In 2009-10, planning is underway for the implementation of a Fine and Performing Arts Academy in 2010-11.

## *College Bound Information for the Class of 2009*

- 304 graduates
- 107 (35%) attending a public or private college / university
- 154 (51%) attending community, technical, vocational, or junior college
- 24 (8%) going into the military
- 15 (5%) going into the workforce

## *SAT Test Score Data 2008-2009*

	<b>Verbal</b>	<b>Math</b>	<b>Writing</b>	<b>Combined</b>
<b>Jacksonville High</b>	<b>484</b>	<b>509</b>	<b>442</b>	<b>1435</b>

## *Student Performance*

Statewide assessment of student learning is included in 11 courses within four main disciplines: English, Math, Science, and Social Studies. During the 2009 school year, JHS met NC state expected growth and AYP status (17 of 17 subgroups achieved AYP). The overall rate of proficiency under the NC ABC's increased from 71.9% in 2007 to 73% in 2008 to 74.9% in 2009.

Test scores for 2008-09 in the five areas required by NC for graduation that did not meet expected growth included Algebra I, Biology and US History. Each of these areas are addressed in the current strategic plan update.

## *Dropout Rate*

The statewide problem of student dropouts has been addressed at JHS. Strategies include: a mentor program for students who need a helping hand, flexible scheduling, and work-study to enable students who have a job to gain high school credit.

- 2006-2007 – 77 students
- 2007-2008 – 52 students
- 2008-2009 -- 48 students



# Jacksonville High School 2007-2010 Strategic Action Plan

**NC Goal # 1: NC public schools will produce globally competitive students.**

**OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**JHS Strategy: Ensure a consistent school wide focus that enables all students to achieve at high levels through the support and leadership of Jacksonville High School personnel and district administrators.**

**Desired Results:**

- Proficiency on all state and federal assessments
- Increase number of partnerships
- Increase overall enrollment and enrollment of underrepresented populations in AP/IB courses
- Increase number of students earning scholarships
- Decrease number of dropouts

**Measures:**

- State and federal assessments
- Documentation of academy activities and events
- Documentation of student and staff participation in partnerships
- Enrollment in AP/IB courses
- 9<sup>th</sup> grade cohort graduation rate
- Student Services activities
- Number of scholarships
- Drop out data
- Documentation of PEP's and IIT meetings

**Processes:**

- Sustain and expand local, state, national and international partnerships to facilitate global connectedness
- Update, revise and model writing strategies to integrate writing across the curriculum
- Expand community college and university partnerships to promote postsecondary learning opportunities
- Implement Cardinal Math lab to provide after school opportunities to increase mastery of math concepts (AYP-Math for black male students and Algebra I students)
- Utilize USA Test Prep to increase proficiency in all EOC areas
- Initiate a Drop Out Task Force (ABC-AYP)
- Implement Johns Hopkins Strategic Reading program for Exceptional Children
- Utilize on-campus opportunities to recruit students for academies
- Expand opportunities for students to participate in higher level course work to include International Baccalaureate and Advanced Placement
- Develop year-long Biology and US History curriculum that provides selected students the time and opportunities to achieve proficiency
- Design and implement a Student Services plan to provide assistance and access to rigorous curriculum to all students
- Maximize Personalized Education Plans (PEP) and Instructional Intervention (II) processes to ensure student achievement
- CTE staff will develop 5 teaching strategies to improve student achievement in their area

**NC Goal # 1: NC public schools will produce globally competitive students.**

**OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**JHS Strategy: Ensure a consistent school wide focus that enables all students to achieve at high levels through the support and leadership of Jacksonville High School personnel and district administrators.**

**Resources:**

- Identify and allocate yearly resources needed for students to be successful in all learning endeavors at JHS (See Budget-Goal 1)

