

Excellence in Education

Onslow County Learning Center
Strategic Plan
2011-12 Results and Next Actions



Adopted by Onslow County Board of Education 2010



Onslow County Learning Center School Administration

Ms. Felicia Walton Director/Principal

Mr. William Scull Assistant Director/Assistant Principal/Teacher





Principal's Message

The Onslow County Learning Center (OCLC) has demonstrated continuous growth for over fifteen years. The center is uniquely designed to allow the staff to work individually to meet student needs. Under the alignment of the five essential goals:

1. Onslow County students will be globally competitive through the mastery of a relevant and rigorous curriculum.
2. Onslow County schools and students will be led by creative, passionate, and technologically skilled professionals.
3. Onslow County students will learn in a safe and civil environment to be ethical, healthy and productive citizens.
4. Leadership will foster innovation in the Onslow County School System in cooperation with families and community partners.
5. The Onslow County schools will be supported by effective and efficient processes and systems.

Our staff is dedicated to work collaboratively with students to achieve measurable targeted goals. "Excellence in Education" is our theme as we strive for improvement through positive and meaningful learning experiences for students.

By developing a new plan every two years our strategies and efforts can continuously incorporate new and innovative techniques that custom fit our ever evolving student population. With the support of our district leaders, community and parental involvement, we are equipped and ready for the challenge. Our plan is supported by data generated from student performance, stakeholder input, and state and local policies.

OCLC is proud of what we do and more importantly, we believe that collaborative efforts make the positive difference in developing "Future-Ready" students.

Felecia Walton



School Profile

Demographics:

The Onslow County Learning Center's target goals for the 2010-2011 school year were focused on equipping students with curricular skills and life time traits, which would enable success in the regular educational setting. From this locale, the students could continue to build upon their positive behavior that enabled their success during their tenure at OCLC.

During the 2010-2011 school year, OCLC reached a daily enrollment of 100. Over the course of the school year, the Onslow County Learning Center had a total enrollment of 142 students, 79% of enrolled students were male and 21% were female. Of those 142 students, 12 were graduating seniors who completed coursework and were able to receive a diploma. The racial backgrounds of students referred to OCLC were: 39 % African American, .06 % Hispanic, .04% Multi-racial and 57% Caucasian.

Additionally, the students who were identified as EC maintained a daily average of approximately 22-27%. During 2010-2011 the number of students qualifying for free or reduced lunch stayed consistent, indicating 66% of the students were Economically Disadvantaged. New data reflects that 49% of the students at OCLC had some form of mental health diagnosis. Of the 49% of students with mental health diagnosis: 21% had severe mental health diagnoses, 65% were not classified as EC. Of the entire OCLC population, 11% were incarcerated sometime during the school year. At pivotal times during the school year, due to their successful adoption of the educational program, 31% returned to their home schools.

The Onslow County Learning Center employed 15 certified faculty members (11 regular education classroom teachers (1 serves as Assistant Director), 1 special education classroom teacher, 1 guidance counselor, and 1 Director) in addition there were 6 support staff members during the 2010-2011 school year. Five staff members held advanced degrees. Staff members included 7 males and 12 females. The racial composition of the staff included 12 Caucasian, 5 African American, and 2 Hispanic.



School Profile

Data Analysis:

A review of discipline data revealed that referrals resulting in missed classes or suspensions increased by 40% during the 2010-2011 school year. This increase may be attributed to the increase in mental health issues on campus. The staff has discussed these difficulties and a part-time counselor has been hired to assist with the varied and profound mental health issues on campus. Multiple interventions have also been established to diffuse issues before they reach a problematic stage. Additional data is being collected in an attempt to validate this assumption.

Bus referrals during the afternoon ride from 2009-2010 school year increased by 50% from the 2010-2011 school year due to limited buses and extended routes. The afore mentioned mental health difficulties could have also contributed to this problem. The problem has been addressed by adding an extra bus to reduce the amount of time on each bus route.

Although the data as a whole shows an increase in referral--excluding the EC and mental health diagnosis population serviced with limited resources, the data should depict on a whole, a decrease in discipline problems on campus.

