



**SCHOOL
IMPROVEMENT
PLANS
2023-2024**



AH Bangert Elementary School

Strategic Plan 2023-2024

MISSION

We will safely ignite engagement and the curiosity of the school community to ensure all students become responsible productive citizens; lifelong learners; and confident, positive leaders.

VISION

We envision A.H. Bangert Elementary as a safe and nurturing learning community where we are committed to:

- holding high expectations for all stakeholders who share in the importance of student learning
- providing the opportunity for academic success through a safe, diverse, and innovative learning environment
- nurturing the well-being of students' social and emotional needs
- building positive relationships through collaboration with all the school community
- fostering respectful communication and global citizenship
- celebrating the diversity of our community and our successes
- inspiring students to safely take ownership of their digital lives

Principal: Catherine Alligood

School Improvement Team: Jen Robson, Sara Douth, Erin Saunders, Alyssa Argentieri, Molly Strawbridge, Taylor Whitford, Kimberly Guard, Brian Swicegood, Martha Ann Patterson, Sara Foster, Jenn Schuckenbrock, Maggie Warren (Parent), Candice Strickland, Catherine Alligood

Meeting Dates: 9/13/23, 9/27/23, 10/11/23, 10/25/23, 11/8/23, 12/13/23, 1/10/24, 1/24/24, 2/14/24, 2/28/24, 3/13/24, 3/27/24, 4/24/24, 5/8/24, 5/22/24

SCHOOL GRADE	B
GROWTH STATUS	MEETS
DESIGNATED STATUS	None

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	51%	25%	7%	9%	8%
	MALE	FEMALE	SWD	ESL	AIG
	47%	53%	14%	6%	6%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, 75% of students will be at or above grade level in Reading as measured by the North Carolina EOG and mCLASS. This will be accomplished by focusing on the lower performing African American subgroup in the areas of vocabulary and language in grades kindergarten through fifth.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A3.10 All teachers use assessment data and match instruction and supports to individual student needs..

SCHOOL GOAL: By the end of the 2023-2024 school year, math proficiency will increase to 85% as measured by the North Carolina EOG by increasing differentiation and the fidelity of math interventions.

OBJECTIVE 1: A2.07 ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A1.05 ALL teachers individualize instructional planning in response to individual student performance on pre-tests and other methods of assessment to provide support enhanced learning opportunities for students

SCHOOL GOAL: By the end of the 2023-2024 school year Bangert will increase its science proficiency scores to 88% on the NC EOG by placing emphasis on vocabulary and building background knowledge.

OBJECTIVE 1: A2.07 ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: ALL teachers provide sound instruction in a variety of modes: teacher-directed whole-class; teacher directed small-group; independent work; computer-based.

SCHOOL GOAL: In order to better reach and meet the needs of all Bangert families, the school will focus on the quality of communication as it pertains to the education of our students. This will be measured by increasing the types of education communication by 20%.

OBJECTIVE 1: E1.09 The school provides parents/guardians with practical guidance to maintain regular and supportive verbal interactions with their children, to establish a quiet place for children's studying at home, and to model respectful and responsible behaviors.

SCHOOL GOAL: AH Bangert's teacher turnover rate for 2023-2024 will be lower than the state rate of 7.78% by focusing on Beginning Teacher support.

OBJECTIVE 1: C1.06 The LEA/School offers an induction program to support new teachers in their first years of teaching.



Arthur W. Edwards Elementary

School Improvement Plan 2023-2024

MISSION

Empowered leaders collaboratively reaching their greatest potential every day.....every way.

VISION

We Pledge to:

- Provide Opportunities for All
- Know, Own, Live 7 Habits
- Set and Celebrate Goals

Principal: Melisa G. Thompson

School Improvement Team: Angie Baylis – School Interventionist, Mandy Cowart – Kindergarten Teacher, Jen Currie – EC Teacher, Robin DeSousa – Teacher Assistant, Geri Gares – 3rd Grade Teacher, Cherita Lassiter – Assistant Principal, Heather Santos – MTAC Rep., Misty Yost – Kindergarten Teacher, Megan Jones – Parent

Meeting Dates: July 26th, September 20th, October 9th, November 13th, December 11th, January 8th, February 12th, March 11th, April 8th, May 13th, June 10th

SCHOOL GRADE	C
GROWTH STATUS	Met
DESIGNATED STATUS	NA

SUBGROUPS	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	58%	10%	17%	<1%	13%	<1%
	MALE	FEMALE	SWD	ESL	AIG	EDS
	51%	49%	13%	<1%	4%	45%

SCHOOL GOALS

SCHOOL GOAL 1: LEADERSHIP

All AWE classrooms will know, own and live the 7 Habits by engaging in morning meeting, fostering student leadership and promoting positive relationships as evidenced through student leadership notebooks, student led conferences and a 10% decrease in office referrals.

OBJECTIVE 1: A1.07 AWE teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them

OBJECTIVE 2: A4.06 AWE teachers are attentive to students' emotional states, guide students in managing their emotions and arrange for supports and interventions.

OBJECTIVE 3: E1.06 AWE regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (What parents can do at home to support their children's learning.)

SCHOOL GOAL 2: CULTURE

AWE will provide a supportive learning and working environment for all students, staff, families and community members as measured by 80% participation in events and satisfaction surveys completed by June 11, 2024.

OBJECTIVE 1: A4.16 AWE develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level

OBJECTIVE 2: B1.03 AWE's leadership team consisting of the principal, teachers (who lead the instructional teams) and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.

