



White Oak High School Administration

Principal

Jane L Dennis

Assistant Principals

Steven Clarke

Richard Hecht (Intern)



Principal's Message

White Oak High School is dedicated to its mission of serving as a facilitator for innovation and life-long learning for ALL students on its campus. We are excited to move forward in the continuous improvement process with the expectation that during the next two years the needs of all *Viking* learners will be met and possibly exceeded!



In the last three years, White Oak High School has spent many hours researching, discussing, and planning for necessary changes in order to provide a learning environment that would meet the needs of the learners. This intensive planning has created a structure offering varied, meaningful learning experiences for our students that were not available in previous years. The influence of establishing small learning communities on this campus has provided the staff and students with opportunities to develop strong relationships, collaborate on school and community projects, and make real-world connections in all disciplines.

This two-year strategic plan will provide White Oak High School with focused goals, strategies, and action steps that are needed to continue our vision of *Innovation in Education*. This plan will guide our steps as we continue to prepare our students and staff for a world that is ever changing.

As the new Principal, I am honored and excited to be at such an innovative school where it is obvious that students' learning is utmost on the agenda. We are working toward AVID certification and Project Led the Way College accreditation as two examples of our commitment to excellence. Continuing to support this plan will help us stay on track and strive for future growth.



School Profile

VISION

Innovation in Education

MISSION

**White Oak High School will facilitate innovation
and life-long learning.**

CORE BELIEFS AND VALUES

- Visionary leadership
- Learning-centered education
- Organizational and personal learning
- Valuing faculty, staff, and partners
 - Agility
 - Focus on the future
- Managing for innovation
 - Management by fact
 - Social responsibility
- Focus on results and creating value
 - Systems perspective



School Profile

Programs and Services

- **Viking Express** – After-School Tutorial Program with bus service for all students on Tuesdays and Thursdays
- **Advisor/Advisee Program** – Student assignments are organized by chosen Academy.
- **Wall-to-Wall Academy Focus**
 - Freshman Academy – John Wooden *Pyramid of Success* character development, Strategic Reading focus in English I and World History, Students organized for experiences in small learning communities
 - Arts Academy – Majors: Visual Art, Theatre Arts, Strings, Band, and Chorus
 - Business Academy – Majors: Administrative Service, Business Management, Accounting and finance, Marketing Management, and Programming, & Software Development
 - Human and Allied Health Science Academy – Majors: Lifetime Fitness and Sports Medicine, Health Occupations, and Sports Marketing
 - Humanities Academy – Majors: Education and Training, International Studies, Journalism, Law/Government and Human Service, and Food Service
 - Technology Academy – Majors: Agriculture and Natural Resources, Biological and Chemical Technology, Bioengineering and Mathematics, Engineering and Architecture, and Construction Technology
- **Pre Engineering Program** – Project Lead the Way
- **AVID** – Offered for students in all grades and is paired with Honors or an AP Course. An active AVID Club meets regularly, and tutorial opportunities are available.
- **Academically/Intellectually Gifted Program** – Offers differentiated instructional services to over 170 students.
- **Exceptional Children's Program** – Offers individualized education and related services for over 80 students to assure that students with disabilities develop mentally, physically, emotionally, and vocationally.
- **NCVPS** – Enrollment has increased in last two years with students taking courses not offered at WOHS.
- **Cultural Arts Programs** – Spring Musical, Marching Band Fall Show and Competitions, Drama Class and Club Presentations, Participation in District, Regional, and State Level Competitions
- **CTE Specialty Areas** – Project Lead the Way, Masonry, and Technology
- **Professional Development**
 - NC Teacher Evaluation Instrument and Process
 - Instructional Intervention At Work
 - Classroom Instruction That Works
 - Instruction for ALL Students
- **PLC Work:** Courses, Department, AVID, Academies, Differentiation of Instruction, and School Safety
- **Friends of Rachel Club and Activities** – A program used to inspire, equip and empower students to create a permanent positive culture change in the school, business and community.
- **Extracurricular programs** – Clubs, Student Organizations, Service Organizations, Athletics, and Focused Intervention.
- **Teacher Cadet** - The Teacher Cadet program is an innovative, activity-based curriculum designed for high school juniors and seniors who are interested in pursuing a career in the field of education.
- **Onslow Connect** - Students enrolled in Algebra1 use mini Dell laptop computers to supplement instruction.
- **GRAD Project** – A culminating project completed by all students to share work completed in an area of interest.
- **Peer Mediation** – Guided opportunities given to work out differences in a safe environment.
- **S2S** – Student 2 Student is a unique, student-led, school-managed program that confronts the challenges of transition and provides relevant training to give students the best possible transition experience.



