Swansboro High School
2007-2010
Strategic Plan

Update for 2008-2009 School Year

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Building Level School Improvement and Accountability Plan Regulatory Information and Assurance Statement
2007 - 2010

Number of School Improvement Plan Team Members	18
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 Improvement Team.	X Yes No
Percentage of total school staff (see note below) approving updated plan (Number approving plan divided by number voting)	100%
Date of vote	September 29, 2008
A secret ballot vote for staff approval of the plan was conducted. Check one:	X Yes No
Parents on the School Improvement Team were elected by parents of children enrolled in your school. Check one:	X Yes No
Percentage of Building Leadership Team who are parents providing input in the development of the plan. (Number of parents divided by members on BLT)	X Yes No
The required staff development reports have been disseminated to the appropriate persons or departments. Check one:	X Yes No
The dates, times, locations and agenda items for meetings regarding our school improvement plans were publicized so as to abide by the open meetings law. Check one:	X Yes No
The State Legislative regulations regarding school improvement were implemented as outlined in GS 115C.	X Yes No
All required State and Federal programs have been addressed in the School Improvement Plan.	X Yes No

Christine P. André
Principal's Signature

Kathy Gainey
SPT Facilitator/Chairperson's Signature

Yana Davis
Signature of Elected Parent

Tom Crawford
Signature of Elected Parent

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

STRATEGIC PLANNING TEAM

STAFF REPRESENTATION
Christine André
Barbara Chandler
Kathy Gainey
Stacie Friebel
Beckie Melton
Barbara Shedd
Jim Brown
Harriet McCall

Student Representation
Carrie Dail
Trevor Chambers

PARENT REPRESENTATION
Beth Dail
Patsy Settle
Janet Provost
Peggy Baddour
Tom Crawford
Yana Davis
Diana Gainey
Gloria Hill

Vision:

Initiating change, modeling character, and inspiring success…
The Swansboro Difference.

Mission:

The Swansboro community will work together to guide and encourage students to become life-long learners and productive citizens of a global society.

Beliefs:

1. **Student learning is the chief priority of the school.**
2. **All students can learn.**
3. **Students need to demonstrate their understanding of essential knowledge and skills by being actively involved in solving problems and producing quality work.**
4. **Students need to apply their learning to meaningful contexts.**
5. **Each student's self-esteem is enhanced by positive relationships and mutual respect.**
6. **A safe and comfortable environment promotes student learning.**
7. **Teachers, administrators, parents, and community share in the responsibility for advancing the school's mission.**

Goals:

1. **Students will master the essential skills through a rigorous and challenging curriculum.**
2. **Students will learn in a safe, orderly, and caring environment to make responsible decisions and healthy choices.**
3. **Swansboro High School will recruit, select, and retain highly qualified personnel.**
4. **All support services will effectively contribute to the successful operation of the school system.**
5. **Parent and community involvement will provide support to the teaching/learning process.**

NC 21st Century Goal: NC public schools will produce globally competitive students.
SHS Goal # 1: Swansboro High School students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Strategy: Expand learning opportunities and support programs to allow all students to succeed.

Desired Results:
1. Academic assistance is available to all students through Pirate Academy.
2. EC, ELL, and at-risk students achieve proficiency in all EOC tested areas.
3. AIG students achieve growth in all EOC tested areas.
4. CTE students demonstrate continued growth in proficiency on VoCATS assessments.
5. Student enrollment increases in AP courses and honors courses.
6. Student enrollment increases in Small Learning Communities.
7. All ninth grade students will be introduced to the globally competitive job market and the advantages of earning a college degree.
8. Seniors will successfully complete the Graduation Project requirement.
9. All students will achieve growth in all tested areas.