SCHOOL GOAL 3: ACADEMICS

By June 11, 2024, all AWE Scholars will show academic growth as measured by end of grade assessments through analyzing formative and summative assessments and providing tiered support.

OBJECTIVE 1: A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

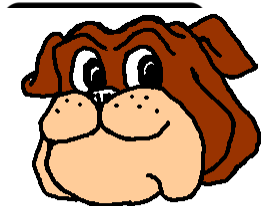
OBJECTIVE 2: A3.01 AWE instructional teams use student learning data to identify students in need of instructional support or enhancement.

OBJECTIVE 3: A4.01 AWE implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the

OBJECTIVE 4: B2.03 AWE has established a team structure among teachers with specific duties and time for instructional planning.

OBJECTIVE 5: B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to

OBJECTIVE 6: C2.01 AWE regularly looks at data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.



Ben D. Quinn Elementary

School Improvement Plan 2023-2024

MISSION

Together with our families and community, Ben D. Quinn Elementary will educate all learners to personal, professional, and civic success through challenging and personalized instruction.

VISION

Ben D. Quinn Elementary challenges all students as learners and prepares them to imagine and create a successful life; values educators and supports them to inspire and spark innovation in every student; leads in education and community engagement; and invites all students, their families, and members of our community to work together to empower our students to become successful by leading and serving our community, nation, and world.

Principal: Thomas Wilson

School Improvement Team: Teachers: Ashley Morton, Virginia Fenton, Jaime Fravor, Karen Camp, Amy Smith, Robin Lizotte, Jo Shoemaker, Lauren Russell, Tray Garris; Teacher Assistant: MJ Kirk; MTAC Representative: Heather Harley; School Administration: Michelle Wall, Thomas Wilson; Parent Representative: Megan Carlson

Meeting Dates: Aug. 25, 30; Sept. 6, 20; Oct. 4, 18; Nov. 1, 15; Dec. 6, 19; Jan. 10, 24; Feb. 7, 21; Mar. 6, 20; Apr. 10, 24; May 1, 15; June 7

SCHOOL GRADE	C	SUBGROUPS	White	Black	Hispanic	Asian	Multi	Pacific Islander
GROWTH STATUS	DID NOT MEET		46%	29%	10%	6%	8%	1%
DESIGNATED STATUS	TARGETED SUPPORT (TSI)		Male	Female	SWD	ESL	AIG	EDS
			49%	51%	20%	4%	7%	15%

SCHOOL GOALS

SCHOOL GOAL 1a: Ben Quinn Elementary will increase school performance grades by improving grade level proficiency in Reading to 65%.

SCHOOL GOAL 1b: Ben Quinn Elementary will increase school performance grades by improving grade level proficiency in Math to 68.2%.

SCHOOL GOAL 1c: Ben Quinn Elementary will increase school performance grades by improving grade level proficiency in Science to 67.7%.

OBJECTIVE 1: Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: The principal monitors curriculum and classroom instruction regularly and provides timely, clear, and constructive feedback to teachers.

OBJECTIVE 3: Instructional teams use student learning data to identify students in need of instructional support or enhancement.

SCHOOL GOAL 2: Ben Quinn Elementary will decrease teacher turnover (attrition + mobility) to the state rate of 13.3% (State Attrition + Mobility for 2020-2021) or lower.

OBJECTIVE 1: The school has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

SCHOOL GOAL 3: Ben Quinn Elementary will utilize a systems approach to data-driven problem solving (MTSS) to eliminate the achievement and opportunity gaps for all students.

OBJECTIVE 1: Teams of special educators, general education teachers, and related service providers meet regularly to enhance/unify instructional planning and program implementation for students with disabilities.

OBJECTIVE 2: Instructional teams utilize student learning data to determine whether a student requires a referral for special education services.

SCHOOL GOAL 4: Ben Quinn Elementary will implement strategies to inform students, parents, and community members of the important things happening in the school.

OBJECTIVE 1: The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).

SCHOOL GOAL 5: Ben Quinn Elementary will meet federal, state, and local safety standards to ensure a safe and inviting learning environment for all staff, students, and parents.

OBJECTIVE 1: The environment of the school (physical, social emotional, and behavioral) is safe, welcoming, and conducive to learning.



Bridgeton Elementary School



School Improvement Plan 2023-2024

MISSION

Bridgeton Elementary School will partner with families and community members to create an equitable, safe, and caring environment in which students can learn and excel academically, socially, and emotionally through enriching experiences and personalized instruction.

VISION

At Bridgeton Elementary School, we envision a school community that is supportive, empowering, and celebrates all achievements. Staff, students, families, and community members will work together to provide opportunities for each student to be successful lifelong learners in our school and in our society.

Principal: Rachel Eure

School Improvement Team: Jackie Pohl (Asst.Principal), Martina Midgett (PK), Sara Laughinghouse (K), Kimberly Fitch (K), Courtney Hyde (1st), Aly Caccavaro (2nd), Lindsay Norvel (3rd), Laurie Pepper (4th), Cheryl Morrow (5th), Emily Simmons (EC), Casey Mitchell (Guidance), Amy Rains (Resource), Susan French (Title 1/MTSS Lead), and Carmeline Morris (Parent Rep).