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Demographic Information

Located on the coast of North Carolina, Onslow County encompasses a total area of 909 square miles (767 square miles of land and 142 square miles of water). The transient student population of Onslow County Schools is a direct result of the large military community served by our system. Approximately 10,400 students enrolled in Onslow County Schools have a military connection either through uniform services or civil service positions. The military influence impacting our transient student and staff population includes Marine Corps Base Camp Lejeune, the largest amphibious military base in the world, Marine Corps Air Station New River and the newly opened MARSOC located at Stone Bay on Camp Lejeune. During the school year, an estimated one-third of the students (military and non-military connected) move into or out of Onslow County Schools or between schools within the district.



The population of Onslow County is approximately 176,000 citizens with 67,040 housing units and a home ownership rate of 58.1%. The racial composition of the county is predominately white at 76.8%, with approximately 17% African American, 7.1% Hispanic, 0.8% Native American, 2.0% Asian, 0.2% Pacific Islander, and 2.9% from other races. In comparison, White Oak High School's student racial composition is as follows: 59% white; 22% African American; 8% Hispanic; .9% Asian/Pacific Islander, .2% Native American, and 9% Multi-Racial.

In considering Socio Economic Status in Onslow County, the median income for a household is \$46,186. The per capita income for the county is \$14,853 with 14.8% of the general population living below the poverty line. The 2009-10 school meals data indicates that 27% of White Oak High School's student population participated and received free and/or reduced meal prices.

Although Jacksonville is a suburban city, the White Oak area school community is reminiscent of its rural and agricultural past. However, this is quickly changing to reflect the switch in our economy from one that is agrarian to one that is focused on more service-oriented careers. White Oak High School has many strong ties to local civic organizations, churches, and other community agencies. In addition, the White Oak High community, to include parents and business partners, has great expectations for White Oak High School. The school has a reputation for providing a structured, safe environment that encourages learning.

The White Oak District Schools, to include Carolina Forest Elementary School, Hunters Creek Elementary School, Morton Elementary School, Silverdale Elementary School, Hunters Creek Middle School, and White Oak High School have built a strong tradition of articulation from kindergarten to 12th grade over the last twelve years. The administration and faculties of the schools in this district have worked very hard to articulate essential thinking and educational



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strategies as well as maintaining open lines of communication to aid our students in their transition from elementary to secondary school.

White Oak High School was opened in 1970 and was built to house 550 students. Since that time, the school has grown as high as 1,205 students and currently serves **1,050** students. The school has experienced several classroom additions to accommodate the student growth. The recent addition of a new auditorium has provided increased opportunities for school events and has given the community an appropriate space to bring events that benefit our students as well as the local community. This addition also included two Art classrooms, two Technology Labs, and a Professional Development Room to provide space for teacher growth opportunities. In addition, the school continues to utilize ten temporary buildings to accommodate growth. White Oak High School is one of 35 public schools in Onslow County and the largest in student population of seven high schools in the County. The school year is 180 days in length divided by two semesters of 90 days each. In addition to the curricular program, White Oak High School offers a variety of athletic teams, clubs, and academic extra-curricular activities.

White Oak High School currently has a total student body of 1,134 students with an equal distribution ratio of male to female students. **The enrollment as of September 27, 2011 is at 1,050 students.** The student body is diverse and has remained constant over that past five years. The students' ethnicity data reveals that **57%** of the student population is Caucasian, **25%** of the student population is African-American, **9%** of the student population is Multi-Racial, and **8%** of the student population is Hispanic. There are **273** freshman, **284** sophomores, **270** juniors and **223** senior students enrolled. The administrative staff includes one principal and two assistant principals.