Vision and Mission Statements for Onslow County Learning Center

Vision:

Redirect; Respond; Return

Mission:

The mission of the Onslow County Learning Center is to provide a learning experience that is student-centered, academically relevant, educationally sensitive to the diverse learning styles of all students, and emotionally/socially nurturing to all participants. We strive to create an environment where students are empowered to take OWNERSHIP in the process of attaining their educational/behavioral goals so that they may become ethical, healthy, and productive global citizens.



ONslow COUNTY SCHOOLS STRATEGIC PLAN

Regulatory Information and Assurance Statement

2011-2012

School:	Onslow County Learning Center
Date Submitted:	7-Oct-11

1	Plan Team Members - 8	
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). Check Yes/No	yes
3	Percentage of total school staff (see note below) approving updated plan (Number approving plan divided by number voting. If there are no changes, fill in the blank with N/A.	100%
4	Date of vote	October 6 2011
5	A secret ballot vote for staff approval of the plan was conducted. Check Yes/No	yes
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check Yes/No	YES
7	Percentage of School Strategic Planning Team who are parents providing input in the development of the Plan. (Number of parents divided by members on the team.)	30%
8	The required staff development reports have been disseminated to the appropriate persons or departments. Check Yes/No	YES
9	The dates, times, locations, and agenda items for meetings regarding our school strategic plans were publicized so as to abide by the open meetings law. Check Yes/No	YES
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.	YES
11	All required local, State and Federal programs have been addressed in the School Strategic Plan.	YES

Principal's Signature	Felecia Walton
Signature, SSPT Facilitator/ Chairperson	Elizabeth Bartlett
Signature, Elected Parent Representative	
Signature, Elected Parent Representative	

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

LEA Number: Onslow County Schools - 670
School Name/Number: Onslow County Learning Center
School Address: 941 Highway 172 Hubert, North Carolina 28539
Plan Year(s): 2010-2012
Date(s) prepared: 10/25/2010; 09/29/2011
Principal Signature: *Ms. F. Walton*

_____ Date

Local Board Approval Date: _____

_____ Date

School Strategic Planning Team

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Committee Position*	Name
Assistant Principal Representative	Mr. William Scull		
Teacher Representatives	Ms. K. Bani - Left Onslow County Schools 2010	Strategic Plan Committee member	
	Ms. E. Bartlett	Strategic Plan Committee/Chair	
	Mr. R. Bryant	Strategic Plan Committee member	
	Ms. K. Ewing	Strategic Plan Committee member	
	Ms. L. Gautier	Strategic Plan Committee member	
	Dr. B. Griggs	Strategic Plan Committee member	
	Mr. E. Harper	Strategic Plan Committee/Chair	
	Mr. B. Holland	Strategic Plan Committee member	
	Ms. L. Jackson	Strategic Plan Committee member	
	Ms. T. Moore	Strategic Plan Committee member	
Principal/Director	Ms. F. Walton	Strategic Plan Committee member	
Assistant Principal Representative	Mr. W. Scull	Strategic Plan Committee member	
Guidance	Mr. H. Deese	Strategic Plan Committee member	
	Ms. M. Sherman	Strategic Plan Committee member	
Instructional Support Representative	Ms. L. Gautier	Professional Development Coordinator	
	Ms. D. Feldhaus	Instructional Technology Facilitator	
Teacher Assistant Representatives	Ms. K. Matthias		
Parent Representatives	Mr. B. Friday		
	Ms. J. Mattocks		
	Ms. I. Richart		
	Ms. J. Sharpless		
	Ms. M. Jordan		
	Mr. J. Pearce		
	Ms. D. Mart		