Meeting Dates: August 2, September 20, September 27, October 11, November 8, December 13, January 10, February 14, March 13, April 10, May 8, June 12

School Grade	C	Subgroups Monitored	White	Black	Hisp	Asian	Multi	PI
			64%	17%	10%	>1%	8%	<1%
Growth Status	Exceeds	Subgroups Monitored	Male	Female	SWD	ESL	AIG	EDS
			52%	48%	16%	2%	2%	76%

School Goals

School Goal #1: By the end of the 2023-2024 school year, the reading proficiency of students will increase to 58%, as measured by the NC EOG, by utilizing the comprehensive planning tool (Comprehension Plan Checklist) that encompasses all areas of reading comprehension (connection of prior experiences, structure of texts, vocabulary, text-based questions, and assessments).

- Objective 1: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development (5321).
- Objective 2: A2.06 All teachers reinforce elements of mastered knowledge that can be retained through review, questioning, and inclusion in subsequent assignments (5096).

School Goal #2: By the end of the 2023-2024 school year, the math proficiency of students will increase to 63%, as measured by the NC EOG, by incorporating an instructional routine during math blocks that focus students' attention on important quantities and their relationships within mathematical situations (real-world, student math talks, presence of rigor in mathematical discussions).

- Objective 1: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development (5321).
- Objective 2: A2.06 All teachers reinforce elements of mastered knowledge that can be retained through review, questioning, and inclusion in subsequent assignments (5096).

School Goal #3: By the end of the 2023-2024 school year, the science proficiency of students will increase to 90%, as measured by the NC EOG, by creating a school-wide alignment of science units where teachers utilize trade books to provide science instruction based on instructional plans that include connecting text through prior experiences, hands-on learning and inquiry-based activities.

- Objective 1: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development (5321).
- Objective 2: A2.06 All teachers reinforce elements of mastered knowledge that can be retained through review, questioning, and inclusion in subsequent assignments (5096).

School Goal #4: By the end of the 2023-2024 school year, the teacher turnover rate (attrition + mobility) will be at the state rate of 13% or lower by strengthening teacher efficacy.

- Objective 1: C1.06 The School offers an induction program to support new teachers in their first years of teaching (5157).
- Objective 2: B2.01 School Culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel.

#sailandprevail



BRINSON MEMORIAL ELEMENTARY SCHOOL

Strategic Plan 2023-2024

MISSION

Brinson Memorial, in partnership with families and communities, will provide opportunities for all students to reach their highest potential in a safe and welcoming environment in order to become respectful and productive members of society.

VISION

To become a high performing elementary school that fosters well-rounded citizens.

Principal: Chris Germain

School Improvement Team: Kelsey DeBoer, Hannah Hakenson, Meagan Richards, Elizabeth Lynch, Molly McGarry, Amy Kiewiet, Jill Fricke, Mable Stainback, Amy Anderson, Diana Pantall, Brittany Rose, Shannon Lee, Lauren Todd (Parent), Jessica Szymanski, Chris Germain

Meeting Dates: 9/27/23, 10/25/23, 11/15/23, 12/20/23, 1/17/24, 2/21/24, 3/20/24, 4/17/24, 5/15/24

SCHOOL GRADE	C
GROWTH STATUS	Not Met
DESIGNATED STATUS	

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	54%	20%	15%	1%	10%
	MALE	FEMALE	SWD	ESL	AIG
	47%	53%	13%	6%	3%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-24 school year, the reading proficiency of students will increase to 64.5%, a 10% increase from the previous year, as measured by the NC EOG, by increasing word reading accuracy and the level of rigor throughout instruction.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A2.11: ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL: By the end of the 2023-24 school year, the math proficiency of students will increase to 66.5%, a 10% increase from the previous year, as measured by the NC EOG, by increasing number sense fluency/accuracy and building high order problem solving skills.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A1.05: ALL teachers individualize instructional planning in response to individual student performance on pre-tests and other methods of assessment to provide support enhanced learning opportunities for students.

SCHOOL GOAL: By the end of the 2023-24 school year, the science proficiency of students will increase to 55.1%, a 10% increase from the previous year, as measured by the NC EOG, by providing direct instruction in science vocabulary and increasing opportunities for application of critical thinking skills.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A1.06: ALL teachers provide sound instruction in a variety of modes: teacher-directed whole-class; teacher-directed small-group; independent work; computer-based.

SCHOOL GOAL: By the end of the 2023-24 school year, BME will be below the state average teacher turnover rate of 7.8% by implementing plans to increase staff morale and build community in our school. We are currently at 8.8%.

OBJECTIVE 1: B2.01: School culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel.

OBJECTIVE 2: B2.03: The school has established a team structure among teachers with specific duties and time for instructional planning.



CRAVEN EARLY COLLEGE

School Improvement Plan 2023-2024

MISSION

Craven Early College united with families, communities, and Craven Community College, will provide all students with a rigorous, challenging academic environment that encourages and actively supports high school and college graduation. Our students will be globally competitive for post-graduate education, careers, and life in the twenty-first century.

VISION

"College, Career and Life Ready . . . Each and Every Day"

Principal: Dr. Marlow Artis

School Improvement Team: Kim Rispress (Chair), Jimmi Hobbs (Vice Chair), Brandon Davidson (Student Rep), Allison Edwards, Jessica Hart, Nancy LaPlante (Parent Rep), Hilary Lucas, and Alison Strommer (Secretary)

School Improvement Coach: Holly Tolston

SIT Meeting Dates: 7/28/2023, 8/11/2023, 9/15/2023, 10/13/2023, 11/17/2023, 12/8/2023, 1/12/2024, 2/9/2024, 3/8/2024, 4/26/2024, 5/10/24

Goal Team Meeting Dates: 8/4/2023, 9/8/2023, 11/3/2023, 12/1/2023, 1/5/2024, 2/2/2024, 3/1/2024, 4/12/2024, 5/3/2024

SCHOOL GRADE	A
GROWTH STATUS	EXCEEDED
DESIGNATED STATUS	N/A

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	56.5%	14.3%	14.3%	9.6%	5.3%	0%
	MALE	FEMALE	SWD	EL	AIG	EDS
	51.7%	48.3%	3.5%	2.2%	23.5%	42.2%

PRIORITY SCHOOL GOALS

SCHOOL GOAL 1 (The Learner): By the end of the 2023-2024 Academic School Year, CEC will increase student proficiency on each North Carolina End of Course Assessment by 6%.