The faculty and staff of White Oak High School are diverse as well. Although not totally reflective of the student body, maintaining a diverse staff is of major importance to this school. The teaching staff consists of **66** Teachers, **four** teacher assistants, one media & instructional technology facilitator, one career development facilitator, **one** school media specialists, three school counselors, **one full time substitute**, two secretaries with one serving as the school treasurer, and one data manager. Of the **66** certified staff members, **thirteen** are Nationally Board Certified. The school strives to employ highly qualified teachers for all courses reaching an all-time high of 99% highly qualified during the 2009-2010 school year. In terms of professional experience, 28% of teachers have less than three years of experience, 27% have between four and ten years and 45% have greater than ten years experience.

White Oak High School is committed to high expectations for all students, teachers, and staff members. The faculty and staff work diligently to ensure that all students reach or exceed their potential while on this campus. It is our goal that all students graduate in four years or less and leave high school ready for the choices that they will make as they move into adulthood.



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Summary of Student Performance

National Measures: White Oak High School met 100% or 17 out of 17 of the Adequate Yearly Progress goals for the 2009-10 school year and met AYP in the area of Graduation Rate according to the accountability procedures prescribed through *No Child Left Behind*. **White Oak High School met 16 out of 17 of the Adequate Yearly Progress goals for the 2010-11 school year.** SAT participation and achievement is another national indicator in which White Oak High School is measured. During the 2009-10 school year, White Oak students had the second highest combined score in Onslow County and scored higher than other students both in the State and Nationally. The participation rate for the County ranks at fourth.

State Measures: White Oak High School was recognized as a *School of Distinction* with high growth for the 2009-2010 **and 2010-11 school years** based on State accountability measures. White Oak High School's student performance data is listed below with the 2010-2011 goals that have been established using the District growth formula. **The actual student performance for 2010-11 has been added.**

	2008-09		2009-10		2010-11 GOALS	2010-11		2011-12 Goals
	Proficiency	Growth	Proficiency	Growth		Proficiency	Growth	
Algebra I	70.028	Not Met	77.477	Not Met	79.75	73.101	NotMet	75.79
Algebra 2	68.599	~	82.379	~	84.16	77.922	~	
Biology	83.75	Met	89.329	Met High	90.37	92.933	Met High	93.64
Civics	71.947	Not Met	77.049	Not Met	79.3	84.039	Met	
English I	80.511	Met	89.542	Met	90.55	85.714	Met	87.14
Geometry	76.515	~	86.076	~	87.49	~	~	
Phys. Sci.	64.234	~	83.333	~	84.97	83.333	~	
US History	74.908	Met High	86.063	Met High	87.49	87.375	Met High	
EOC	75.068	Met	83.857	Met	85.51	83.033	Met	84.73
Writing	83.972	~	75	~	77.5	76.78	~	79.1
Dropout	~	Met	~	Met		~	Met	
Grad. Rate	90	Met	85.5	Met		85	Met	85.75
Total	75.968	Met	83.314	Met	84.97	82.742	Met	



School Profile

Trends and Issues Impacting White Oak High School

- Subgroup achievement for all students.
- Civics and Economics achievement.
- EOC growth as established by State standards.
- EOC performance from students with disabilities.
- Changes as a result of 21st Century Future Ready Goals.
- School meals program.

Strengths and Needs of White Oak High School

Strengths

- The vision, mission, and goals of the school and the School System are clearly communicated and supported by all stakeholders.
- The educational culture emphasizes commitment to student success which is infused throughout academic and extracurricular activities.
- The administration, faculty, and staff are committed, dedicated, and focused on meeting the needs of all students.
- The administration, faculty and staff have made a commitment to improve instructional practice and increase student achievement by embracing research-based innovations and strategies.
- The formation of small learning communities has increased vertical and horizontal articulation in the building.
- The school is committed to providing a safe and caring environment for students and staff.
- The school is dedicated to providing appropriate and state-of-the-art instructional technology tools to enhance instructional delivery and student engagement.
- The school utilizes various modes of communication to provide stakeholders access to information about student performance, school activities, and upcoming events.
- The administration, faculty, and staff are dedicated to professional growth.