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

Goal 1				
Plan/Do	NC Goal 1:	Goal 1 – North Carolina public schools will produce globally competitive students.		
	OCS Goal 1:	Onslow County students will be globally competitive through the mastery of a relevant and rigorous curriculum.		
	OCLC Goal 1:	Through the mastery of a rigorous and relevant curriculum, students will be 21st century globally competitive learners.		
	Target:	Onslow County Learning Center will have a 3% increase of successful goal achieving student departure.		
	Indicator:	A decrease in behavioral referrals; completion of individual goals; return to their home campus; 6-8 EOGs; 9-12 EOCs; VoCATS		
	Strategy:	Expand students' opportunities for global awareness		
	Action Steps:	1 Provide awareness activities through community curricular enrichment		
		2 Explore and integrate technology as a valuable, necessary learning tool (Netbook) Alg. I		
		3 Incorporate routine reward (educational) activities		
		4 Support/remediation using Plato: a web based software program using core based instruction and enrichment		
	Strategy:	Provide a rigorous curriculum of central skills		
	Action Steps:	1 Initiate routine cross-curricular staff meetings		
		2 Staff participation and district wide level vertical meetings		
		3 Upper classmen will be given the opportunity to enroll in an OSHA online Career Safe Course and obtain a certification leading to life long employment opportunities		
		4 Attend Field trips to areas of both historic , cultural and global significance such as Civil Rights Museum in Greensboro NC, State Legislature and Medieval reenactments		
Strategy:				
Action Steps:				
How will we fund these strategies?				
Funding source 1:	State funds for at-risk students	Funding amount:	\$2,000	
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$2,000	
Review frequency:	Quarterly			
Action Team:	Onslow County Learning Center Staff and Strategic Leadership Team			



Check	What data will be used to determine whether the strategies were deployed with fidelity?
	<ul style="list-style-type: none"> • ClassScape • NC Falcon • CIA sign in sheets and appropriate documentation • Framework for Understanding Poverty training • ALPS • EVVAS • USATest Prep • Plato • Permission forms from in-house and off campus activities • C.O.W. (computer on wheels utilized on campus)
	How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)
	<ul style="list-style-type: none"> • ClassScape usage Documentation • NC Falcon usage documentation • Framework for Understanding Poverty training resulting in decrease in discipline referrals • ALPS documentation • EVVAS results • USATest Prep usage documentation • Plato – documented scores • OSHA Certification received by students • Career Technical Education showcase attended by students • NCCER (National Center for Construction Education and Research) Certification of students
	What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012)
	<ul style="list-style-type: none"> • The current data on the testing of High School EOG's of the Fall 2010/11 school year represented the following improvements; • There was a total of 65 tests administered • 85% of our students made the level score that was predicted for them • The failure rate for High School Students went from 36% to 26% • 35% of our High School students passed their EOC tests • 85% of the High School students probability scores from EVAAS were met (33 out of 39) • 95% of the EOC (High School) retest students make an increase in their EOC scores • 46% of the EOG (Middle School) achieved a Level 3 in Math • 39% of the EOG (Middle School) achieved a Level 3 in Reading



- Over 2132 hours logged into Plato instructional enrichment during school year
- 100% of 12 graders graduated
- 31% returned to home campus (Grades 6-12)
- Certification for students stored in NCCER Registry/Repository in Florida for use for future certification in various construction fields
- 100% of students participating in Onslow County Art show received an award
- 22% of the student population with severe mental illness diagnosis
 - o Of this group 35% were classified as EC
 - o 65% of the students with severe mental diagnosis were NOT identified as EC
 - o Due to the increase of mentally challenging students there was a possible corresponding increase in discipline referrals



Act	Based upon identified results, what action should be taken?
	<ul style="list-style-type: none">• Onslow County Learning Center will continue to monitor and utilize the above mentioned strategies to ensure student success.• Continue to explore a variety of field based instruction that will enhance students' understanding of the relevance of learning and it's connection to a productive and successful life.• Increase number of OSHA online Career Safe certification• Final product of a Residentially Certified Home for profitable sale created by NCCER and OSHA certified students• Second Guidance counselor added to staff starting the 2011/12 school year• Additional Buses/drivers allocated for the 2011/12 school year