OBJECTIVE 1: A2.22: Instruction & extended learning opportunities are designed with emphasis on rich reading, writing, & vocabulary development.

OBJECTIVE 2: A3.09: ALL teachers differentiate and accelerate learning tasks to provide targeted instruction for each student.

SCHOOL GOAL 2 (The Educator): At the end of the 2023-2024 Academic School Year, CEC will retain 75% of staff.

OBJECTIVE 1: C2.04: The school maintains a comprehensive professional development plan that includes options for staff members.

OBJECTIVE 2: C3.04: The school recruits, onboards, recognizes, evaluates, & retains staff members through intentional, systematic methods.

SCHOOL GOAL 4 (Community Engagement): By the end of the 2023-2024 Academic School Year, CEC will increase the number of PowerSchool Parent Portal Users, Canvas Observers, Readers of The O.W.L., & PTO Meeting Attendees by 10%.

OBJECTIVE 1: E1.05: School personnel maintains ongoing collaboration with families through a variety of communication channels.

OBJECTIVE 2: E2.01 Families advise the School Leadership Team on matters related to school improvement & family-school relations.

#CravenEarlyCollegeWINS



Creekside Elementary School

School Improvement Plan 2023-2024

Staff Motto: We go the **EXTRA** mile for our Crocodiles!

&

Student Motto: Go the **EXTRA** mile Crocodile!

Mission: Creekside Elementary School with its **families** and **community** will **inspire** and **empower** all learners to reach their full potential through **rigorous**, **challenging** and **personalized instruction**.

Vision: We envision a school that **challenges** all students as learners and inspires them to lead a **successful life**.

Principal: Angela Franks **School Improvement Team:** Kimberly Scott - Assistant Principal, Michelle Bollman - Guidance/MTAC/Expl, Teresa Lane - K, Allyson Banks - 1st, Julie Droese - 2nd, Tiffany Pugh - 3rd, Nardi Routten - 4th, Sherry Radford - 5th, Rachel Massey - ECP, Brittany Kelly - Teacher Assistant, Kelly Messer - Reading Interventionist, Amanda Cox - Parent Meeting Dates: Aug 16, Sept 20th, Oct 15, Nov 15, Dec 13, Jan 17, Feb 21, March 20, April 17, May 15, June Summer Leadership TBD

School Grade	B	Subgroups Monitored	White	Black	Hisp	Asian	Multi	PI
Growth Status	Meets		64%	12%	12%	4%	7%	0
Designated Support	NONE		Male	Female	SWD	ESL	AIG	EDS
All Grade Level	77.3%		51%	49%	15.6%	1%	4%	16%

SCHOOL GOAL : By the end of the 2023-2024 School Year, 75% of students will be at or above grade level in Reading as measured by the End of Grade and mClass through the use of reading intervention and school wide emphasis on grade level alignment. Increase from 68.6% (22-23) to 75%(23-24)

A2.04 : Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

A2.07 : All teachers include vocabulary development as learning objectives.

A3.10 : All teachers use assessment data and match instruction and supports to individual student needs.

SCHOOL GOAL : By the end of the 2023-2024 School Year, 90% of students will be at or above grade level in Math as measured by the End of Grade and Aimsweb through the use of school wide aligned vocabulary and the use of evidence based practices. Increase from 81.3% (22-23) to 90%(23-24)

A2.04 : Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

A2.07 : All teachers include vocabulary development as learning objectives.

A3.10 : All teachers use assessment data and match instruction and supports to individual student needs.

SCHOOL GOAL : By the end of the 2023-2024 School Year, 95% of students will be at or above grade level in Science as measured by the End of Grade through the use of school wide alignment of Science vocabulary and exposure to Science through rigorous hands-on activities. Increase from 87.2% (22-23) to 95%(23-24)

A2.04 : Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

A2.07 : All teachers include vocabulary development as learning objectives.

SCHOOL GOAL : By the end of the 2023-2024 School Year, K-5 & Exploratory Teachers will offer Engaging and Collaborative Opportunities by 85% that are interactive and engaging for both parents and students as measured by specific curriculum informative nights and student led conferences.

E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).

C3.01 The principal celebrates individual, team, and school successes, especially related to student learning outcomes.

E1.11 All teachers must meet with family members (parents or guardians) formally at least two times a year to engage in two-way communication regarding students' cognitive, social-emotional, and physical development outside the classroom.

SCHOOL GOAL : By the end of the 2023-2024 School Year, Teacher Turnover rate for 2023-2024 will be lower than the State rate of 7.78% through focus on our Beginning Teachers and our new teachers to our district/CES. CES - Current 3.4%

C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

C1.06 The LEA/School offers an induction program to support new teachers in their first years of teaching. s



Craven Virtual Academy

School Improvement Plan 2023-2024

MISSION

Working together through a virtual platform, we will empower our students to be successful, creative, critical thinkers in a global community by combining the talents of students, teachers, parents, and the community to ensure our students are provided with personalized instruction that allows them to reach their ultimate potential.