Needs/Challenges

- Increased partnerships with various community agencies and businesses that help students learn and enhance improvement efforts.
- Funding.
- Technology for student usage.
- Technology – maintenance, sustainability and replacement.
- Appropriate time for faculty and staff to work in professional learning communities.
- Responding to the diverse needs of students.
- Transition to system thinking - Moving from shared, common beliefs to shared, common behavior.

Vision and Mission Statements for **White Oak High School**

Vision:

Innovation in Education

Mission:

White Oak High School will facilitate innovation and life-long learning.



ON SLOW COUNTY SCHOOLS STRATEGIC PLAN

Regulatory Information and Assurance Statement

2010-2011

School:	White Oak High School
Date Submitted:	October 3rd, 2011

1	Number of Plan Team Members	36
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	29-Sep-11
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.)	50%
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

Principals Signature	Jane L Dennis (Electronic Signature)
Signature, SSPT Facilitator/ Chairperson	Deborah Lausterer (Electronic Signature)
Signature, Elected Parent Representative	On file in the Principal's office.
Signature, Elected Parent Representative	On file in the Principal's office.

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

LEA Number: Onslow County Schools - 670
School Name/Number: White Oak High School - 364
School Address: 1001 Piney Green Road Jacksonville, NC 28540
Plan Year(s): 2010-2012
Date prepared: 22-Oct-10

Principal Signature: Debra M. Bryan - Electronically Submitted

_____ Date

November 3 and November 4, 2010

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
Principal	Jane Dennis	Parent	Bev Goodson
Principal	Debra Bryan (2010-11)	Parent	Carolyn Humphrey
Assistant Principal	Steven Clarke	Parent	Duane Morton
Assistant Principal	Kaawa Fulton (2010-11)	Parent	Sherri Mayes
Assistant Principal Intern	Richard Hecht	Parent	Latasha Alexander
Chorus Teacher	Augusta Ashworth	Parent	Bill Crane
Health and PE Teacher	Deborah Lausterer	Parent	Courtney White
English Teacher	Suellen Greer	Parent	Jennifer Mitchell
Social Studies Teacher	Michael Larose (2010-11)	Parent	Fritz Stokes
Social Studies Teacher	Molly Stitz	Parent	Vanessa Coleman
Math Teacher	Meredith Smith	Parent	Terri Hernandez
Science Teacher	Tanya Larose	Parent	Stan Edgell
Exceptional Children's Teacher	Kris Stumpf	Parent	Patti Edgell
Second Language Teacher	Michael Shivar	Parent	Billy Gray
School Counselor	Larry Kopec	Parent	George Ramsey
Classified	Sue Murphy	Parent	Andrea Jackson
CTE Teacher	Lakisha Brown	Parent	David Koonce
SLC Director	Perry Ditch	Parent	Carol Pegram
Beginning Teacher Director	Linda McCoole		
Counselor	Sandra Young		
Graduation Project Director	Melissa Farney		

