Swansboro High School
2007-2010
Strategic Plan

Update for 2009-2010 School Year

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2007-2010

School Swansboro High School   Date Submitted   09/24/09

1. Number of School Improvement Plan Team Members   18

2. Representatives of the assistant principals, instructional   ☒ Yes   ☐ No
    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).

3. Percentage of total school staff (see note below) approving
    updated plan (Number approving plan divided by number voting.
    If there are no changes, fill in the blank with N/A.)   100%

4. Date of vote   9/23/09

5. A secret ballot vote for staff approval of the plan was conducted.   ☒ Yes   ☐ No
    Check one:

6. Parents on the School Strategic Planning Team were elected by   ☒ Yes   ☐ No
    parents of children enrolled in your school. Check one:

7. Percentage of School Strategic Planning Team who are parents
    providing input in the development of the plan. (Number of   78%
    parents divided by members on the team.)

8. The required staff development reports have been disseminated   ☒ Yes   ☐ No
    to the appropriate persons or departments. Check one:

9. The dates, times, locations, and agenda items for meetings   ☒ Yes   ☐ No
    regarding our school strategic plans were publicized so as to
    abide by the open meetings law. Check one:

10. All local, state, and federal legislative regulations regarding   ☒ Yes   ☐ No
    school strategic planning were implemented as outlined in G.S.
    115C.

11. All required local, State and Federal programs have been   ☒ Yes   ☐ No
    addressed in the School Strategic Plan.

Christine P. André	Kathy R. Gainey
Principal's Signature	Signature, SSPT Facilitator/Chairperson
(electronically signed)	(electronically signed)
Yana Davis	Tom Crawford
Signature of Elected Parent Representative	Signature of Elected Parent Representative
(electronically signed)	(electronically signed)

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

STRATEGIC PLANNING TEAM

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

Student Representation
Jordan Barham
Ali Grass

PARENT REPRESENTATION
Frances Blue
Janet Provost
Peggy Baddour
Tom Crawford
Yana Davis
Gloria Hill
Jude Becker

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.**

Swansboro High School
Updated School Profile

Student Performance Data (2008-2009)
- **All 13 subgroups made AYP.**
- **218 of 225 seniors (96.8%) graduated with College Prep or College Tech Prep diplomas; 6 students received occupational certificates/diplomas; 1 student received a career prep certificate.**
- **267 students had PEPs.**
- **87.5% of students were proficient on VoCats tests.**
- **Performance Composite – 75.36%**
  - **High growth in Civics & Economics**
  - **Growth in English 9**

Student Demographic Data (2009-2010)
- **Student enrollment – 1,020**
  - **537 males (53%)**
  - **483 females (47%)**
  - **257 Special Education students**
  - **788 white (77%), 74 black (7%), 60 Hispanic (6%), 12 American Indian (1%), 73 Multi-Racial (7%)**
  - **311 - 9th graders, 262 - 10th graders, 236 - 11th graders, 211 - 12th graders**
- **Free and Reduced Lunch – 26% (2008-2009)**

School Characteristics (2008-2009)
- **Class of 2009 - $2.158 million in scholarships**
- **Recipient of $3.1 million federal grant to implement Small Learning Communities at 3 Onslow County High Schools (Swansboro, Jacksonville, and White Oak High)**
- **Faculty**
  - **72 certified staff members**
  - **65 teachers (12 National Board Certified)**
  - **2 media specialists**
  - **2 counselors**
  - **2 assistant principals and 1 principal**

Duty Free Lunch Plan
Swansboro High School provides all licensed teachers with a daily planning time that is equivalent to 90 minutes. This exceeds the goal mandated under G.S. 115C-301.1 of five hours of duty-free instructional time for teachers by 2.5 hours each week. Consequently, the Strategic Planning Team approved a lunch duty plan that provides supervision of more than 500 students per lunch to ensure a safe and orderly environment during the lunch period.

