

## School Plan for Improvement

<b>District Name:</b>		<b>LEA Code:</b>	<b>Year:</b>
Warren County Schools		930	2016-2017
<b>Superintendent Name (or Designee)</b>	Dr. Linda Mason	<b>Superintendent (or Designee) Email</b>	<a href="mailto:lmason@warrenk12nc.org">lmason@warrenk12nc.org</a>
<b>District Mission</b>	Warren County Schools will educate students by providing innovative school choices that ensure all students will become globally competitive productive citizens who have acquired critical thinking, collaboration, communication and leadership skills.		
<b>District Vision</b>	Warren County Schools will graduate globally competitive citizens who are college and career ready.		
<b>Data Analysis:</b> Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned from the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOG/EOC results, attendance, graduation rates, among other sources of data)			
<p><b><i>Warren County Schools must increase the number of students meeting or exceeding proficiency and expected growth in the areas of reading, math and science. To address the current composite status of 34.3% proficiency, we have assessed and developed strategies and processes to build district capacity and enhance quality teaching and learning. Specifically, we have implemented the following: District Data/Support and Improvement Team; structured differentiated monthly professional development sessions; concise lesson planning; district-wide use of the NC Star school planning tool and innovative flexible opportunities for recurring low performing schools. The following data sources were analyzed to determine priority focus areas: District and School Performance Data (three year trend), Reading 3-D Data (three year trend) Exceptional Children Program's Warning Lists for Significant Disproportionality Data; local administrative survey; AdvancEd Review Data and approved school improvement plans. Warren County School's Accountability Data indicate that the district has experienced minimum improvement increasing student achievement. NC Ready data show that there was a decline in the percent of students who are college and career ready. Specifically, the composite score for 2014-15 decreased from 26% to 25.3% during the 2015-16 school year. Overall grade level proficiency decreased from 35.5% in 2014-15 to 34.3% in 2015-16. The data revealed that overall proficiency levels were below state averages. However, three Warren County schools met or exceeded state proficiency scores in specific subject areas including: Math: South Warren Elementary scored 54.7% and the state average was 54.7% ; English II (Grade Level Proficiency): Warren Early College scored 77.4% and the state scored 58.8%; English II (College and Career Ready): Warren Early College scored 71.0% and the state average was 49.6%; Graduation Rate (4 year): Warren New Tech High School's graduation rate of 90.2 % exceeded the state's rate of 85.6 %; Graduation Rate (5 year): Warren New Tech's graduation rate was 92.7% compared to the state's 5 year rate of 87.5.%</i></b></p>			

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District Goal #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>By June 2017-June 2019, instruction in reading, math and science will increase the number of students performing at or above proficiency by 10% or more per year as measured by NC Ready EOG/EOC assessments and Reading 3D assessments.</i></b>		
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.	
	LEA Goal Alignment:	All students will meet or exceed grade level expectations and state standards.	
	Indistar Indicator: (if applicable)	C13 - The principal focuses on building leadership capacity, achieving learning goals, and improving instruction. (1712)	
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented	
District Goal #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>By June 2017-June 2019, all schools will use a consistent tool to create school improvement plans. This tool will be used to monitor and assess progress of implementation.</i></b>		
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.	
	LEA Goal Alignment:	All students will meet or exceed grade level expectations and state standards.	
	Indistar Indicator: (if applicable)	I04 - All teachers provide sound instruction in a variety of modes; teacher-directed whole-class; teacher directed small group; student-directed small group; independent work;	
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
District Goal #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>By June 2017-June 2019, implement opportunities for flexible and innovative instructional programs that will decrease the number of low performing schools</i></b>		
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.	
	LEA Goal Alignment:	All graduates, having demonstrated an ability to think and to lead on a global level, to work within collaborative teams and to appreciate and interact with world cultures, will actively	
	Indistar Indicator: (if applicable)	I04 - All teachers provide sound instruction in a variety of modes; teacher-directed whole-class; teacher directed small group; student-directed small group; independent work;	
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented	

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Warren County Schools		930		2016-2017	
<b>District Goal #1:</b>	<i>By June 2017-June 2019, instruction in reading, math and science will increase the number of students performing at or above proficiency by at least 10% per year as measured by NC Ready EOG/EOC assessments and Reading 3D assessments.</i>				
<b>Strategy #1:</b> Describe the strategy that will support this goal	<i>Provide structured differentiated professional development monthly or as needed</i>				
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<i>Provide staff survey to determine professional development needs</i>				
	Evidence: (Identify documents and artifacts)	Lesson Plans, Professional Learning Communities (PLC) minutes, survey results, professional development planning schedule, presentations			
	Person(s) Responsible:	Curriculum Department and Professional Development Coordinator			
	Timeline:	Begin August 2016 throughout the school year. Target Dates: August-April monthly sessions			
	Budget Amount: (if applicable)	\$250,000	Budget Source: (if applicable)		050/024/EC /CTE/105
<b>Strategy #2:</b> Describe the strategy that will support this goal	<i>Establish a district data/support improvement team</i>				
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<i>Analyze data to determine focus areas, achievement gaps, and instructional needs</i>				
	Evidence: (Identify documents and artifacts)	Agendas, minutes, sign-in sheets, Session Description and Schedule, and resource materials			
	Person(s) Responsible:	District Team Members: (Superintendents, teachers, school leaders and other administrators)			
	Timeline:	Begin August 2016 throughout the school year. (See session schedule)			
	Budget Amount: (if applicable)	\$2,000	Budget Source: (if applicable)		Title I/DSSF