Measures:
1. Pirate Academy schedule and data
2. Disaggregated proficiency and growth model data
3. AP membership report and enrollment in honors courses
4. AVID enrollment
5. Small Learning Community offerings and enrollment
6. CFNC, Career Cruising, and Future4Kids account activity
7. Graduation Project timeline
8. *PRIME Time tutoring rosters*
9. *Strategic Reading enrollment*
10. *Purchase orders and requisitions*
11. *Summer Bridge enrollment*
12. *Transcripts*

Processes:
1. Revise Advisory to include an assistance program (Pirate Academy).
2. Train student mentors and plan seminars (career/higher education) for Pirate Academy.
3. Identify the individual academic needs of students to determine appropriate placement in Pirate Academy (remediation, enrichment, healthy lifestyle opportunities, etc.).
4. Align inclusion teaching assignments to best meet the needs of EC students in EOC courses
5. Provide staff development on the ABC model and AYP legislation.
6. Improve communication with students and parents concerning AP/honors course offerings.
7. Investigate Small Learning Communities and formulate a plan for implementation.
8. Establish and expand Small Learning Community opportunities and enrollment.
9. Utilize Career Development Counselor to plan and implement College Foundation of NC and Career Cruising computer sessions and Future4Kids Program.
10. Research and design a graduation project plan that includes all staff and every grade level.
11. Provide teachers with academic support materials to improve growth.
12. Train staff to input scores to calculate student growth.
13. *Supply EOC support materials to Algebra I, English 9, and USH.*

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14. *Implement Strategic Reading into the Freshmen Academy for designated students.*
15. *Provide PRIME Time after school tutoring which allows for transportation.*
16. *Identify students for participation in the Summer Bridge Program.*
17. *Identify students that are in need of "catch-up" opportunities.*
18. *Develop assessments to identify students that need focused intervention in Algebra I, English 9, and US History.*
19. *Invite clubs to create community service projects that have a global awareness focus.*
20. *Develop plan, do, and study documents that focus on CTE courses proficiency.*

Resources:
1. **Staff**
2. **Additional computer access for online course offerings**
3. **SIMS data, progress reports**
4. **PEP coordinator**
5. **ABC Tools**
6. **Lisa Thompson (Accountability Officer)**
7. **Small Learning Communities grant and resources**
8. **Career Development Coordinator**
9. **Laptop Cart**
10. **EOC workbooks**
11. **Graduation Project staff development**
12. *Freshmen Academy team meeting notes*
13. *Ken Reddic (Strategic Reading)*
14. *Club advisors*

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 ▪ **Core academic teachers and EC teachers were paired to meet the needs of identified students in inclusion classroom settings. In addition, those identified students were assigned to the same EC teacher for Curriculum Assistance.** ▪ **Staff development for ABC and AYP models was provided twice during the 07-08 school year.** ▪ **EC, ELL, At-risk (PEP) , & AIG students growth in all EOC tested areas.** 　**ELL students were proficient in 4 out of 7 of the EOC tests taken (57%).** 　**EC students were proficient in 31 out of 81 of the EOC tests taken (38%).** 　**At-risk students (PEP) were proficient in 47 of 77 tests taken (61%).** 　**AIG students made GROWTH in 128 out of 190 tests taken (67%).**	**Next steps 2008-2009** 1. **Implement Pirate Academy to provide academic assistance during the school day.** 2. **Utilize student leaders as peer tutors.** 3. **Develop topics for Pirate Academy seminars.** 4. **Post AP information on the website and send information electronically to parents.** 5. **Establish Freshmen Academy designed to ease the transition from middle school to high school.** 6. **Design implementation of Onslow PLAN grant that focuses on student achievement and Smaller Learning Communities.** 7. **Implement Graduation Project for all seniors using the Pirate Academy Leaders.** 8. **Train exit standard course teachers**

NC 21st Century Goal: NC public schools will produce globally competitive students.
SHS Goal # 1: Swansboro High School students will be globally competitive through the mastery of a rigorous and relevant curriculum.