Swansboro High School
Strategic Action Plan
2007-2010

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:	Measures:
1. Academic assistance is available to all students through Pirate Academy.	1. Pirate Academy schedule and data
2. EC, ELL, and at-risk students achieve proficiency in all EOC tested areas.	2. Disaggregated proficiency and growth model data
3. AIG students achieve growth in all EOC tested areas.	3. AP membership report and enrollment in honors courses
4. CTE students demonstrate continued growth in proficiency on VoCATS assessments.	4. AVID enrollment
5. Student enrollment increases in AP courses and honors courses.	5. Small Learning Community offerings and enrollment
6. Student enrollment increases in Small Learning Communities.	6. CFNC, Career Cruising, and Future4Kids account activity
7. All ninth grade students will be introduced to the globally competitive job market and the advantages of earning a college degree.	7. Graduation Project timeline
	8. PRIME Time tutoring rosters
	9. Strategic Reading enrollment
	10. Purchase orders and requisitions
	11. Summer Bridge enrollment
8. Seniors will successfully complete the Graduation Project requirement.	12. Transcripts
9. All students will achieve growth in all tested areas.	

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.

	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.**

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.
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.
21. *Adjust master schedule to offer year-long Algebra course.*
22. *Schedule presenter from Framework for Understanding Poverty and purchase materials.*
23. *Create and implement a staff activity to "adopt" at-risk students and build relationships with them.*
24. *Schedule Choice Bus visit and plan implementation of Inside Out drop-out prevention Pirate Academy lessons.*

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 Results ▪ 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	**2008-2009 Next Steps** 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

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%).

- **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.**

Smaller Learning Communities.
7. **Implement Graduation Project for all seniors using the Pirate Academy Leaders.**
8. **Train exit standard course teachers 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.**

Next Steps 2009-2010
1. **Utilize student leaders as peer tutors.**
2. **Develop topics for Pirate Academy seminars (guest speakers).**
3. **Post AP information on the website and send information electronically to parents.**
4. **Utilize curriculum related activities to develop and implement projects that increase global awareness.**
5. **Provide focused intervention in the areas that did not make growth. (Algebra I, Biology, and US History)**
6. **Offer Algebra as a year-long course. (Alg 1A and 1B)**
7. **Continue to provide bus transportation for after school tutoring to assist economically disadvantaged students.**
8. **Provide staff development on Framework for Understanding Poverty to raise awareness of challenges faced by economically disadvantaged students and potential drop-outs.**
9. **Develop a plan to identify and "adopt" at-risk students for drop-out prevention. (index cards activity)**
10. **Have students at risk of dropping out meet with administrator and/or counselor to complete and sign a graduation contract.**
11. **Implement Inside Out drop-out prevention program, including an on-campus Choice Bus visit, for Freshmen Academy students.**
12. **Implement 5 Career Academies to increase small learning communities on campus.**

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.

2008-2009 Results

1. **Implemented Pirate Academy to provide academic assistance during the school day (average 400 students in tutoring 4 times per week/2400 incidents of tutoring for the year).**
2. **Established Freshmen Academy to ease the transition from middle school to high school.**
3. **Began implementation of Onslow PLAN grant that focuses on student achievement and Smaller Learning Communities.**
4. **Implemented Graduation Project for all seniors using the Pirate Academy Leaders.**
5. **Trained exit standard course teachers in utilizing the prediction model.**
6. **Provided focused intervention in the areas that did not make growth. (Algebra I, English 9, and US History)**
7. **Identified students that are in need of "catch-up" opportunities to get back on track for a four year graduation plan of study (20 credit contracts).**
8. **Developed plan, do, study documents that focus on increasing the overall proficiency in CTE classes.**
9. **Provided Strategic Reading course for 18 freshmen (17 of 18 were proficient on English I EOC).**
10. **Collaborated with middle school to identify students to participate in Summer Bridge program.**
11. **Provided Summer Bridge transition program for 20 incoming freshmen and 10 rising sophomores.**
12. **Implemented PRIME Time Tutoring after school with bus transportation. (2,989 students attended PRIME Time tutoring.)**
13. **Decreased number of drop-outs.**

2005-06	2006-07	2007-08	2008-09
47	48	57	47 (est.)