Goal 2				
Plan/Do	NC Goal 2:	Goal 2 – North Carolina public schools will be led by 21st Century professionals.		
	OCS Goal 2:	Onslow County Schools and students will be led by creative, passionate, and technologically skilled professionals.		
	OCLC Goal 2:	Via various staff development opportunities OCLC staff will maintain and improve 21st century professional skills and knowledge.		
	Target:	100% of Onslow County Learning Center will be highly qualified and continuously improving their skills to address current educational trends.		
	Indicator:	Sign in sheets; minutes; survey results; OCS Technology Plan; STNA (School Technology Needs Assessment)		
	Strategy:	Increase staff development opportunities		
	Action Steps:	1 Pilot the district online professional development modules: NC FALCON		
		2 Utilize district wide early release staff development opportunities such as NCWise and ClassScape training		
		3 Participation in district level vertical meetings in web seminars		
		4 21st Century staff development		
	Strategy:	Promote a positive and informed working environment for all employees		
	Action Steps:	1 Establish team building luncheon seminars		
		2 Use an interactive electronic calendar database		
		3 Make available resources and learning opportunities for educators to become and remain technologically skilled		
		4 Participation in weekly cross curriculum meetings to discuss curricular needs		
Strategy:				
Action Steps:				
How will we fund these strategies?				
Funding source 1:	State funds for at-risk students	Funding amount:	\$3,000	
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$3,000	
Review frequency:	Quarterly			
Action Team:	Onslow County Learning Center Staff and Strategic Leadership Team			
What data will be used to determine whether the strategies were deployed with fidelity?				
<ul style="list-style-type: none"> • Sign in sheets • Certificate of Completion 				

- Review /revisit of Staff IGP
- Initiation of PDP goals in a global online manner

Check	<ul style="list-style-type: none"> • Review/revisit Lesson Plans with initiation of Rubicon Atlas • Individualized Growth Plans • Staff Meeting Minutes • Parking Lot data from meetings • Usage of ClassScape by staff • Usage of NCWise by staff daily
	<p>How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)</p> <ul style="list-style-type: none"> • More detailed lesson plans • More students class participation noted in Field Trip Participation Achievement • Increase in completed assignments • Documented Student improvement on PEP's • Student progress on Report Cards • Data gathered from usage of study tools such as Plato
	<p>What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012)</p> <ul style="list-style-type: none"> • 100% staff participation in the following Technology based instruction as indicated by appropriate sign in sheets <ul style="list-style-type: none"> o NCFalcon including certificates of completion o ClassScape o Rubicon Atlas • 100% of classrooms availed ELMO/Promethean Board equipment • 35% of certified teachers attended CIA training for Trainers • 100% of the classrooms Tier 2 or better
Act	<p>Based upon identified results, what action should be taken?</p> <ul style="list-style-type: none"> • Continue with monitoring of lesson plans, specifically Advisory Plans • Monitor point sheet achievement of students • Monitor PEP as well as report cards on both teacher as well as administrative level • Continue to use technology as study/teaching aid • Conduct research based training on learning styles, At-Risk Learners, and diverse instruction for staff and students • Additional part-time counselor added to staff • Minutes for Cross Curricular meetings and sign in sheets were submitted as evidence of weekly meetings • Sign in sheets for all training sessions

Goal 3				
Plan/Do	NC Goal 3:	Goal 3 – North Carolina Public School students will be healthy and responsible.		
	OCS Goal 3:	Onslow County students will learn in a safe and civil environment to be ethical, healthy and productive citizens.		
	OCLC Goal 3:	OCLC will provide a safe and civil environment where students will learn to make ethical, healthy, and productive choices.		
	Target:			
	Onslow County Learning Center will reapply Safe and Civil Schools Initiative(s) to provide positive results to improve teaching and learning via the Staff Vertical meetings and in-house documentation. This will result in a 2% decrease in onsite injuries.			
	Indicator:			
	The forms for discipline data; injury based incident reports; attendance data; program evaluation; point sheets; drop out data will be used.			
	Strategy:			
	Create a safe environment that will support teaching and learning			
	Action Steps:			
	1 Revisit school safety plans, to include a safe school plan, crisis plan, and a Emergency Operation Plan			
	2 Revise and adjust a school wide based behavior management plan, using the safe and civil schools series			
	3 Provide students and parents with a clear set of behavior and performance standards, expectations, and consequences			
	4 Enhance articulation efforts to improve students' transitions throughout the campus and common areas			
	Strategy:			
Provide instructional opportunities focused on healthy and productive choices				
Action Steps:				
1 Implement instruction in the "Life Skills" curriculum provided by the county				
2. Provide instruction of the state mandated educational program dictated by the passage of law HB 88				
3 Ongoing school improvement and beautification projects.				
4 Reinforce Onslow County Schools Anti-Bully Policy per Student Handbook				
Strategy:				
Action Steps:				
How will we fund these strategies?				
Funding source 1:	Select a funding source	Funding amount:		
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:		
Review frequency:	Quarterly			
Action Team:				
Onslow County Learning Center Staff and Strategic Leadership Team				

What data will be used to determine whether the strategies were deployed with fidelity?