VISION

We envision a school that uses 21st-century technology and innovation to challenge our learners and prepare them to become successful individuals. As educators, we will celebrate diversity, consider others' perspectives, strengths and support the academic and professional needs of all stakeholders. Each day we will seek to spark curiosity, exploration, leadership, and individual boldness for our students. As educators, we will work to cultivate them through teaching and learning environments that are nurturing and provide enriched experiences for all.

School Improvement Team: Micki Warren - Principal, Emily Wood, Syuen Walker, Josh Kitchin, Katy Ebert, Ana McClanahan, Brandi Wilson, Tracy Wixon, Myra Snyder, Kristin Coombs, Ethan Martin, Johnicia Simmons, Karen Ryan, Pam Collins, Dolly Bryant-Dawson - Parent Rep, Timothy Osborne - Parent Rep.

Meeting Dates: 9/14, 9/28, 10/12, 10/26, 11/ 9 11/30, 12/ 14, 1/11, 1/ 25, 2/8, 2/ 22, 3/14, 3/ 28, 4/11, 4/25, 5/ 9, 5/ 23, 6/6

SCHOOL GRADE	C
GROWTH STATUS	MET GROWTH
DESIGNATED STATUS	N/A

SUBGROUPS	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	56%	26%	9%	<1%	9%	0
	MALE	FEMALE	SWD	ESL	AIG	EDS
	43%	57%	13%	<1%	9%	10%

SCHOOL GOALS

SCHOOL GOAL 1: CVA math teachers will improve math proficiency as measured by the EOG and EOC from 44% to 50% by actively engaging in monthly PLCs with neighboring schools to share best practices and collaborate on improving student achievement.

OBJECTIVE 1: (A1.04) All teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

- Bi-weekly data analysis meetings

OBJECTIVE 2: (A2.01) Instructional teams meet regularly to review implementation of effective practice and student progress.

- Monthly meeting with math teachers
- Bi-weekly planning meeting with CVA math teachers

OBJECTIVE 3: (A2.04) Instructional teams develop standards-aligned units of instruction for each subject and grade level.

- Instructional coaches and teachers work together to plan units four times a year

SCHOOL GOAL 2: Each week, all CVA teachers will support math skill knowledge and critical thinking skills by working through at least one critical thinking activity, brain teaser or challenging geometry question with each class working towards a success rate of 80% or higher.

OBJECTIVE 1: (A2.08) All teachers teach and model the metacognitive process (goals, strategies, monitoring, and modification) and specific learning strategies and techniques.

- activities will be noted in lesson plans -activities will be discussed weekly during PLCs

SCHOOL GOAL 3: CVA staff will take part in professional development focused on understanding minority student's learning styles to decrease the 15% disadvantage by 10%.

OBJECTIVE 1: (A4.22) All teachers are responsive to students' cultural backgrounds and incorporate culturally-relevant material in their classrooms.

- Research PD -Request assistance from CO for PD -Write a grant for PD

OBJECTIVE 2: (B3.04) CVA sets goals for targeted professional development and monitors the extent to which it has changed practice.

- Facilitate PD by Dec if possible
- Ensure instructional strategies reflect PD.



Early College EAST High

School Improvement Plan 2023



MISSION

The ECE community is committed to providing high quality learning opportunities that will empower all students to discover and create their individual pathway to success.

VISION

Learning together today...Building a brighter tomorrow.

Principal: Kris Thompson

School Improvement Team: Penny Callaway, Melisa Chambers, Thomas Ebert, Ashley Huff, Matthew Ipock, Catie Lewis, John Nelson, Terri Nichols, Melissa Parson, Logan Robles, Debbie Sabin, Crystal Sanders, Jennifer Walmsley, Anna Whitlock

Meeting Dates: Aug. 11, Aug. 25, Sept. 15, Sept. 29, Oct. 13, Oct. 27, Nov. 17, Dec. 8, Jan. 12, Jan. 26, Feb. 9, Feb. 23, Mar. 8, Mar. 22, Apr. 12, Apr. 26, May 10

DESIGNATED STATUS	NA	Subgroups Monitored	WHITE	BLACK	HISP	ASIAN	MULTI
GROWTH STATUS	MEETS		68.5%	NA	NA	NA	NA
SCHOOL GRADE	A		MALE	FEMALE	SWD	ESL	AIG
			56.86%	42.14%	NA	28.29	29.92%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, Math 1 and Math 3 proficiency will increase to 90%, as measured by the NC EOC, by increasing the level of rigor in assignments.

OBJECTIVE 1: A1.04: All teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

OBJECTIVE 2: A2.22: All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading (math word problems), writing (math expressions/equations), memorization (mathematical formulas), and vocabulary development.

SCHOOL GOAL: By the end of the 2023-2024 school year, Biology Proficiency will increase to 90% as measured on the Biology EOC through the use of diverse instructional materials and tools, increased interdepartmental and intradepartmental collaboration, focusing on developing vocabulary application and context knowledge and through developing learning strategies for students to direct their own learning.

OBJECTIVE 1: A1.10 All teachers use online curricula with content, assignments, and activities clearly aligned to identified standards (state or national).

OBJECTIVE 2: A2.01 Instructional Teams meet regularly (e.g., twice a month or more for 45 minutes each meeting) to review implementation of effective practice and student progress.