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- **EOC results indicated improvements were made in the following EOC areas:**
  - ❖ **English I (06-07: 79.2%) (07-08: 79.4%) (+.2)**
  - ❖ **Writing Grade 10 (06-07: 49.2%) (07-08: 67%) (+18)**
  - ❖ **US History (06-07: 60.1%) (07-08: 64.4%) (+4.3)**
  - ❖ **Geometry (06-07: 80.7%) (07-08: 84.9%) (+4.2)**
  - ❖ **Civics & Economics (06-07: 73.1%) (07-08: 80.9%) (+7.8)**
- **Due to the following EOC areas not being tested in 2006-07, baselines were established in 07-08 for the following EOC areas:**
  - ❖ **Chemistry (07-08: 87.9)**
  - ❖ **Physical Science (35.0)**
  - ❖ **Physics (64.2)**
- **Growth deficits indicate needed improvements in the following EOC areas:**
  - ❖ **Algebra I (06-07: 72.7%) (07-08: 69.3%) (-3.4)**
  - ❖ **Algebra II (06-07: 81.8%) (07-08: 80.5%) (-1.3)**
  - ❖ **Biology (06-07: 78.8%) (07-08: 77%) (-1.8)**
- **CTE results indicated:**
  - ❖ **71.3% overall proficient (+1.4 over state overall proficient at 69.9%)**
- **Increased ABC Performance Composite:**
  - ❖ **(06-07: 71.9%) (2007-08: 73%) (+1.1)**
- **Global partnerships were sustained and/or initiated in 07-08 to include World View, NC in the World/The Center for International Understanding, D'Amicis School in Puebla, Mexico, and E-Pals**
- **Increased business and community partnerships from 29 to 59 (+100%)**
- **Increased the number of graduates who successfully completed AP/IB/College Transfer Courses in their 4 years at JHS: 2006-07: 63; 2007-08: 84; 2008-09: 98**
- **Established baseline for scholarships with 14% of the Class of 2008 earning \$3.2 million**
- **Dropouts decreased from 77 students in 2006-07 to 52 in 2007-08**

**NC Goal # 1: NC public schools will produce globally competitive students.**

**OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**Results (continued for Goal 1)  
2008-2009**

- **Met AYP (17 of 17 subgroups) and expected state growth at 74.99% proficiency**
- **EOC results indicated improvements were made in the following EOC areas:**
  - ❖ **Algebra II (06-07: 81.8%) (07-08: 80.5%) (08-09: 83.9%) (+3.4)**
  - ❖ **Biology (06-07: 78.8%) (07-08: 77%) (08-09: 77.2%) (+0.2)**
  - ❖ **English I (06-07: 79.2%) (07-08: 79.4%) (08-09: 79.5%) (+.14)**
  - ❖ **Physical Science (35.0) (08-09: 44.2%) (+9.2)**
  - ❖ **US History (06-07: 60.1%) (07-08: 64.4%) (08-09: 72.2%) (+7.9)**
  - ❖ **Writing Grade 10 (06-07: 49.2%) (07-08: 67%) (08-09: 79.2%) (+11.8)**
- **Growth deficits indicate needed improvements in the following EOC areas:**
  - ❖ **Algebra I (06-07: 72.7%) (07-08: 69.3%) (08-09: 67.96%) (-1.4)**
  - ❖ **Chemistry (07-08: 87.9) (08-09: 82.7%) (-5.2)**
  - ❖ **Civics & Economics (06-07: 73.1%) (07-08: 80.9%) (08-09: 79.16%) (-1.7)**
  - ❖ **Geometry (06-07: 80.7%) (07-08: 84.9%) (08-09: 78.8%) (-6.1)**
  - ❖ **Physics (64.2) (08-09: 64.0%) (-0.2)**
- **CTE results indicated:**
  - ❖ **71.3% overall proficient (08-09: 80.4%) (+9.1)**
- **Increased ABC Performance Composite:**
  - ❖ **(06-07: 71.9%) (2007-08: 73%) (08-09: 74.99%) (+1.99)**
- **Global partnerships were sustained and/or initiated in 07-08 to include World View, NC in the World/The Center for International Understanding, D'Amicis School in Puebla, Mexico, and E-Pals**
- **Increased business and community partnerships from 29 to 59 (+100%); 08-09: 198**
- **Increased the number of graduates who successfully completed AP/IB/College Transfer Courses in their 4 years at JHS: 2006-07: 63; 2007-08: 84; 2008-09: 98**
- **Established baseline for scholarships with 14% of the Class of 2008 earning \$3.2 million; 2009 earning \$1.4 million (20%) of class of 2009**
- **Dropouts decreased from 77 students in 2006-07 to 52 in 2007-08 to 48 2008-09**

**NC Goal # 1: NC public schools will produce globally competitive students.**

**OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**JHS Strategy: Ensure a consistent school wide focus that enables all students to achieve at high levels through the support and leadership of Jacksonville High School personnel and district administrators.**

**Resources:**

- Identify and allocate yearly resources needed for students to be successful in all learning endeavors at JHS (See Budget-Goal 1)

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

**Next steps**

**2008-09**

- All EOC classes will utilize USA Test Prep, released test bank items, and network with other schools to share strategies that have shown to be successful
- Pre- and post testing will take place in EOC areas with benchmarks being established and analyzed
- PRIME Time after school tutoring is available for all students with transportation provided twice per week
- Meet in Professional Learning Communities (PLC's) to disaggregate 07-08 test data and share best practices for improving achievement
- Sustain established partnerships and pursue new partnerships
- Improve writing scores by utilizing in-class prompts and rubrics
- Students have the opportunity to enroll in International Baccalaureate Diploma Programme courses
- Initiate school level Drop Out Task Force to decrease drop out rate through mentoring, remediation, academic assessment and other interventions