14. **Increased student enrollment in AP courses and honors courses.**

2007-2008	2008-2009
919	1,249

15. **Disaggregated and reviewed VoCATS & EOC test data.**
    - **At-risk students (267 w/ PEPs) were proficient on 201 of 308 EOC tests taken (65%).**
    - **EC students were proficient in 46 of 141 of the EOC tests taken (33%).**

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.	
ELL students (6 LEP) were proficient in 2 out of 13 of the EOC tests taken (15%). **AIG students made GROWTH in 185 out of 305 EOC tests taken (61%).** **87.5% of CTE students achieved proficiency on VoCATS assessments which exceeded the county wide goal of 70%**	

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. Roster from on-site technology training
4. Staff is empowered through the use of technology.	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.
10. *Create on-site staff development calendar for the year and submit request form for renewal credit for staff development topics.*
11. *Apply for grant opportunities.*

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	
SHS Goal # 2: Swansboro High School students will be led by creative, passionate, and technologically skilled professionals.	
Summarize your results. Show trends. Were improvements made?	**What are the areas for improvement? What will you do differently the next time?**
2007-2008 Results ▪ **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.** **2008-2009 Results** 1. **Departmental Professional Learning Communities updated their SMART goals for continuous improvement and to target state tested areas.** 2. **Continued to offer on-site technology training to increase the use of technology in the 21st century classroom.** 3. **Utilized the professional development survey to plan our in-house staff development which included a book study on <u>Generations</u> and technology buffet.** 4. **Teachers were offered opportunities to attend state and national conferences such as the World View Conference for Global Awareness (Middle East) and the Small Learning Communities National Conference.** 5. **Subject area teachers were offered the opportunity to be a part of the interview process for hiring new teachers and to assist at job fairs.**	**2008-2009 Next Steps** 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.** **2009-2010 Next Steps** 1. **Provide professional development in the following areas: Classroom Instruction that Works, Framework for Understanding Poverty, Freshmen Academy PLC, technology (MS 2007).** 2. **Collaborate with OCLC to implement Framework for Understanding Poverty staff development on both campuses.** 3. **Provide professional development on the types of writing required on the 10th grade Writing Test, EVAAS, and SAS Curriculum Pathways.** 4. **Write Donor's Choose and/or Bright Ideas in department PLCs.**

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
	6. Roster of student assignments for *Pirate Talk*
4. Students have increased opportunities to exercise daily.	7. Student meeting notes
5. Students are familiar with character education traits.	

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.
10. *Provide staff development for Freshmen Academy teachers from Solutions.*
11. *Align master schedule to provide common planning for Freshmen Academy teachers.*
12. *Increase monitoring of PEP implementation and documentation of parent conferences.*
13. *Investigate feasibility of entering parent e-mail addresses into NC Wise.*
14. *Review traffic patterns in student parking areas.*
15. *Train peer mediator advisor and create student peer mediator group.*

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.

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?
2007-2008 Results ▪ **All Seniors were provided the opportunity to register to vote during Advisory.** ▪ **Discipline data was disaggregated 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.** **2008-2009 Results** 1. **Continued to provide voter registration opportunities to Seniors.** 2. **Continued to utilize discipline data as a talking point.** 3. **Implemented Levels of Discipline within the classroom to support the discipline data.** 4. **Provided physical activity opportunities during the school day through Pirate Academy and mini walk a thons.** 5. **Earned Triple "S" award.**	**2008-2009 Next Steps** 1. **Continue to provide voter registration opportunities to Seniors.** 2. **Continue to utilize discipline data as a monthly talking point.** 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.** **2009-2010 Next Steps** 1. **Freshmen Academy PLC will develop standardized expectations and levels of discipline.** 2. **Highlight character traits via Pirate Talk (Freshmen Academy – Pyramid of Success, 7 Habits of Highly Effective Teens.)** 3. **Climate survey data indicated that the school**

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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.