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

Goal 1 and Associated Strategies				
Plan/Do	NC 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		
	WOHS Goal 1:	White Oak High School students will be globally competitive through the mastery of a relevant and rigorous curriculum.		
	Target:	Decrease non-proficient student achievement by 10% in all tested areas (EOC and VoCATS).		
	Indicator:	State ABC Summary Report, AYP Summary Report, VoCats Summary Report		
	Strategy:	Expand student opportunities for learning through a variety of academic initiatives and programs specifically targeted at improved student achievement.		
	Action Steps:	1. Increase student participation in extended day learning on Tuesdays and Thursdays. (<i>Viking Express Tutorial Program</i>)		
		2. Increase the number of teacher-led <i>Super Saturday</i> tutorials.		
		3. Utilize the Onslow Connect Net Books to enhance learning through the usage of technology.		
		4. Increase the availability of on-site common assessments and use data from those assessments to determine necessary steps for mastery learning. (<i>ClassScape data</i>)		
	Strategy:	Utilize a conceptual, outcomes-based approach to address and deliver new and changing curricula.		
	Action Steps:	1. Complete departmental CIA plans.		
		2. Share and connect WOHS CIA plans with Hunters Creek Middle School and New Bridge Middle School to ensure a successful transition from middle school to high school.		
3. Complete CIA plans by interdisciplinary teams.				
4. Integrate problem-solving and critical thinking skills in CIA plans.				
Create a comprehensive assessment and grading system focused on improved student achievement.				
Action Steps:	1. Study researched based grading practices and establish school-wide common grading procedures.			
	2. Complete <i>NC Falcon</i> on-line study to enhance understanding of assessments.			
	3. Train in and utilize <i>ClassScape</i> assessments to monitor mastery learning.			
How will we fund these strategies?				
Funding source 1:	Other	Funding amount:	\$50,000	
Funding source 2:	Other	Funding amount:	\$20,000	
Funding source 3:	Select a funding source	Funding amount:	\$0	
Funding source 4:	Select a funding source	Funding amount:	\$0	
Funding source 5:	Select a funding source	Funding amount:	\$0	
		Total initiative funding:	\$70,000	
Review frequency:	Quarterly			
Action Team:	Administration, Leadership Team, School-Level Action Teams			

Check

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

EOC Data, VoCATS Data, CIA Data, NC Falcon Completion Certificates, Class Scape Usage, Viking Express Data, Cohort Graduation Rate, USA Test Prep usage

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

Monitor goals, strategies, and action steps throughout the school year using data gained from formative, benchmark, summative, and state tests.

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

292 different students participated in Viking Express; 100% of the students utilized Netbooks in Algebra I classes throughout the year; Training for ClassScape and utilization by Civics, US History, Geometry, Algebra II, Algebra I , Physical Science, Biology and English I courses for common and benchmark assessments; 100% of ClassScape teachers utilized ClassScape for testing; Departments completed multiple CIA plans and posted them on Rubicon Atlas integrating problem solving and critical thinking skills; Teachers inputted 533 CIA Unit Plans in Rubicon Atlas; 95% of certified staff completed NC Falcon training; 172 students participated in Super Saturday tutorials in preparation for EOC tests; Met growth in US History, Civics, Biology and English I according to ABCs model; Met high growth in Biology and US History according to ABCs model; Met 16 out of 17 AYP goals; Had a graduation rate of 85%; White Oak High School decreased non-proficiency by 10% in Biology and Civics; White Oak High School decreased non-proficiency in US History and the 10th grade writing Test; Small Business/Entrepreneurship, Computerized Accounting II, Sports and Entertainment Marketing II and Parent and Child Development each had 100% proficiency on the VoCats exams; Sport Entertainment Marketing I, Agriscience Applications, Animal Science I, Drafting I, and Fundamentals of Technology each decreased non-proficient students by 10%.



Act

Based upon identified results, what action should be taken?

Continue the above along with the following: Increase the number of teacher-led Super Saturday tutorials; Work with Hunters Creek and New Bridge in connecting CIA plans; Complete CIA plans by interdisciplinary teams; Establish school-wide grading procedures; English I and Algebra I teachers participate in county-wide PLC targeting improvement in AYP and ABC results; English I, Algebra I and Biology teachers maintain a data notebook; White Oak High School will fully implement the Project Lead the Way Program.