- **78.3% of CTE students achieved proficiency on VoCATS assessments which exceeded the county wide goal of 69.49%**
- **Student enrollment in AP courses and honors courses was 919 students for the 2007-2008 school year.**
- **Increased communication concerning AP course offerings during Advisory and individual student scheduling. AP Potential was discussed with each AIG students during individual student conferences.**
- **In collaboration with other schools, Swansboro High School applied for and received the Onslow PLAN grant to support Small Learning Communities.**
- **Ten staff members attended the Career Academy conference in St. Louis.**
- **All ninth grade students participated in a CFNC session with counselors and CFNC staff.**
- **Staff members have attended Graduation Project staff development offered by NCDPI in preparation for the implementation of the NC Graduation Project. The project will be implemented during the 08-09 school year. Information sessions have been provided for staff and community members.**
- **Resources such as USA Testprep, Quia, and EOC preparation workbooks were utilized. US History and Civics and Economics teachers were trained to utilize the prediction model to identify at-risk students and provide additional academic support.**
- **We achieved growth in Civics and Economics and we achieved high growth in Geometry.**

in utilizing the prediction model.
9. **Provide focused intervention in the areas that did not make growth. (Algebra I, English 9, and US History)**
10. **Identify students that are in need of "catch-up" opportunities to get back on track for a four year graduation plan of study.**
11. **Utilize the extra curricular clubs to develop and sponsor projects that increase global awareness.**
12. **Develop plan, do, study documents that focus on increasing the overall proficiency in CTE classes.**

Swansboro High School
Strategic Action Plan
2007-2010

NC 21st Century Goal: NC public schools will be led by 21st century professionals.
SHS Goal # 2: Swansboro High School students will be led by creative, passionate, and technologically skilled professionals.

Strategy: Communicate and foster a climate of high expectations for employee performance.

Desired Results:	Measures:
1. A highly qualified and passionate 21st Century workforce is maintained.	1. Survey data (Climate, Teacher Working Conditions)
2. Staff is united for the purpose of continuous improvement.	2. Informal feedback opportunities
3. Professional learning communities work collaboratively to target state testing areas.	3. Proficiency and growth model data
4. Staff is empowered through the use of technology.	4. Roster from on-site technology training
	5. Professional Development Plans
	6. List of volunteers for a hiring committee
	7. Staff development rosters
	8. SMART GOALS

Processes:
1. Implement "Failure is NOT an Option" campaign.
2. Utilize professional learning communities to develop and implement units of study to ensure readiness for the next level of learning (Earth Science/Physical Science EOC, World History/US History and Civics EOC, English 10 and Writing Across the Curriculum/10th grade writing test).
3. Train staff to using county-wide writing Professional Learning Community strategies.
4. Offer on-site technology buffet training.
5. Utilize Spanish III/IV students to teach the staff conversational Spanish.
6. Provide staff with professional development using the text Generations to increase awareness of the generation gap.
7. Conduct a book study utilizing Classroom Instruction that Works for the entire staff.
8. Update SMART goals by department.
9. Develop a list of volunteers to represent their department on a hiring committee to participate in the hiring of teachers.

Resources:.
1. **Failure is NOT an Option** book
2. Campaign supplies
3. Ross Friebel (Technology Facilitator), Kelly Tropp (Technician)
4. 21st Century technology
5. Classroom Instruction that Works text
6. PD 360
7. Call tree

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?**
<u>**2007-2008**</u> ▪ **All certified staff members participated in the Failure Is Not an Option schoolwide initiative.** ▪ **Departmental Professional Learning Communities designed scaffolded units of study for EOC preparation.** ▪ **English teachers attended county wide Professional Learning Community for Writing Strategies.** ▪ **On-site technology training for use of United Streaming, ELMO, Promethean Board, and MIMIO was provided to staff members by our Technology Facilitator.**	<u>**2008-2009**</u> 1. **Departmental Professional Learning Communities will update their SMART goals for continuous improvement and to target state tested areas.** 2. **Continue to offer on-site technology training to increase the use of technology in the 21st century classroom.** 3. **The professional development survey indicated that our staff is interested in global initiatives, 21st century initiatives, classroom management, and motivating students which provides us with areas to focus our in house professional development.** 4. **TWC survey indicated that teachers would like more of a leadership role when hiring new teachers.**