OBJECTIVE 3: A2.07 ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 4: A2.11 ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL: By the end of the 2023-2024 school year, the reading proficiency of students will increase to 92%, as measured by the NC EOG, by focusing on improving reading comprehension.

OBJECTIVE 1: 2.04: Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: A2.06 All teachers reinforce elements of mastered knowledge that can be retained through review, questioning, and inclusion in subsequent assignments.

OBJECTIVE 3: A2.11 All teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

OBJECTIVE 6: A2.25 The teacher builds students' ability to use a variety of learning tools.

SCHOOL GOAL: ECE will retain at least 90% of its educators on a year to year basis by supporting new teachers, providing opportunities for collaboration, planning relevant professional development and celebrating success.

OBJECTIVE 2: C1.06: The LEA/School offers an induction program to support new teachers in their first years of teaching.

OBJECTIVE 3: C2.03: The LEA/School provides all staff high quality, ongoing, job-embedded, and differentiated professional development.

OBJECTIVE 4: C2.04: The LEA/School structures professional development to provide adequate time for collaboration and active learning.

OBJECTIVE 5: C3.01: The principal celebrates individual, team, and school successes, especially related to student learning outcomes.

SCHOOL GOAL: ECE will have 70% of parents invited to attend parent/student information sessions to include Orientation, Open House, Parent Conferences, Financial Aid Night, CCC Informational Meetings, Induction Ceremonies, Graduation, etc. To achieve this goal, the school will provide numerous opportunities for parental involvement and effective communication to parents using a variety of tools.

OBJECTIVE 2: E1.05 The "ongoing conversation" between school personnel and parents/guardians is candid; supportive and flows in both directions.

OBJECTIVE 3: 1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).

OBJECTIVE 4: E1.07 The school's documents (Parent Involvement Guidelines, Mission/Vision Statements, Homework Guidelines, and Classroom Visit Procedures) are annually distributed and frequently communicated to teachers, school personnel, parents, and students.

OBJECTIVE 6: E2.01 Parent and/or Community representatives advise the School Leadership Team on matters related to family-school relations.

OBJECTIVE 7: E2.02 The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website (social media).



Graham A. Barden

School Improvement Plan 2023-2024

MISSION

Through collaboration and continuous learning, Graham A. Barden Elementary School will work together with family and community members to provide a safe environment that fosters academic, emotional, social, and physical growth for all students to become responsible citizens who are lifelong learners.

VISION

Together with OUR families and community, Graham A. Barden Elementary will educate all learners to personal, professional, and civic success through challenging and personalized instruction.

Principal: Keith L. Davis

School Improvement Team: Keith L. Davis (Principal), Leilani Camden (Assistant Principal), Pamela Ward (School Counselor), LaDonya Jules (Media Coordinator), Lauren Dugan (EC Teacher Rep), Amy Insley (K-2 Teacher Rep), April Silvio (3-5 Teacher Rep), Susan Wonderly (Teacher Rep), Mishauna Phelps (Teacher Rep), Leah Moore (Teacher Rep), Joan McCartney (Teacher Rep), Sheila Magyar (PreK Rep), Culdedlia Bess (Parent Rep), Grace Cobb Thompson (TA Rep)

Meeting Dates: 4th Wednesdays unless stated otherwise. 8/23/23, 9/27/23, 10/25/23, 11/15/23, 12/20/23, 1/24/24, 2/28/23, 3/27/23, 4/24/23, 5/22/24

SCHOOL GRADE	C
GROWTH STATUS	Met
DESIGNATED STATUS	N/A

SUBGROUPS	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	43%	15%	26%	<1%	14%	<1%*
	MALE	FEMALE	SWD	ESL	AIG	EDS
	50.5%	49.5%	17%	8%	<1%	74%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-24 school year, the reading proficiency of students will increase from 52.6% to 60% by fully implementing phonics lesson plan and pacing guide consistently, and incorporating and receiving additional coaching and support on explicit vocabulary instruction within our professional learning community to eliminate gaps in student achievement.

Objective 2: A2.11 All teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

Objective 3: A2.22 All teachers and teacher teams plan based on the aligned and expanded curriculum that includes rich reading, writing, memorization and vocabulary development.

SCHOOL GOAL: By the end of the 2023-2024 year, the math proficiency of students will increase from 44.8% to 50.6% by fully implementing the use of visuals and manipulatives to deepen student understanding when needed, consistently aligning instruction with math pacing guides and HMH curriculum, and building student's knowledge bank with math vocabulary and best practice strategies in mathematical problem solving to effectively eliminate gaps in student achievement.

OBJECTIVE 1: A2.07 All teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A2.08 ALL teachers teach and model the metacognitive process (goals, strategies, monitoring, and modification) and specific learning strategies and techniques.

SCHOOL GOAL: By the end of the 2023-2024 year, the science proficiency of students will increase from 63.2% to 68.8% by consistently implementing Stemsopes curriculum and aligning instruction with pacing guides, building student's capacity for science vocabulary, and creating hands-on opportunities for students to connect student learning and mastery of goals to effectively eliminate gaps in student achievement.

OBJECTIVE 1: A2.05 All teachers develop weekly lesson plans based on aligned units of instruction.

OBJECTIVE 2: A2.07 All teachers include vocabulary development as learning objectives.

SCHOOL GOAL: By the end of the 2023-2024 school year, GAB will decrease the teacher turnover (attrition + mobility) from 50% to the state rate of 13.3% (State Attrition + Mobility) or lower by providing peer support for beginning teachers, creating activities that boost teacher morale throughout the school, and allows staff to be reflective of their own mental and self-care awareness as educators.