**2009-10**

- Algebra I teachers will analyze assessment data to realign planning and teaching for content mastery
- Algebra I teachers will meet to utilize assessment data to strategically assign student to Prime Time after school tutoring
- Implement common assessments designed to identify correlated NCSCOS goals and objectives for Algebra I
- Incorporate technology in teaching Algebra I for diverse learners
- Increase enrollment for IB classes
- Establish baseline for first year of IB diploma candidate
- Increase enrollment in academies (smaller learning communities)
- Explore implementation of Certified Sterilization Technician program for Health Sciences Academy students
- Implement Cardinal SOAR (Students Obtaining Academic Results) for the five areas required for graduation beginning with English I and Algebra I
- Administer the first set of International Baccalaureate internal and external assessments

**NC Goal # 2: NC public schools will be led by 21<sup>st</sup> Century professionals.**

**OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.**

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

**Desired Results:**

- Sustain highly knowledgeable and skilled SLC directors
- Provide on site professional development
- Increase attendance at workshops, seminars and conferences
- Increase number of National Board certified teachers and/or teachers with advanced degrees
- Compare and improve responses on Teacher Working Conditions (TWC) Survey
- Increase availability and use of technology for instruction
- Ensure a diverse and highly qualified workforce
- Ensure time for effective planning and a break for lunch
- Provide recognition to personnel who exhibit Professional Character traits

**Measures:**

- Annual budget
- Professional Development annual site plan
- Registration and documentation of attendance at workshops, seminars and conferences
- Number of teachers earning National Board Certification or advanced degrees
- TWC survey responses
- Lesson plans and observations
- NCLB annual reports
- Teacher attrition report
- Teaching schedules
- Employee recognition ballots

**Processes:**

- Provide support to SLC leaders through budgeting considerations
- Continue conducting research based professional development during planning periods that is aligned with the school's strategic goals and teacher input
- Empower teachers to facilitate on site professional learning
- Attend local, state and national workshops, seminars and conferences to promote an international perspective and the use of 21<sup>st</sup> Century skills and technology
- Increase awareness of opportunities for teachers to seek National Board Certification and advanced degrees
- Initiate articulation of K-12 planning that supports innovative and engaging classroom learning opportunities
- Utilize Teacher Working Conditions (TWC) Survey to address any of the dispositions that reflect an average that is below that of the state or district
- Recruit and retain highly qualified personnel
- Allow teachers 30 minute duty free lunch period
- Implement monthly recognition program for employees using Professional Character traits

**NC Goal # 2: NC public schools will be led by 21<sup>st</sup> Century professionals.**

**OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.**

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

**Resources:**

- Identify and allocate yearly resources needed to retain highly qualified personnel (See Budget-Goal 2)

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- **100% of SLC Directors attended National Career Academy Conference**
- **100% of the staff participated in an onsite professional development book study for *Failure is Not an Option* facilitated by administrators and 4 classroom teachers**
- **53% of the staff participated in an onsite professional development seminar titled *Hola! An Introduction to Basic Spanish Words and Phrases***
- **100% of licensed staff attended workshops, seminars and/or conferences**
- **NBCT's increased from 4 teachers in 2006-07 to 9 in 2007-08**
- **In 2007-08, 31 teachers had advanced degrees with 7 currently completing a higher degree**
- **2008 Teacher Working Conditions Survey indicated JHS averages in 3 of 5 areas to be above the district and state averages (Decision-Making, Leadership and Professional Development)**
- **Time: JHS=3.17 average (-.06 below the district; -.14 below state)**
- **Facilities and Resources: JHS=3.87 (-.04 below district; -.07 below state)**
- **100% of teachers have 30 minute duty free lunch and a 60 or 90 minutes duty free planning period daily**
- **100% participation in Governor's Working Conditions Survey**
- **100% highly qualified personnel were recruited through the OCS Job Fair (3 teachers were hired from the OCS Job Fair)**
- **100% of classroom teachers have access to laptops and LCD's for planning and instruction**
- **20 teachers were recognized in 07-08 in the Professional Character Traits recognition program (2 per month as nominated by their peers)**