- Current Crisis Plan
- Sign in sheets for Campus
- Data on Drills
- Life Skills Documentation



Check

- Life Skills instruction documentation
- Intake Review of rules and policies per Student Handbook
- Incident Report documentation
- Anti Bullying Seminar during fill periods during Testing week(s)
- Book Review studies for Character Education
- Staff Training on Safety Plans

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)

- Decrease in student referrals
- Higher numeric rating in daily point sheets
- Reduction of injury based incident reports in comparison to previous year
- Decrease in Juvenile Petitions

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012)

- Learning Center program observation notes from district liaison, Mr. Earl Taylor, on student engaged “life skills” curriculum supporting the implementation of the program
- 100% of Advisory girls and 100% of 8th grade boys participated in “Non-Violent” based book studies
- 25% improved times for all drills (fire, intruder, lock down)
- Awarded “5 Star” Rating for Onslow County Schools
- No school level findings for penalties during fire inspections
- 92.7% of Seniors enrolled May of 2011 graduated
- .7.14% Dropped out
- 0% Injury based incident reports on staff
- 100% daily student behavior recorded for schools and shared with parent/guardian
- 100% of attendance data (Prior to August 26, 2011) in public folder on School Based Outlook express
 - o Data crash eliminated attendance information prior to this for the 2010- 2011 School year
 - o Data from the 2010-11 school year was based on Sims and NCWise and is not accessible

Act

Based upon identified results, what action should be taken?

- Revisit and refresh all safety information and training
- Revisit Anti bullying policy and
- Conduct additional safety training including CPI training
- Continue with Character themed book studies
- Conduct additional safety drills such as intruder, fire, etc.
- Utilize certified staff members to serve as members on safety team
- Implement nonviolent conflict resolution training for students through Advisory planning
- New in house based attendance system to accompany NCWise attendance for 2011/12 school year
- 100% review of transcripts of all Seniors

Goal 4			
Plan/Do	NC Goal 4:	Goal 4 – Leadership will guide innovation in North Carolina public schools.	
	OCS Goal 4:	Leadership will foster innovation in the Onslow County School System in cooperation with families and community partners.	
	OCLC Goal 4:	OCLC will increase community and parental awareness and involvement and utilize mentor program(s).	
	Target:	Create a culture that increases community and parental involvement by 3% to innovate OCLC's stakeholders communal initiatives.	
	Indicator:	The use of newsletters; progress reports; BASES report ; daily point sheets; parental contact logs and parental surveys; Google Analysis (website data breakdown)	
	Strategy:	Increase parental awareness	
	Action Steps:	1 Establish and maintain an active web page by every teacher	
		2 Establish and maintain parent contact logs	
		3 Daily behavior sheets will be sent home to allow parents to monitor their child's progress	
		4 Establish mentor programs for students	
	Strategy:	Increase parental involvement	
	Action Steps:	1 Develop a PEP for every student attending the Onslow County Learning Center	
		2 Include parents in the development and decision making for school and student improvement	
Strategy:	Extend and emphasis family, business, community, and education partnerships		
Action Steps:	1 Explore and utilize a variety of learning platforms and flexible settings including <u>Classroom Without Walls</u> , livestock auctions, and school guests		
	2 Educate staff regarding resources available in the community and strategies in using them		
	3 Pursue grant opportunities		
	4 Include the use of local business and community interests in Onslow County Learning Center's service learning projects		
How will we fund these strategies?			
Funding source 1:	Local district funds	Funding amount:	
Funding source 2:	Select a funding source	Funding amount:	
Funding source 3:	Select a funding source	Funding amount:	
Funding source 4:	Select a funding source	Funding amount:	
Funding source 5:	Select a funding source	Funding amount:	
		Total initiative funding:	
Review frequency:	Quarterly		
Action Team:	Onslow County Learning Center Staff and Strategic Leadership Team		

What data will be used to determine whether the strategies were deployed with fidelity?