Goal Two and Associated Strategies				
Plan/Do	NC 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.		
	WOHS Goal 2:	White Oak High School students will be led by creative, passionate, and technologically skilled professionals.		
	Target:			
	Increase the number of positive responses by 3% from staff on annual surveys. Meet or exceed goals established for professional development in the Small Learning Communities grant.			
	Indicator:			
	Teacher Working Conditions Survey, 360 Degree feedback, Professional Development Documentation, Small Learning			
	Strategy:			
	Promote a positive and informed working environment for all employees.			
	Action Steps:			
	1. Establish a <i>staff of the month</i> recognition program highlighting monthly selections on the school's website and on daily school announcements.			
	2. Organize and promote staff wellness activities to include social opportunities, health and fitness opportunities.			
	3. Utilize daily email announcements to keep staff informed of school and district happenings.			
	Strategy:			
	Pursue continuous improvement and ongoing adult learning opportunities.			
Action Steps:				
1. Provide professional learning opportunities for staff to support goals in the school's strategic plan and goals established for personal development plans.				
2. Complete NC Falcon on-line training.				
3. Provide time for the development of on-site professional learning communities.				
4. Encourage increased participation in professional development opportunities offered through District planning.				
Strategy:				
Develop teacher leaders for each identified initiative.				
Action Steps:				
1. Use acquired data to develop action teams for each initiative.				
2. Use action teams to provide training and guidance for each initiative.				
3. Link teacher leadership to new Teacher Evaluation Process.				
How will we fund these strategies?				
Funding source 1:	School general funds	Funding amount:	\$5,000	
Funding source 2:	Select a funding source	Funding amount:	\$0	
Funding source 3:	Select a funding source	Funding amount:	\$0	
Funding source 4:	Select a funding source	Funding amount:	\$0	
Funding source 5:	Select a funding source	Funding amount:	\$0	
		Total initiative funding:	\$5,000	
Review frequency:	Quarterly			
Action Team:				
Administration, Leadership Team, School-Level Action Teams				
What data will be used to determine whether the strategies were deployed with fidelity?				
Teacher Working Conditions Survey, 360 Degree Feedback, Feedback for Professional Development, NC Falcon completion certificates				

Check

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

Data from all sources will be monitored throughout the school year to determine if progress toward goal is being made.

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

Texas Roadhouse sponsored the staff of the month program and staff were recognized monthly on the web page and daily announcements; Daily announcements were emailed daily to staff including calendar events and special announcements for students and staff; Professional development was offered during early release days utilizing the book Instruction for All Students by Paula Rutherford; NC Falcon completed by certified staff; Professional learning communities met weekly; 92% of the 360 degree staff survey questions had over a 90% positive response; 89% of students indicated on the 360 degree survey that technology is used to support creative teaching and learning; 95% of the teachers completed NC Falcon training; 100% of certified staff received renewal credit for Professional Development held throughout the year; White Oak High School met all of the goals of the Small Learning Communities Grant which resulted in the award of funds for two additional years.

Act

Based upon identified results, what action should be taken?

Continue the above along with the following: Organize and promote staff wellness activities to include social opportunities, health and fitness opportunities; Encourage increased participation in professional development opportunities offered through District planning; Use acquired data to develop action teams for each initiative and provide training and guidance for these initiatives.

Goal 3 and Associated Strategies				
Plan/Do	NC 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		
	WOHS Goal 3:	White Oak High School students will learn in a safe and civil environment to be ethical, healthy and productive citizens.		
	Target:			
	Utilize the System's Safe and Civil Schools initiative to improve teaching and learning. Decrease the number of students in in-school suspension by 3%. Decrease the number of students in out-of-school suspension by 3%. Improve student attendance by 1%.			
	Indicator:			
	Discipline Data, Attendance Data. 360 Degree Feedback			
	Strategy:			
	Promote and support activities for staff and students that create a civil learning environment.			
	Action Steps:			
	1. Advertise and encourage staff and students to participate in civic events. (Teen Court, Red Cross Blood Drives, Food Drives, Relay for Life, Christmas Cheer, Toys for Tots, United Way, Clean Beach Sweep, Fun Runs, Voter Registration, Rachel's Challenge, etc.)			
	2. Focus on developing strong student character, personal responsibility, and community/world involvement through the implementation of the N.C. Character Education Informational Handbook & Guide II and Healthy Child curricula.			
	3. Provide an environment in which ALL students have the opportunity to develop a positive and nurturing relationship with caring adults.			
	Strategy:			
	Create a safe environment that will support teaching and learning.			
Action Steps:				
1. Review and develop an improved school safety plan to include the Safe School Plan, Crisis Plan, and Emergency Operations Plan.				
2. Implement programs and initiatives to encourage a safe and civil learning community.				
3. Enhance articulation efforts to improve students' transition from middle school to high school.				
Strategy:				
Provide instructional opportunities that focus on healthy lifestyle choices.				
Action Steps:				
1. Implement school-wide activities that promote a healthy and active lifestyle.				
2. Incorporate healthy and active lifestyle lessons in Advisory classes.				
3. Plan and provide opportunities for cafeteria manager to meet with student leadership.				
How will we fund these strategies?				
Funding source 1:	Other	Funding amount:	\$15,000	
Funding source 2:	School general funds	Funding amount:	\$5,000	
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:	\$20,000
Review frequency:	Quarterly		
Action Team:	Administration, Leadership Team, School-Level Action Teams		
What data will be used to determine whether the strategies were deployed with fidelity?			
* Lesson plans, 360 Degree Feedback, Feedback for Action Team monitoring goal.			