**2008-2009**

- **100% of the licensed staff participated in an onsite professional development book study for *Robert Marzano's Classroom Instruction that Works* with the incorporation of the online resource of PD360; use of the research based strategies was incorporated in to each classroom teacher's IGP (Individual Growth Plan)**
- **81% of the licensed staff participated in an onsite professional development seminar titled *Technology: Web and Web 2.0 Tools for the Classroom* conducted by Ross Friebel, OCS Technology Facilitator**
- **100% of licensed staff attended workshops, seminars and/or conferences**
- **NBCT's increased from 4 teachers in 2006-07 to 9 in 2007-08. In 2008-09, 2 additional teachers earned certification in 2008-09 through NBPTS for a total of 11 NBCT's**
- **In 2008-09, 31 teachers had advanced degrees with 7 currently completing a higher degree**
- **100% of staff received training in PEP' (Personalized Education Plans) and II (Instructional Intervention)**

**NC Goal # 2: NC public schools will be led by 21<sup>st</sup> Century professionals.**

**OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.**

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

**Resources:**

- Identify and allocate yearly resources needed to retain highly qualified personnel (See Budget-Goal 2)

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

**Next steps**

**2008-09**

- **SLC directors will establish a PLC for assessing data for academic progress, budget considerations, setting yearly goals, preparing calendars of events and participating in Professional Development; SLC directors will collect and maintain data for new SLC grant**
- **Provide on site professional development for 100% of teachers in the areas of technology and *Classroom Instruction that Works* (Marzano); Selected staff members will also attend additional local, state and national workshops, seminars and conferences (as correlated to the school, district and state goals as well as the goals of the new SLC grant)**
- **Provide on site mentoring for teachers pursuing advanced licensure and degrees**
- **Established a 21<sup>st</sup> Century Learning Lab with up to date technology available for instructional use by all teachers (technology includes computers, webcams and Promethean Board)**
- **Empower teachers to assume leadership roles**
- **Host 2008 World View Opening Conference**
- **Maintain data for attendance at AP and IB trainings to ensure compliance with the College Board and the International Baccalaureate Organization**

**2009-10**

- **Develop and submit Jones Onslow Bright Ideas grant proposals as written by individual teachers, departments, or academies**
- **Plan and implement last wall to wall academy at JHS: Fine and Performing Arts**
- **Continue to utilize NCWISE for full implementation (grade book, athletic, eligibility, etc.)**
- **Continue training with PEP's (Personalized Education Plans) and Instructional Intervention**
- **Provide training for 100% of classroom teachers on the new teacher evaluation instrument to be implemented in 2010-11**
- **Participate in the Teacher Working Conditions Survey (Spring 2010)**
- **Select a staff member to receive training in the new Plato program in preparation for implementation of the program for student use**
- **Continue International Baccalaureate training for administration, coordinator, counselors and classroom teachers**

**NC Goal # 3: NC public school students will be healthy and responsible.**

**OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.**

**JHS Strategy: Develop and monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes a school-wide behavior management plan, all safe schools’ criteria and healthy child legislation.**

**Desired Results:**

- 100% favorable responses to Climate Survey
- Decrease in discipline referrals
- Increase in attendance rates
- Meet Safe and Civil Schools criteria
- Positive feedback regarding motivational guest speakers
- Increase participation in clubs and organizations
- Increase participation in Club Expo, as well as Club/Organization membership

**Measures:**

- Climate Survey results
- Student signature forms for JHS Student Handbook and OCS Student Related BOE policies
- Discipline data
- Attendance data
- Freshmen Academy Calendar of Events
- BASES reports
- Motivational guest speaker survey feedback
- Club Expo participation
- Membership in clubs/organizations
- IMPACT lessons and IMPACT class observations
- ~~Winner’s Circle menus~~
- Ensure time for effective planning and a break for lunch
- Monitoring schedules

**Processes:**

- Utilize Climate Survey to address student/parent/staff feedback regarding students’ feelings of safety while on campus
- Distribute and discuss JHS Student Handbook and OCS Student Related Board of Education Policies annually
- Revise and update IMPACT curriculum to address healthy and responsible choices made by students daily
- Continue partnership with Onslow Prevention Services
- Utilize motivational guest speakers on topics related to safe and healthy choices
- Empower student leaders to participate in extracurricular activities to promote service learning, peer mediation and mentoring (i.e. Peer Ambassadors, Cardinal Companions, Interact Club)
- Continue to implement and revise components of Safe and Civil Schools program (i.e. Guidelines for Success, *Discipline for Secondary Schools*)
- Revise student recognition program to become Who’s Who (12 students selected by teachers monthly who exemplify Character Education trait of the month)
- Obtain and maintain proper safety equipment and procedures in all classes



**NC Goal # 3: NC public school students will be healthy and responsible.**

**OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.**

**JHS Strategy: Develop and monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes a school-wide behavior management plan, all safe schools’ criteria and healthy child legislation.**