- Completed mentor applications
- Parent contact logs
- Current PEP's
- Document community partnerships/volunteer involvement via sign in logs



Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

- Comparison of community /mentor participation from previous year(s)
- Guest and visitor seminar /documentation
- Surrounding community visitation and enrichment for both Rewards/ Field Trips and Classroom Without Walls

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012)

- 73% Parent contact was weekly and documented in Contact Logs
- 86% of phone notifications were delivered successfully per the data from Alert Now
- Weekly newsletter, The Futures , delivered electronically to all staff
- 100% of staff deliver a newsletter at the start of each Semester to all students
- 100% of point sheets provided daily for parents monitoring student's behavior
- Google Analysis used to back up attendance and discipline data and communicate with other Data Manager(s) in house
- 100% parent volunteers took parent surveys.
- Newsletters and contact logs used to share contact with stakeholders in the community and documented through BASES Report
 - o Local Masonic organizations including The Order of the Knights of Pythagoras provided support and supplies
 - o Judge Hardison participated in Mock Interviews with CTE students
 - o The Hem of His Garment provided financial assistance for student enrichment such as instructional based field trips
 - o 8th Engineer Support Battalion, Second Marine Logistics Group, Camp Lejeune, 300hrs of volunteer time
 - o Target Field trips awarded funds for Curriculum based Field trips

Act

Based upon identified results, what action should be taken?

- Incorporate Data with Administrative follow-up with community and families
- Continue to utilize local community members and to increase educational/community partnerships
- Maintain current web site and individual Teacher Sites affiliated with Onslow County School in Sites (<http://onslowcountylearning.nc.occ.schoolinsites.com/>)
- Continue the use of newsletters sent home to parents
- Continue the use of Alert Now to inform parents of events and status
- Work with social worker and probation officers to ensure parent contact information is accurate
- Explore cultural enrichment activities through collegiate venues
- Initiate Close Up club for state and local government exploration
- Continue to encourage members of local community and Judicial organizations visit and participate in school based activities and functions



Goal 5				
Plan/Do	NC Goal 5:	Goal 5 – North Carolina public schools will be governed and supported by 21st Century systems.		
	OCS Goal 5:	The Onslow County schools will be supported by effective and efficient processes and systems.		
	OCLC Goal 5:	OCLC will explore and incorporate the Green Initiative through various programs and efficient processes.		
	Target:	Maximize resources utilization to best meet the instructional and operational needs of the organization with "Power Down" as the energy usage theme with a 2% decrease in two calendar years.		
	Indicator:	Utilization of reports; comparison of financial data for 12 months; participation rates; work orders; surveys		
	Strategy:	Decrease energy and utility consumption by 2%		
	Action Steps:	1 Monitor energy and utility consumption on a monthly basis		
		2 Promote energy and utility awareness within the campus		
	Strategy:	Develop and utilize well communicated processes and procedures in all support areas		
	Action Steps:	1 Use process analysis to improve efficiency and effectiveness of all operational systems		
		2 Provide sufficient human resources to meet the needs of the system		
	Strategy:			
	Action Steps:			
How will we fund these strategies?				
Funding source 1:	Select a funding source	Funding amount:		
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:		
Review frequency:	Quarterly			
Action Team:	Onslow County Learning Center Staff and Strategic Leadership Team			
What data will be used to determine whether the strategies were deployed with fidelity?				
<ul style="list-style-type: none"> • Monitor and compare electric bills through billing cycles • Recycling distribution reports • Work order submission and completion data 				

Check	<p>How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)</p> <ul style="list-style-type: none"> • Show decrease in electric bill • Monitor recycle distribution reports • Work order submission completion data
	<p>What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012)</p> <ul style="list-style-type: none"> • Staff members became more aware and knowledgeable of energy conservation and usage • “Power Down” initiative with Custodians • 100% of all classrooms participate in recycling • Recycle Tonnage Report of 1.01 tons reported as of the 2010-11 school year
Act	<p>Based upon identified results, what action should be taken?</p> <ul style="list-style-type: none"> • Continue to monitor energy consumption • Custodians will continue with “Power Down” etiquette • Report progress monthly • Conduct energy conservation training during Weekly Meetings (see Minutes of Cross Curriculum Meetings) • Implement campus wide energy preservation procedures for all staff members • Continue to monitor work orders on older, inefficient equipment and their impact on energy usage