Swansboro High School
Strategic Action Plan
2007-2010

NC 21st Century Goal: NC public school students will be healthy and responsible. **SHS Goal # 3: Swansboro High School students will learn in a safe environment to be civil, healthy, and productive citizens.**	
Strategy: Implement Safe and Civil Schools practices and encourage students to embrace civic responsibilities, positive character traits, and healthy lifestyle choices.	

Desired Results:	Measures:
1. Eligible students register to vote.	1. Voter registration logs
2. Teachers use monthly discipline data to guide classroom management.	2. Monthly discipline data
	3. Climate/Safe Schools Survey
3. Safe and Civil levels of discipline are used by staff to assure consistent disciplinary measures.	4. Levels of discipline chart
	5. Master schedule and rosters
4. Students have increased opportunities to exercise daily.	6. Roster of student assignments for Pirate Talk
5. Students are familiar with character education traits.	*7. Student meeting notes*

Processes:
1. Offer eligible students the opportunity to register to vote during Advisory.
2. Distribute monthly discipline data.
3. Implement the use of levels of discipline.
4. Incorporate exercise opportunities into the Advisory schedule.
5. Air Public Service Announcements on Pirate Talk featuring the character trait of the month.
6. Use annual Climate Survey data to evaluate Safe and Civil Schools measures.
7. *Train staff on the Levels of Discipline.*
8. *Incorporate opportunities for students to get physical activity during Pirate Academy.*
9. *Utilize the Student Leadership Team and Student Council as a student voice to gather input on student concerns and needs.*

Resources:
1. Voter registration forms
2. Discipline data reports
3. Levels of discipline documents
4. Staff and athletic facilities
5. Communication class equipment and students
6. Climate/Safe Schools Survey
7. *Levels of Discipline*
8. *Counselor seminars/Pirate Academy lessons*

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?
<u>2007-2008</u> ▪ All Seniors were provided the opportunity to register to vote during Advisory. ▪ Discipline data was disaggregated	<u>2008-2009</u> 1. Continue to provide voter registration opportunities to Seniors. 2. Continue to utilize discipline data as a monthly talking point.

monthly to provide feedback to staff in order to maintain a safe and civil school.
- Stategic Planning Team met and designed criteria for Levels of Discipline.
- Data from the Climate Survey was evaluated to determine areas of strength and weaknesses and provide feedback for continued growth.

3. Implement Levels of Discipline within the classroom to support the discipline data.
4. Provide physical activity opportunities during the school day through Pirate Academy and mini walk a thons.
5. Continue to highlight character traits via Pirate Talk.
6. Climate survey data indicated that the school staff needed to focus on students and listening. Our counseling staff needs to be more accessible and train students on life after high school. We need to utilize parent communication through newsletters to keep all stakeholders informed. In addition the school staff needs to focus on keeping the school neat and clean.

Swansboro High School
Strategic Action Plan
2007-2010

NC 21st Century Goal: Leadership will guide innovation in NC public schools.
SHS Goal # 4: Leadership will foster innovation at Swansboro High School in cooperation with families and community stakeholders.

Strategy: Collaborate with stakeholders to enhance innovative initiatives.