**Resources:**

- Identify and allocate resources to ensure a safe and civil learning environment (See Budget-Goal 3)

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- **2008 Climate Survey indicated a discrepancy in favorable responses to safety; Student (73.59%), Parent (81.91%) and Staff (96.36%)**
- **Discipline data indicated a decrease in referrals from 2,089 in 2006-07 to 1,458 in 2007-08**
- **Attendance rate 2006-07 to 2007-08 was 95%**
- **Safe and Civil Schools Committee developed and finalized the Levels of Discipline with input from all staff members with implementation planned for 08-09**
- **Strategic Planning Team voted on and approved the implementation of Safe and Civil Schools Levels of Discipline**
- **Provided training and awareness of the Levels of Discipline in preparation for implementation in 2008-09**
- **Motivational speakers were utilized throughout the year, e.g. Nancy Anderson (FCA), Pro and semi-Pro football players, speakers for the Health Sciences Academy, Save a Life Tour**
- **Onslow Prevention Services worked with 182 Freshman Academy students through health/PE classes 18 times per semester/once per week in 2007-08**
- **120 students were recognized in a monthly Who’s Who student recognition program (with 12 students per month recognized for exhibiting outstanding character traits as nominated by their teachers)**
- **25 surveillance cameras purchased and installed by OCS and JHS**

## Results (continued for Goal 3)

### 2008-2009

- 2009 Climate Survey indicated an increase in favorable responses from students and parents to safety questions; Student (77.56% +3.96 from 07-08), Parent (84.74% +2.83 from 07-08) and Staff (95.14% -1.22 from 07-08)
- Discipline data indicated a decrease in referrals from 2,089 in 2006-07 ; 1,458 in 2007-08; 1,269 in 2008-09
- Safe and Civil Schools Committee developed and finalized mini-surveys in response to safety concerns on the Climate Survey
- Strategic Planning Team voted on and approved the continuation of Safe and Civil Schools Guidelines for Success and the use of the Levels of Discipline
- Speakers were utilized throughout the year, e.g. speakers for the Health Sciences Academy from Onslow Memorial Hospital and the Red Cross, Save a Life Tour for senior IMPACT classes, Interactive Simulator for US History and CTE classes, and the UNC-CH Discovery Bus Tour for Biology classes
- Onslow Prevention Services worked with 305 Freshman Academy students through health/PE classes 18 times per semester/once per week in 2008-09
- 120 students were recognized in a monthly Who's Who student recognition program (with 12 students per month recognized for exhibiting outstanding character traits as nominated by their teachers)
- 29 clubs and organizations participated in the annual Club Expo which occurs on the night of Open House each fall

**NC Goal # 3: NC public school students will be healthy and responsible.**

**OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.**

**JHS Strategy: Develop and monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes a school-wide behavior management plan, all safe schools’ criteria and healthy child legislation.**

**Resources:**

- Identify and allocate resources to ensure a safe and civil learning environment (See Budget-Goal 3)

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

**Next steps**

**2008-09**

- **Safety questions from the OCS Climate Survey will provide the basis for a mini-survey to be distributed to IMPACT classes three times per year to identify students’ perceptions and concerns to increase students’ feelings of safety at JHS**
- **JHS will move from daily attendance to period and daily attendance**
- **Onslow Prevention Services will work with entire freshmen class in 2008-09**

**2009-10**

- **Continue to use safety questions from the OCS Climate Survey as the basis for mini-surveys to be distributed to IMPACT classes to identify students’ perceptions and concerns to increase students’ feelings of safety at JHS**
- **Participation by coaches on-line course “Fundamentals of Coaching” through NFHSA (National Federation of High Schools Association) in partnership with NCHSAA (North Carolina High School Athletic Association)**
- **Train administration in NIMS (National Incident Management System) via an online course and certification process**
- **Train and implement updated emergency procedure (lock down and bomb threat)**
- **Implement new Super Safe Supervision monitoring system based upon Onslow County Climate Survey (Spring 2009)**
- **Train students for Peer Making Peace program (peer mediation)**
- **Increase the number of participants in the annual Club Expo**
- **Initiate and plan the use of Safe and Civil Schools Guidelines for Success and Levels of Discipline with bus coordinator and drivers**

**NC Goal # 4: Leadership will guide innovation in NC public schools.**

**OCS Goal # 4: Leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.**

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

**Desired Results:**

- Increase enrollment in academies
- Wall to wall academies
- 100% completion of NC Graduation Project
- Positive feedback regarding online communication vehicles
- Increased graduation rate