Check

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

- * Data from all sources will be monitored throughout the school year to determine if progress toward goal is being made.
- * 360 Degree Feedback, Discipline Data, Fitness Tests completed in Physical Education Classes

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

Staff contributes \$6,191 to United Way; Rachel's Challenge presented to the students and staff; Four students were given the option of teen court by the SRO; The curriculum that was developed for Advisory period included character traits and a healthy and active lifestyle; The emergency operations plan for the school was updated; Staff surveys were released on crisis situations quarterly; 98% of the teachers indicated on the 360 degree survey that they feel safe at school; 90% of the student responses on the 360 degree feedback were positive in the questions dealing with safety at school; We received a Five Star rating on the safe and civil notebook with a score of 93%; There was a total of 43,735 USA Test Prep activities for all subjects; The number of short term OSS incidents decreased 29% from previous year (146 to 103); The number of ISS incidents decreased 45% from the previous year (433 to 237); The attendance rate for 2010-11 was 94.09%; The attendance rate as of October 4, 2011 is at 96% for 9th, 11th, and 12th grade and 97% for 10th grade;

Act

Based upon identified results, what action should be taken?

Continue the above along with the following: Provide an environment in which ALL students have the opportunity to develop a positive and nurturing relationship with caring adults; Implement programs and initiatives to encourage a safe and civil learning community; Enhance articulation efforts to improve students' transition from middle school to high school; Implement school-wide activities that promote a healthy and active lifestyle.

Goal Four and Associated Strategies				
Plan/Do	NC 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.		
	WOHS Goal 4:	Leadership will foster innovation at White Oak High School in cooperation with families and community partners.		
	Target:			
	Target:	Maintain the Cohort Graduation rate at 80% or higher. Decrease the number of student dropouts. Increase by 3% the positive responses on annual parent surveys.		
	Indicator:			
	Indicator:	Business Partnerships School Guide, 360 Degree Feedback Survey Results, CIA Plans, Cohort Graduation Data, Drop Out Data, School Plan for Academy Internships		
	Strategy:			
	Strategy:	Develop a global perspective that focuses instruction on students' application of concepts.		
	Action Steps:			
	Action Steps:	1. Implement the global district plan.		
	Action Steps:	2. Connect the NCSCOS with appropriate global connections in CIA plans.		
	Action Steps:	3. Globalize the curriculum by focusing on awareness, perspectives, and personal responsibility.		
	Strategy:			
	Strategy:	Expand and emphasize family, business, community, and education partnerships.		
Action Steps:				
Action Steps:	1. Establish potential community/business partnerships to provide relevant and real-world learning			
Action Steps:	2. Increase partnerships through Academy, club, and school-wide focus projects. (Academy Board Members, Guest Speakers, Visitations, Job Shadowing Assignments, Job Ready Assignments, GRAD Project Mentors, Project-Based Learning, etc.)			
Action Steps:	3. Establish protocol for Academy internships.			
Action Steps:	4. Enhance graduation support for all students and families.			
Strategy:				
Strategy:	Develop an interactive and informative teacher web site to facilitate communication and support instruction.			
Action Steps:				
Action Steps:	1. Create and maintain up-to-date informative teacher web sites.			
Action Steps:	2. Incorporate appropriate interactive links that support learning.			
How will we fund these strategies?				
Funding source 1:	Other	Funding amount:	\$15,000	
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:	\$15,000	
Review frequency:	Quarterly			
Action Team:				
Action Team:	Administration, Leadership Team, School-Level Action Teams			

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

* Teacher web sites. Department leaders will monitor teacher web sites providing feedback as needed.