Desired Results:	Measures:
1. **Technology is used to improve communication with stakeholders.**	1. **E-mail distribution list, webpage counter**
2. **School increases community partnerships and/or volunteers.**	2. **E News**
3. A freshmen transition plan is developed and implemented.	3. **B.A.S.E.S. report**
	4. **Graduation Project Mentor/Judge Roster**
	5. Schedule of Freshmen Orientation activities
	6. Freshmen Advisory notebook
	7. Newsletters
	8. Master schedule
	9. Rosters of Career Management

Processes:
1. **Create a parent e-mail distribution list.**
2. **Increase usage of AlertNow system to communicate with stakeholders.**
3. **Provide students with planners to record their academic reminders.**
4. **Encourage community members to access the Swansboro High School website.**
5. **Electronically post events, graduation requirements, SAT dates, scholarship requirements and opportunities, volunteer opportunities, and other important information.**
6. **Solicit community involvement (Graduation Project, job shadowing, test proctoring, tutoring, new teacher orientation/incentives, and guest speakers).**
7. **Create an E News page to be sent to the distribution list.**
8. *Utilize Student Leadership Team to create and implement a Freshmen Orientation Day.*
9. *Schedule freshmen academy courses so that students receive Career Management training whenever possible.*
10. *Schedule for freshmen academy core teachers in English, World History, and Earth Environmental Science to have common planning.*
11. *Freshmen academy teachers will create and send home a monthly newsletter.*
12. *Freshmen Pirate Academy will utilize an advisory curriculum specific to freshmen transitional needs.*

Resources:
1. **AlertNow**
2. **E-mail distribution lists**
3. **School website/webmaster**
4. **Graduation project coordinator**
5. **Counselors**
6. **Career Development Coordinator**
7. *Freshmen meeting notes*
8. *Freshmen Pirate Academy guidelines*
9. *Teacher Share Drive Database of E-mail addresses*

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 ▪ **A parent e-mail distribution list was created and utilized to send important information electronically to stakeholders.** ▪ **Regular communication was provided to the Swansboro High School community through the use of AlertNow. (Alertnow was used a total of 29 times during the school year.)** ▪ **Planners were provided for all students upon enrollment as a source of information and contact.** ▪ **Contacts with community leaders have been established toward implementation of the Graduation Project and AVID tutors.** ▪ **Student Leadership Team and National Honor students conducted tours of the high school for Freshmen as they attended open house, 8th grade tours, and freshman orientation day.** ▪ **We had 14,238 hits on the SHS website.**	**2008-2009:** 1. **Advertise Swansboro High School website.** 2. **Solicit community involvement for Swansboro programs for professional and academic development.** 3. **Increase the use of a database for electronic contacts.** 4. **Focus on the transition plan from middle school to high school.** 5. **Update the website to the new school in sites version to allow all staff the opportunity to create their own personal webpage.**

Swansboro High School
Strategic Action Plan
2007-2010

NC 21st Century Goal: NC public schools will be governed and supported by 21st Century systems. **SHS Goal # 5:** Swansboro High School will be supported by effective and efficient systems.

Strategy: Manage resources to meet the needs of the students and staff.

Desired Results:	Measures:
1. **Technology is readily available for students and staff.**	1. **Technological resource guidelines and inventory**
2. **Number of course failures decreases.**	2. **SIMS failure data**
3. **Number of students graduating with a College Tech Prep/ University diploma increases.**	3. **SIMS graduate survey report**
	4. **Student four year plans**
	5. PRIME Time tutoring spreadsheet
	6. Conference book

Processes:

1. **Develop guidelines for efficient use of technology equipment and provide technological support while increasing state of the art technological inventory.**
2. **Revise existing recovery and attendance makeup programs.**
3. **Complete PEPs for students who do not pass EOC courses each 6 weeks.**
4. **Hold conferences with stakeholders for each student who fails a course for the a six weeks (Focus on the students who are failing each 6 weeks with conferences with teachers, administrators, counselors, and the student).**
5. **Offer tutoring through each department Monday-Thursday.**
6. **Complete a four year plan with every student in grades 10 through 12.**
7. **Implement principles from <u>Failure is Not an Option</u> school-wide.**
8. *Implement after school PRIME Time tutoring program that provides bus transportation.*
9. *Develop guidelines for requesting parent conferences and setting them up in a timely manner.*

Resources:

1. **Media staff, Kelly Tropp (Technician), Ross Friebel (Technology Facilitator)**
2. **PEP Coordinator (DSSF Funds), SIMS operator, Recovery and attendance coordinators**
3. **Staff**
4. **21st Century technology**
5. **Tutoring schedule**
6. **SIMS report of failures**
7. **Four year plans**
8. **Career Development Coordinator**
9. *Tutoring sign in sheets*

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
- Guidelines were developed for use of shared technology equipment to ensure equitable and efficient use.
- New technology such as wireless laptop carts and additional interactive multi-media equipment were purchased as funds allowed.
- A Dropout Prevention Specialist was utilized to advise students and provide credit recovery opportunities.
- Students were provided regular support and increased opportunities to make-up absences.
- A PEP coordinator met with stakeholders to develop strategies and plans for at-risk students.
- Contacts were made to parents of students who failed two or more courses after each grading period.
- The number of course failures decreased

06-07	07-08
575	545

- Each department scheduled specific times for tutoring.
- Four year plans were updated during individual and/or small group registration conferences.
- Number of students graduating with a College Tech Prep/ University diploma:

Diploma	06-07	07-08
CP	101	98
CTP	113	102

2008-2009
1. Continue to increase state of the art technological inventory.
2. Monitor and review recovery and attendance makeup programs.
3. Improve contact processes for scheduling parent conferences for failures and tutoring students.
4. Monitor departmental tutoring opportunities.
5. Continue to update four year plans.
6. Integrate principles from Failure Is Not an Option such as after school tutoring that provides a no excuses policy by providing transportation.

Projected Budget

Swansboro High
Strategic Plan
Budget

Goal #1 Globally competitive students.

A: Expand learning opportunities and support programs

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
2007-2008 Budget			
EOC support materials	$6000.00	072/061	EOC workbooks, Online EOC review, calculators
Textbooks	$2600.00	061	Statistics texts, Additional Vocational texts
Laptop computers	$16,000.00	061/072	Complete wireless cart
Staff development	$5,000.00	028/072	Smaller Learning Communities, Writing Workshop, Graduation Project
Substitute Teachers	1,000.00	028	Workshop coverage
2008-2009 Budget			
21 century technology	3,000	At-Risk (069)	Elmos, digital cameras
EOC support materials	8,000	Instructional (061)	EOC workbooks, AP class materials, calculators
On line class textbooks	2,500	Local Instructional	Class texts for NCVPS
PRIMEtime tutoring	25,000	SLC Grant	Busses and personnel
SummerBridge	2,000	SLC Grant	Summer Stipend
Pirate Academy	2,000	SLC Grant	Curriculum Revisions

Goal 2: Creative, passionate, and technologically skilled professionals

A: High expectations for employee performance

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
2007-2008 Budget			
Failure is not an Option Campaign	$5,000.00	072	Purchase books, staff development through professional learning communities
2008-2009 Budget			
National Career Academy	5,000	SLC Grant	21st Century Learning
SLC Workshop	7,000	SLC Grant	21st Century Learning
State conferences	8,000	SLC Grant and Staff Development funds	21st Century Learning
PLC's onsite	2,500	SLC Grant and Staff development funds	*Generations* and *Classroom Instruction that Works*
Stipends	7,000	SLC Grant	Academy Directors

Goal 3: Civil, healthy, and productive citizens

A: Safe environment

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Increase number of cameras	4,500	Local	Increased security

Goal 4: Leadership will foster innovation

A: Collaborate with stakeholders.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Planners	$5,500.00	SLC Grant	Purchase planners
Freshmen Academy	2,000	SLC Grant	Field trips
Freshmen Academy Planning and implementation	3,500	SLC Grant/ 061	Workshops and implementation meetings

Goal 5: Effective and efficient systems

A: Manage resources to meet student and teacher needs.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Laptops	23,000	Instructional (061), Accountability (072)	Classroom use by students/teachers