**Measures:**

- Academy Calendars of Events
- Master Schedule
- NC Graduation Projects
- Feedback from stakeholders regarding online communication vehicles
- Enrollment in NC VPS
- Booster Club membership

**Processes:**

- Plan and implement academy orientations and camps
- Establish wall to wall academies (i.e. Engineering Academy, Cultural Arts Academy)
- Develop plan for NC Graduation Project that initiates support from community resources by way of mentors for students and judges for student presentations
- Implement communication via [www.hghschoolsports.net](http://www.hghschoolsports.net) and JHS official website
- Support students' enrollment in NC VPS to enhance expanded educational opportunities
- Increase partnerships to sustain support for athletic programs and extracurricular activities
- Articulate with all middle schools for transition secondary planning (academies, AP, IB, EC, AG, Fine and Performing Arts)
- Student Services will meet with each student yearly to discuss course selections, graduation requirements, scholarships, and post-secondary transition plans

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

**Resources:**

- Identify and allocate resources to promote innovative initiatives (See Budget-Goal 4)

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- **In the spring 2008, ISA held a student /parent orientation with 110 in attendance; in the summer 2008, ISA held a camp for ISA students with 64 attending**
- **In the spring 2008, HSA held a student /parent orientation with 30 parents in attendance**
- **In the spring 2008, Freshman Academy held a student /parent orientation with 389 in attendance; in the summer 2008, FA held a 3 day camp for FA students with 223 of 351 attending**
- **Membership in each academy increased:**
  - ❖ **Education Training Academy=39**
  - ❖ **Health Science Academy=66**
  - ❖ **International Studies Academy=55**
- **International Studies Academy was implemented with 55 students in compliance to the wall-to-wall timeline.**
- **2 senior level English teachers attended 2 training sessions for the NC Graduation Project**
- **56 seniors participated in a pilot of the NC Graduation Project with successful completion**
- **12 community members served as judges for the NC Graduation Project**
- **All JHS academic, athletic, extracurricular and community events are posted and updated daily on [highschoolsports.net](http://highschoolsports.net)**
- **Daily academic, athletic, extracurricular and community events were communicated electronically to staff members via "What's Up"**
- **47 NCVPS courses were taken by JHS students with 40 of the classes successfully completed**
- **Partnerships were sustained and expanded for extracurricular and athletic programs**
- **Athletic Booster: 138 members**
- **Band Boosters: 14 business partners and 40 parent volunteers**
- **Friends of the Cardinal Orchestra: 65 members; 25 business partners**
- **FA: 4 business partnerships; 13 members of the Freshman Parent Team**
- **ETA: 10 partnerships**
- **HSA: 15 partnerships and 46 student placements for shadowing opportunities**
- **ISA: 14 partnerships**
- **IB: 2 in state school visits; 4 IB trainings locally and nationally; 1 national conference (NCAC)**

## Results (continued for Goal 4)

2008-2009

- In the spring 2009, ISA held a student /parent orientation with 91 in attendance; in the summer 2009, ISA held a camp for ISA students with 74 attending
- In the spring 2009, HSA held a student /parent orientation with 41 parents in attendance
- In the spring 2009, Freshman Academy held a student /parent orientation with 150 in attendance; in the summer 2009, FA held a 3 day camp for FA students with 224 of 345 attending
- Membership in each academy increased:
  - ❖ Freshman Academy=305
  - ❖ Education Training Academy=36
  - ❖ Health Science Academy=83
  - ❖ International Studies Academy=93
- International Baccalaureate was implemented with 17 students
- Senior level English teachers continued to network for the NC Graduation Project to continue full implementation
- 304 seniors participated in the NC Graduation Project
- 12 community members served as judges for the NC Graduation Project
- All JHS academic, athletic, extracurricular and community events are posted and updated daily on [highschoolsports.net](http://highschoolsports.net)
- Daily **academic**, athletic, extracurricular and community events were communicated electronically to staff members via "What's Up"
- 47 NCVPS courses were taken by JHS students with 40 of the classes successfully completed
- Partnerships were sustained and expanded for extracurricular and athletic programs
- Athletic Booster: 187 members
- Band Boosters: 39 business partners and 40 parent volunteers
- Friends of the Cardinal Orchestra: 62 members; 28 business partners
- FA: 26 business partnerships
- ETA: 10 partnerships
- HSA: 6 partnerships and 43 student placements for shadowing/internship opportunities
- ISA: 19 partnerships
- IB: 8 IB trainings locally and nationally

**NC Goal # 4: Leadership will guide innovation in NC public schools.**

**OCS Goal # 4: Leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.**

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

**Resources:**

- Identify and allocate resources to promote innovative initiatives (See Budget-Goal 4)