* Business Partnerships School Guide

* 360

Degree Feedback Survey Results

* Development of CIA Plans

*

Check	Cohort Graduation Data Drop Out Data for Academy Internships Number of school and teacher web site "hits" * * School Plan *
	How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data) * Data from all sources will be monitored throughout the school year to determine if progress toward goal is being made.
	There were 52,893 web page hits from August 2009 through June 2011; Community members and business leaders included as guest speakers to academies; Community members on Academy Advisory Committees; Through the use of Rubicon Atlas, teachers connect global activities to the NCSCOS; There were 444 CIA Unit Plans in Rubicon Atlas that involved globalization; The graduation rate was 85%; Met growth in the dropout rate according to the ABCs model; 85% of the students indicated on the 360 degree survey that Global Issues and International Studies are an important part of their education; 76% of the students indicated on the 360 degree survey that they were informed through the use of the web page; 95% of the teachers indicated on the 360 degree survey that Global Issues and International Studies are an important component of our students' education.
Act	Based upon identified results, what action should be taken?
	Continue the above along with the following: Implement the global district plan; Globalize the curriculum by focusing on awareness, perspectives, and personal responsibility; Establish protocol for Academy internships; Enhance graduation support for all students and families; Incorporate appropriate interactive links on the web page that support learning.

Goal Five and Associated Strategies				
Plan/Do	NC 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.		
	WOHS Goal 5:	White Oak High School will be supported by effective and efficient processes and systems.		
	Target:	Increase by 3% the positive responses received from annual surveys on questions relating to effective and efficient operations.		
	Indicator:	360 Degree Feedback, Quick Reference Crisis Guide, Updated Safe and Civil Plan, Utility Usage Reports, Recycling Reports, School Web Page to Include Teacher Pages		
	Strategy:	Decrease energy and utility consumption through a wide variety of programs.		
	Action Steps:	1. Decrease usage of paper through the increased usage of technology.		
		2. Expand recycling program.		
		3. Shut down all energy usage items when not in use.		
	Strategy:	Develop and utilize well communicated processes and procedures in all areas.		
	Action Steps:	1. Emphasize customer relations in all areas of White Oak High School.		
		2. Expand communication through usage of web page, e-news and School Messenger.		
		3. Develop process for communicating emergency procedures to parents/guardians.		
		4. Create a quick reference guide for crisis procedures.		
	How will we fund these strategies?			
Funding source 1:	School general funds	Funding amount:	\$2,500	
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:	\$2,500	
Review frequency:	Quarterly			
Action Team:	Administration, Leadership Team, School-Level Action Teams			
What data will be used to determine whether the strategies were deployed with fidelity?				
360 Degree Feedback, Quick Reference Crisis Guide, Updated Safe and Civil Plan, Utility Usage Reports, Recycling Reports, School Web Page to Include Teacher Pages				

Check

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

* Data from all sources will be monitored throughout the school year to determine if progress toward goal is being made.

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

Staff used laptops during staff meetings; Teachers used smart boards and elmos to project assignments; Recycled containers placed in all classrooms and picked up by students; Lights turned off when rooms are empty and computers shut down daily; Communication with all stakeholders through the use of the web page, e-news and school messenger; Emergency procedures communicated with parents/guardians through school messenger as appropriate; Each room has access to a quick reference guide for crisis procedures; 97% of the staff indicated on the 360 degree survey that Technology is used to support creative thinking and learning; 89% of the students indicated on the 360 degree survey that Technology is used to support creative teaching and learning; 72% of the students indicated on the 360 degree survey that they were informed through the use of the web page, newsletters and E-News; White Oak High School recycled 8.99 tons of material;

Act

Based upon identified results, what action should be taken?

Continue the above along with the following: Emphasize customer relations in all areas of White Oak High School.