6. Provided counseling information to students and parents via classroom visits, website links, and e-mail newsletters.
7. Provided all teachers with webpage linked to the school's website to post details about individual classroom information. The website also provides Information concerning sports, clubs, registration and Small Learning Communities.
8. Reorganized custodial staff to be more efficient and effective at keeping the school neat and clean.
9. Reviewed Discipline Data and shared it with the staff on a regular basis.
   2008-2009: ISS – 572   OSS – 235
10. Added surveillance cameras to I increase safety on campus.
11. Invited guest speaker to discuss internet safety with freshmen.

staff needed to focus on increasing the number of parent conferences held.
4. Provide parent e-mail addresses in NC Wise or update e-mail address spreadsheet.
5. Continue to offer opportunities for organized sports, weightlifting and walking on the track during Pirate Academy 4 times per week.
6. Implemented changes to duty stations in student parking areas due to increased traffic.
7. Train advisor and student team in order to implement Peer Mediators program.

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 Alert Now 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.**
13. *Plan and implement joining activities, community service projects, and interdisciplinary lessons for Freshmen Academy.*
14. *Provide opportunity and encourage staff to update their teacher page on the school website.*
15. *Create a list of students with military parents who are deployed.*

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.

Resources:
1. **Alert Now**
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 SHS Goal # 4: Leadership will foster innovation at Swansboro High School in cooperation with families and community stakeholders.	
Summarize your results. Show trends. Were improvements made?	**What are the areas for improvement? What will you do differently the next time?**
2007-2008 Results - **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 Results** 1. **Advertised Swansboro High School website.** 2. **Solicited community involvement for Swansboro programs for professional and academic development.** 3. **Provided database for electronic contacts.** 4. **Improved the middle to high school transition plan by having Freshmen Academy teachers visit the middle school to assist with scheduling.** 5. **Provided transition opportunites for rising freshmen: 8th grade visit to tour the school in June and Freshmen Orientation in August (187 students attended).** 6. **Updated the website to the new school-in-sites version.** 7. **Conducted focus groups and Zoomerang surveys with parents and students to collect feedback on grant initiatives.** 8. **Increased communication with stakeholders.**	**2008-2009 Next Steps** 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.** **2009-2010 Next Steps** 1. **Solicit community members and parents to increase volunteer activities on campus such as assisting with test proctoring, serving on academy advisory boards, participating in focused feedback group, and acting as guest speakers.** 2. **Expand the freshmen transition plan to include Freshmen Academy joining activities, interdisciplinary learning units, and community service projects for 9th graders.** 3. **Provide refresher instruction on posting class assignments on teachers' webpage during departmental staff development to increase information provided to parents.** 4. **Increase the number of AVID parent nights.** 5. **Create support groups for students with deployed military parents and provide resources on the school's website.**

	2007-2008	2008-2009
Website Hits	14,238	34,335
Alert Now	29	30

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 Failure is Not an Option 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.**
10. *Develop a calendar for guidance counselors to provide classroom lessons on college, scholarships, preparing for the SAT, etc..*
11. *Provide each classroom with a sign to post concerning the attendance policy.*
12. *Post Future Ready Core graduation requirements in each Freshmen Academy classroom.*
13. *Review guidelines for Pirate Academy tutoring with teachers.*
14. *Plan fieldtrips to increase awareness of college opportunities and requirements.*

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
SHS Goal # 5: Swansboro High School will be supported by effective and efficient systems.