OBJECTIVE 1: C3.01: The principal celebrates individual, team, and school successes especially as related to student learning.

OBJECTIVE 2: C3.04. The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.



GROVER C. FIELDS MIDDLE SCHOOL

School Improvement Plan 2023-2024

MISSION

Grover C. Fields will continuously improve student achievement for all learners by supporting their personal and academic success.

VISION

We envision a school where educators, families, and communities unite to foster a collaborative and supportive learning environment in which all students leave college, career, and civic ready.

Principal: Kaitlyn Watson

School Improvement Team: Kristina Lowe (AP), Paige Dixon (6th Grade Math), Heidi Helms (7th Grade Math), DeeDee Killilea (Exploratory), Kristin Lane (7th Grade Math), Lori Sugg (8th Grade Math), Catherine Ackerman (Administrative Assistant), April Hall (Counselor), Michelle Harrelson (Counselor), Renae Willis (6th Grade ELA), Paige Kirk (ECP), Erin Kennedy (MTSS), Mike Leyland (Media Coordinator), Maggie Jackson (7th Grade ELA), Stephanie McGuire (Parent)

Meeting Dates: 9/6/23, 10/11/23, 11/8/23, 12/13/23, 1/10/24, 2/14/24, 3/13/24, 4/10/24, 5/15/24

SCHOOL GRADE	C
GROWTH STATUS	MET GROWTH
DESIGNATED STATUS	TARGETED SUPPORT (TSI)

SUBGROUPS	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	56%	15%	15%	5%	8%	<1%
	MALE	FEMALE	SWD	ESL	AIG	EDS
	49%	51%	11%	6%	16%	42%

SCHOOL GOALS

SCHOOL GOAL 1: GCF will utilize a systems approach to data-driven problem-solving (MTSS) to eliminate the achievement and opportunity gaps for all students as measured by increasing to 70% operationalizing on the FAM-S rubric in the 2023-2024 school year.

OBJECTIVE 1: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

OBJECTIVE 2: Instructional Teams use student learning data to identify students in need of instructional support or enhancement.

SCHOOL GOAL 2: All classrooms will make progress toward becoming AVID school-wide by incorporating structures for rich and productive collaboration as measured by walkthroughs in the 2023-2024 school year.

OBJECTIVE 1: The LEA/School structures professional development to provide adequate time for collaboration and active learning.

OBJECTIVE 2: ALL teachers use cooperative learning methods and encourage student questioning, seeking help from others, and offering help to others.

SCHOOL GOAL 3: GCF will improve grade-level proficiency to 62.5% and exceed growth in math by increasing number sense skills schoolwide in the 2023-2024 school year.

OBJECTIVE 1: Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.



HAVELOCK ELEMENTARY SCHOOL

Strategic Plan 2023-2024

MISSION

Through strong partnerships with our families and community, we will create a united support system that nurtures the growth of each student. Together, we will guide our students toward becoming compassionate, innovative, and engaged citizens, equipped with the skills and values to positively impact the world.

VISION

Our vision is to provide enriching experiences within a nurturing and positive environment, shaping young minds into well-rounded, confident, responsible, and respectful citizens.

Principal: Christy Hazlett

School Improvement Team: Alexandra Meeks (AP), Anne Ormond (Guidance Counselor), Megan Griffin (MTSS Interventionist), MaKayla Yables (EC/Pre-K Rep), Cindy Scott-Heim (Kindergarten Rep), Tracie Atkinson (First Grade Rep), Angela Baker (Second Grade Rep), Kendall Large (Third Grade Rep), Melissa Coffey (Fourth/Fifth Grade Rep), Kellie Bamford (Resource Rep), Krista Woodward (Teacher Assistant Rep), Brandi Dyer (Parent Rep)

Meeting Dates: The HES School Improvement Team meets the second Wednesday of each month and Goal Teams meet the third and fourth Wednesday of each month.

SCHOOL GRADE	D	SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
GROWTH STATUS	NOT MET		40.8%	28%	16%	1.6%	13.6%
DESIGNATED STATUS	LOW PERFORMING SCHOOL		MALE	FEMALE	SWD	ESL	AIG
			52%	48%	17.6%	6.4%	7.2%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, the reading proficiency of students will increase to 60%, as measured by the NC EOG, by increasing the level of rigor in assignments.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A2.09: ALL teachers include self-checks, peer-checks, and documentation of learning strategies as part of assignment completion.

OBJECTIVE 3: A2.11: ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL: By the end of the 2023-2024 school year, the math proficiency of students will increase to 67%, as measured by the NC EOG, by using consistent mathematical strategies and increasing the level of rigor in word problems.

OBJECTIVE 1: A2.01 Instructional Teams meet regularly (e.g., twice a month or more for 45 minutes each meeting) to review implementation of effective practice and student progress.

OBJECTIVE 2: A2.15 Instructional Teams develop materials for their standards-aligned learning activities and share the materials.

OBJECTIVE 3: A2.25 The teacher builds students' ability to use a variety of learning tools.

SCHOOL GOAL: By the end of the 2023-2024 school year, the science proficiency of students will increase to 79%, as measured by the NC EOG, by increasing the rigor of explicit vocabulary instruction and offering hands-on learning opportunities.

OBJECTIVE 1: A2.04 KEY Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: A2.07 ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 3: A2.14 Units of instruction include specific learning activities aligned to objectives.