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

**Next steps**

**2008-09**

- **Full implementation of the NC Graduation Project will occur with the class of 2009**
- **Will recruit to retain and increase enrollment in all academies**
- **An Engineering Academy will be fully planned and ready for implementation for 2009-2010**
- **Education Training Academy teachers and administration will continue to plan and pursue a partner with CCC and UNC-W to establish a teacher preparation program**
- **All staff will attend training to develop and implement websites linked to the school website to facilitate increased communication with parents and students**
- **Freshman Academy expanded to all freshmen for 08-09 (182 in 07-08; 351 in 08-09)**
- **Students will attend Summer Leadership Camp for the establishment of Cardinal Ambassadors**

**2009-10**

- **Implement Student 2 Student training during leadership camp with Cardinal Ambassadors**
- **Department chairpersons will meet monthly to articulate changes due to Accountability and Curriculum Reform Effort (ACRE) and the 21<sup>st</sup> Century Future Ready Core**
- **Work with bus coordinator in the implementation of Safe and Civil Schools Guidelines for Success and Levels of Discipline**
- **A Fine and Performing Arts Academy will be fully planned and ready for implementation in 2010-11**
- **Health Sciences Academy will serve as a model for other JHS career academies in aligning with the ten standards of the National Career Academy Coalition**
- **Initiate, plan and implement a structured parent advisory board for the Freshman Academy**

**NC Goal # 5: NC public schools will be governed and supported by 21<sup>st</sup> Century systems.**

**OCS Goal # 5: Onslow County schools will be supported by effective and efficient systems.**

**JHS Strategy: Maximize and manage resources to meet all instructional, operational and technological infrastructure needs.**

**Desired Results:**

- Increased input from stakeholders regarding annual budget
- Adequate facilities for instructional offerings in the Media Center, Art and Science classrooms
- Increased proposals to obtain funding or resources
- Maximize state and federal funding for staff and student needs
- Adequate and readily accessible technology for students and staff

**Measures:**

- Surveys and proposed budgets from SPT members, departments chairs and SLC directors
- Grants and Resources meeting agendas
- State and federal budgets
- Technology data on NC Report Card

**Processes:**

- Conduct yearly survey with SPT members, department chairs and SLC directors to obtain a projected annual budget for instructional, operational and technological needs in accordance with preparing students for the 21<sup>st</sup> century
- Update and expand Media Center, Art and Science facilities to accommodate NC Virtual Public school and lab setting for whole class instruction (bond referendum)
- Organize and implement sessions for teachers to investigate grant writing and resource opportunities to support effective and efficient operations
- Articulate with the Central Office to prepare and utilize state and federal budgets for student and staff needs at JHS
- Increase available technology for students and staff in accordance with new county initiative Tier 1, 2, and 3



**NC Goal # 5: NC public schools will be governed and supported by 21<sup>st</sup> Century systems.**

**OCS Goal # 5: Onslow County schools will be supported by effective and efficient systems.**

**JHS Strategy: maximize and manage resources to meet all instructional, operational and technological infrastructure needs.**

**Resources:**

- Identify and allocate resources to support all instructional, operational and technological infrastructure needs (See Budget-Goal 5)

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- **Meetings were held throughout the year with department chairs, SLC directors, SPT members and administration to determine needed resources for academic growth and to strengthen effectiveness of instruction and teacher leadership**
- **Completion of the facilities expansion for the Media Center and Arts and Science**
- **Administration sought out grant funding and made teachers aware of grant writing opportunities as evidenced by AARP grant for Freshman Academy, submitted Bright Ideas Grants and the federal Smaller Learning Communities Grant**
- **Timely and efficient articulation with the Central Office from the administration and SLC and other directors concerning funding and distribution for day to day operations, DSSF funds, IB, CTE, etc.**
- **100% of JHS staff has received new technologies (Smart Boards, Elmo's, Mimios) from Tier 1 and/or JHS funding initiatives**

**2008-2009**

- **Administration continued to meet with department chairs, SLC directors, SPT members and administration to determine needed resources for academic growth and to strengthen effectiveness of instruction and teacher leadership**
- **Administration sought grant funding and received AARP grant for Freshman Academy**
- **JHS began Year 1 of a federal Smaller Learning Communities grant in partnership with two other Onslow County high schools**
- **Timely and efficient articulation with the Central Office from the administration and SLC and other directors concerning funding and distribution for day to day operations, DSSF funds, IB, CTE, etc.**
- **100% of JHS staff has received new technologies (Smart Boards, Elmo's, Mimios) from Tier 1 and Tier 2**
- **Outdated technology was updated for classroom instruction**
- **Tier 1 initiative continued with 17 staff members receiving laptops (41=total laptops provided for JHS teachers through Tier 1)**
- **7 Elmo's (document cameras) were purchased for International Baccalaureate teaching staff**
- **Use online public folders for access to forms for PEP's, II, field trips and guest speakers**