Summarize your results. Show trends. Were improvements made?	What are the areas for improvement? What will you do differently the next time?
2007-2008 Results ▪ **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**	**2008-2009 Next Steps** 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.**

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 Results
1. **Continued to increase state of the art technological inventory.**
2. **Monitored and reviewed recovery and attendance makeup programs.**
3. **Monitored departmental tutoring opportunities.**
4. **Continued to update four year graduation plans.**

2009-2010 Next Steps
1. **Improve contact processes for scheduling parent conferences for failures and tutoring students.**
2. **Refine Pirate Academy tutoring procedures.**
3. **Guidance counselors and the Career Development Facilitator will meet individually with students to update four year plans and provide lessons in the classrooms including applying for college and scholarships and preparing for the SAT.**
4. **Publicize the new attendance policy and Future Ready Core graduation requirements for the Class of 2013.**
5. **Plan a fieldtrip for AVID students to attend College Night.**

5. Monitored types of diplomas earned.

Diploma	06-07	07-08	08-09
CP	101	98	69
CTP	113	102	127
CP/CTP			32

6. Decreased the number of course failures.

06-07	07-08	08-09
575	545	531

Projected Budget

<table>
<tr><td colspan="4" align="center">Swansboro High
Strategic Plan
Budget</td></tr>
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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
2009-2010 Budget			
Framework Presenter	5,000	SLC Grant	Books and Presenter
Choice Bus	3,500	SLC Grant	Bus
Primetime Tutoring	25,000	SLC Grant	Busses and Personnel
SummerBridge	15,000	SLC Grant	Summer Stipend
On Line Texts	1,500	Local Instructional	Textbooks

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
2009-2010 Budget			
National Career Academy	5,000	SLC Grant	21st Century Learning
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
2009-2010 Budget			
Solutions Training	5,000	SLC	Books and Presenter

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
2009-2010 Budget			
Planners	5,500	SLC Grant	Agendas for Freshmen

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
2009-2010 Budget			
Fieldtrips	1,000	SLC Grant	Fieldtrips

2008-2009 Swansboro High School Climate Survey Data

Student Survey - Areas of Strength

#37	I was informed about the rules and expectations for student behavior.	80 % Agree
# 8	I demonstrate proficiency on the state end-of-course assessment.	80.61% Agree
#12	I have the opportunity to participate in co-curricular activities (AP courses, Honors courses, etc.).	77.55 % Agree
#36	I understand unnecessary and excessive absences impact my education.	77 % Agree
# 6	Challenging course offerings are made available to me.	75.89% Agree

Student Survey - Areas of Concern

#43	I have participated in student led conferences this school year.	53% Disagree
#44	My school is effective in encouraging my parents/guardians to become more involved in my education.	52% Disagree
#56	School lunches provide adequate nutrition, portions, and options.	51% Disagree

Parent Survey - Areas of Strength

#30	I understand unnecessary and excessive absences impact my child's education	96.52% Agree
#28	My child was taught the rules and expectations for behavior.	91.3% Agree
# 8	My child demonstrates proficiency on the state end-of-course assessment.	88.69% Agree

Parent Survey - Areas of Concern

#35	I have had at least two teacher-initiated contacts this year.	49.56% Disagree
#17	My child is provided assistance to get a job after high school.	30.43% Disagree
#2	My child is involved in globally competitive education.	33.91% Disagree

Staff Survey - Areas of Strength

#22	Unnecessary and excessive absences impact my students' education.	90.91% Agree
#21	We work to ensure students feel safe at school	89.77% Agree
#16	School staff provides a variety of practices to deliver instructions	87.5% Agree

Staff Survey - Areas of Concern

# 30	I have initiated at least two parent contacts for the majority of my students	26.13% Disagree
# 35	School leadership shows support for teachers and demonstrates collaboration	26.13% Disagree
# 36	Students are prepared to transition from one grade to the next in our school	27.28% Disagree