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<p><b>Strategy #3:</b> Describe the strategy that will support this goal</p>	<p><b><i>Each school will establish a data school improvement team</i></b></p>		
<p><b>Progress:</b></p>	<p>Progress Monitoring Status:</p>	<p>Has Begun</p>	
<p><b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.</p>	<p><b><i>Analyze and share individual school data to determine focus areas, achievement gaps, and instructional needs</i></b></p>		
	<p>Evidence: (Identify documents and artifacts)</p>	<p>Agendas, sign-in sheets, minutes, resource materials</p>	
	<p>Person(s) Responsible:</p>	<p>Data School Improvement Team (Principal, teacher leaders, and counselor)</p>	
	<p>Timeline:</p>	<p>Begin September 2016 throughout the school year.</p>	
	<p>Budget Amount: (if applicable)</p>	<p>\$40,000</p>	<p>Budget Source: (if applicable)</p>
<p><b>Strategy #4:</b> Describe the strategy that will support this goal</p>	<p><b><i>Conduct instructional rounds in all schools and provide descriptive feedback to teachers to reinforce best practices and build capacity for improving teacher mastery.</i></b></p>		
<p><b>Progress:</b></p>	<p>Progress Monitoring Status:</p>	<p>Partially Implemented</p>	
<p><b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.</p>	<p><b><i>Scheduling classroom visits and developing methods to provide immediate feedback to teachers</i></b></p>		
	<p>Evidence: (Identify documents and artifacts)</p>	<p>Agendas from planning meetings, Instructional rounds schedule and summary data from instructional rounds</p>	
	<p>Person(s) Responsible:</p>	<p>Curriculum Department, building level administrators, and teacher leaders</p>	
	<p>Timeline:</p>	<p>Begin September 2016 throughout the school year.</p>	
	<p>Budget Amount: (if applicable)</p>	<p>\$0</p>	<p>Budget Source: (if applicable)</p>

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<b>District Goal #2:</b>	<i>By June 2017-June 2019, all schools will use a consistent tool to create school improvement plans. This tool will be used to monitor and assess progress of implementation.</i>				
<b>Strategy #1:</b> Describe the strategy that will support this goal	<i>All school administrators and a designated process manager will be trained to use the planning tool</i>				
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<i>Attend a state provided NCStar training as well as LEA and school sponsored professional development sessions</i>				
	Evidence: (Identify documents and artifacts)	Agendas, sign-in sheets, minutes, evaluations, presentations			
	Person(s) Responsible:	State consultant, district trainers, building level administrators			
	Timeline:	August 2016 throughout the school year			
	Budget Amount: (if applicable)	\$7,000	Budget Source: (if applicable)	050/024	
<b>Strategy #2:</b> Describe the strategy that will support this goal	<i>Implement and monitor the development of individual school improvement plans</i>				
<b>Progress:</b>	Progress Monitoring Status:	Has Begun			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<i>School leadership teams will assess indicators and create goals and objective to develop the school's improvement plan</i>				
	Evidence: (Identify documents and artifacts)	NCSTAR submitted document, agendas, sign-in sheets, minutes, presentations			
	Person(s) Responsible:	School leadership team, process manager, principal			
	Timeline:	August 2016 throughout the school year			
	Budget Amount: (if applicable)	\$0	Budget Source: (if applicable)	n/a	

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<b>Strategy #3:</b> Describe the strategy that will support this goal	<b><i>Provide coaching services to school leadership teams on implementation</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Designated district administrator will provide on-going feedback to assist schools with implementation and improvement</i></b>		
	Evidence: (Identify documents and artifacts)	School Improvement Plan, NCSTAR, Coaching comments, Comprehensive Needs Assessment (CNA) rubric	
	Person(s) Responsible:	District and state staff	
	Timeline:	August 2016 throughout the year.	
	Budget Amount: (if applicable)	\$0	Budget Source: (if applicable)

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<b>District Goal #3:</b>	<b><i>By June 2017-June 2019, implement opportunities for flexible and innovative instructional programs that will decrease the number of low performing schools</i></b>				
<b>Strategy #1:</b> Describe the strategy that will support this District Goal	<b><i>Research innovative opportunities for designated low performing schools: Warren County High School, Warren County Middle, Northside K8, and Mariam Boyd Elementary</i></b>				
<b>Progress:</b>	Progress Monitoring Status:	Has Begun			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Collecting information on effective research-based programs and best practices</i></b>				
	Evidence: (Identify documents and artifacts)	Agendas, sign-in sheets, presentations			
	Person(s) Responsible:	District leaders, school administrators, staff, and consultants			
	Timeline:	August 2016 throughout the school year			
	Budget Amount: (if applicable)	\$2,000	Budget Source: (if applicable)		Local/024
<b>Strategy #2:</b> Describe the strategy that will support this goal	<b><i>Decide on the best innovative alternative for school improvement for recurring low performing schools</i></b>				
<b>Progress:</b>	Progress Monitoring Status:	Has Begun			
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Present alternative findings to school administrators and staff to determine the most suitable innovative opportunities for each state designated recurring low performing school (Warren County High, Warren County Middle, Northside K8 and Mariam Boyd)</i></b>				
	Evidence: (Identify documents and artifacts)	Agendas, sign-in sheets, presentations			
	Person(s) Responsible:	District Leaders, School leaders, Staff, Consultants			
	Timeline:	August 2016 throughout the school year			
	Budget Amount: (if applicable)	\$0	Budget Source: (if applicable)		NA

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<b>Strategy #3:</b> Describe the strategy that will support this goal	<b><i>Present alternative findings to school parents and other stakeholders</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Scheduling, inviting and sharing an introduction of alternative findings to parents and all stakeholders</i></b>		
	Evidence: (Identify documents and artifacts)	Schedule, Agenda, Sign-in Sheet, Presentation	
	Person(s) Responsible:	District Leaders	
	Timeline:	August 2016 throughout the school year	
	Budget Amount: (if applicable)		Budget Source: (if applicable)