**NC Goal # 5: NC public schools will be governed and supported by 21<sup>st</sup> Century systems.**

**OCS Goal # 5: Onslow County schools will be supported by effective and efficient systems.**

**JHS Strategy: maximize and manage resources to meet all instructional, operational and technological infrastructure needs.**

**Resources:**

- Identify and allocate resources to support all instructional, operational and technological infrastructure needs (See Budget-Goal 5)

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

**Next Steps**

**2008-09**

- **Utilize the expertise of the on site Technology Facilitator to ensure training in the proper of use in newly acquired technology**

**2009-10**

- **Purchase online databases (World Book online and Gale Databases) to assist all students in completing effective research projects**
- **Implement the new and updated PLATO program for all students to utilize that will align with North Carolina SCOS**
- **Apply for review with National Career Academy Coalition for national certification for HSA**
- **Continue to appropriate and utilize federal grant monies to enhance and increase student achievement**
- **Continue to fulfill all goals and objectives of federal Smaller Learning Communities grant**
- **Implement training for 100% of classroom teachers on use of NC Wise Gradebook and student data management in NC Wise**
- **24 Tier 1 laptops will be distributed to JHS personnel**
- **Continue to use AlertNow phone system for efficient communication with parents and students**
- **Work with school picture vendor to acquire bar coded student identification cards for use in the cafeteria and Media Center**



# 2009-2010 Projected Budget

**NC Goal # 1: NC public schools will produce globally competitive students.**

**OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.**

**JHS Strategy: Ensure a consistent school wide focus that enables all students to achieve at high levels through the support and leadership of Jacksonville High School personnel and district administrators.**

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
Instructional Supplies (Writing)	1,000	Instructional	Student Achievement and Teacher Effectiveness
Technology (web cams, digital cameras, etc)	10,000	Instructional	Student Achievement and Teacher Effectiveness
Johns Hopkins Instructional Materials	2,000	At Risk	Student Achievement and Teacher Effectiveness
EOC Practice Materials	1,500	At Risk	Student Achievement and Teacher Effectiveness

**NC Goal # 2: NC public schools will be led by 21<sup>st</sup> Century professionals.**

**OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.**

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

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
World View	1,500	Staff Development	21 <sup>st</sup> Century Learning
International Baccalaureate	10,000	SLC Grant	21 <sup>st</sup> Century Learning
NC in the World	1,000	SLC Grant	21 <sup>st</sup> Century Learning
National Career Academy	5,000	SLC Grant	21 <sup>st</sup> Century Learning
SLC Directors' Stipends	12,750	SLC Grant	Academy sustainability for 21 <sup>st</sup> century learning

**NC Goal # 3: NC public school students will be healthy and responsible.**

**OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.**

**JHS Strategy: Develop and monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes a school-wide behavior management plan, all safe schools’ criteria and healthy child legislation.**

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
Summer Stipends	8,000	At Risk	IMPACT curriculum
Extracurricular trips	10,000	Local/SLC grant	Science Olympiad Model UN Academies Close-Up Freshman Academy Achievement Trip
Student Recognition Program	1,000	Local/At Risk	Recognition based on Character Education

**NC Goal # 4: Leadership will guide innovation in NC public schools.**

**OCS Goal # 4: Leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.**

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

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
Printing Materials	4,000	Instructional	Academies
Marketing and Mailing	500	Instructional	Athletics and Extracurricular
Textbooks	2,000	State Textbook	NCVPS
Graduation Project Instructional Materials	1,000	Instructional	NC Requirement

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**NC Goal # 5: NC public schools will be governed and supported by 21<sup>st</sup> Century systems.**

**OCS Goal # 5: Onslow County schools will be supported by effective and efficient systems.**

**JHS Strategy: Maximize and manage resources to meet all instructional, operational and technological infrastructure needs.**

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
PRIME Time transportation	5,000	At risk funds	After school tutoring bus transportation
International Baccalaureate	9,800	OCS	Training and fees
Instructional Materials	30,000	Local/SLC Grant	Department Budgets
Technology (laptops)	10,000	Instructional	21 <sup>st</sup> Century Learning
World Book Online	1,300	Instructional	Student Achievement and Teacher Effectiveness
Gale Online Databases	2,500	Instructional	Student Achievement and Teacher Effectiveness