Havelock High School

Strategic Plan 2023-2024

MISSION

Havelock High School will inspire students to be lifelong learners, prepared for post-graduation opportunities, and committed to RAM PRIDE.

VISION

To maximize each student's potential through academic and personal growth.

Principal: Ms. Claudia E. Casey

School Leadership Team: C. Casey, L. Wedesky, J. Fortescue, J. Duffie, J. Tolbert, B. Sabdo, R. Thomas, B. Wooten, K. Nesbit, J. Scarfpin, B. Walley, M. Turner, C. Mendes, W. Amaker (parent)

Meeting Dates: 9/6 (GT), 9/20, 10/4 (GT), 10/18, 11/1 (GT), 11/15, 12/6 (GT), 12/13, 1/10 (GT), 1/24, 2/7 (GT), 2/21, 3/6 (GT), 3/20, 4/10 (GT), 4/24, 5/1 (GT), 5/15

SCHOOL GRADE GROWTH STATUS DESIGNATED STATUS	B
	EXCEEDED
	N/A

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	47%	25%	15%	1%	11%
	MALE	FEMALE	SWD	ESL	AIG
	53%	47%	14%	2%	16%

SCHOOL GOAL 1: By the end of the 2023-2024 school year, HHS will increase the number of students who are College and Career Ready by 10%, improve performance on ACT/ACT WorkKeys assessments by 10% and increase the 4-year cohort graduation rate to 95% by utilizing school-wide AVID strategies and structured daily intervention time.

OBJECTIVE 1: A2.11: ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

OBJECTIVE 2: A2.19: All teachers integrate college and career guidance and supports relevant to their subject areas into their taught curricula.

OBJECTIVE 3: A3.01: Instructional teams use student learning data to identify students in need of instructional support or enhancements.

OBJECTIVE 4: A4.09: The Leadership Team monitors rates of student transfer, dropout, graduation, attendance and post-high school outcome.

OBJECTIVE 5: A4.10: The school provides all high school students with academic supports to keep them on track for graduation.

OBJECTIVE 6: C2.01: The school regularly looks at performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.

SCHOOL GOAL 2: By the end of the 2023/24 school year, HHS will increase English II, Math 1, Math III and Biology scores by 10% as measured by the EOC by strengthening PLCs through aligned structures and the use of common assessments.

OBJECTIVE 1: A2.01: Instructional teams meet regularly to review implementation of effective practice and student progress

OBJECTIVE 2: A2.04: Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 3: A2.22: All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development.

OBJECTIVE 4: A4.02 Teams of special educators, general education teachers and related service providers meet regularly to enhance/unity instructional planning and program implementation for students with disabilities.

OBJECTIVE 5: B3.03: The principal monitors curriculum and instruction regularly and provides timely, clear, constructive feedback to teachers.

SCHOOL GOAL 3: By the end of the 2023/24 school year, HHS will decrease teacher turnover (attrition + mobility) to the state rate of 6.16% or below by providing instructional support for all teachers.

OBJECTIVE 1: A1.07: All teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

OBJECTIVE 2: C1.01: The LEA/School directly aligns professional development with classroom observations (including peer observations) to build specific skills and knowledge of teachers.

OBJECTIVE 3: C3.04: The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding and replacing staff.

SCHOOL GOAL 4: By the end of the 2023/24 school year, HHS will implement strategies to inform and involve parents and community members in facilitating learning both within and beyond the classroom.

OBJECTIVE 1: E1.06: The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum at home (what parents can do to support their child's learning).

OBJECTIVE 2: E2.02: The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters and a consistently updated website.

HJ MacDonald Middle School

School Improvement Plan 2023-2024

MISSION

United with families and communities, HJ MacDonald will rigorously challenge all students to graduate from high school and be globally competitive for post-secondary education, work, and life in the 21st century.

VISION

Creating Leaders for Tomorrow's Challenges.

Principal: Mike Swain

School Improvement Team: Michelle Lelowicz (AP), Arlander Brickhouse (AP), Morticia Walston, Joy Bryan, Nikki Brandenburg, Nikesha Farrior, Dawn Grady, Merishel Coble, Sheris Bryant, Sue Zingher, Dani Ghods, Rashad Thomas, Matt Reid, Della Walley, Amanda Whitord, Liz Hott (Parent)

Meeting Dates: Aug. 15th, Sept. 25th, Oct. 16, Nov. 20, Dec. 18, Jan. 22, Feb. 26, March 18, April 22, May 20

SCHOOL GRADE	D	SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
			33%	36%	10%	13%	6%
GROWTH STATUS	Met		MALE	FEMALE	SWD	ESL	AIG
			53%	47%	13%	13%	14%
DESIGNATED STATUS		Targeted Support (TSI) SWD					

SCHOOL GOALS

SCHOOL GOAL: H.J. MacDonald Middle School will improve its school improvement grade by increasing proficiency on the state's End of Grade (EOG) assessments by 6/5/24 as measured by NCDPI Accountability Results.

- HJM will increase Reading proficiency to 56%.
- HJM will increase Math proficiency to 51%.
- HJM will increase 8th grade Science proficiency to 75%.

OBJECTIVE 1: A1.01 The principal models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of effective practices.

OBJECTIVE 2: A2.05 ALL teachers develop weekly lesson plans based on aligned units of instruction.

SCHOOL GOAL: H.J. MacDonald Middle School will decrease the teacher turnover rate to at or below the state rate of 13.3% (State Attrition + Average Mobility).

OBJECTIVE 1: B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.

OBJECTIVE 2: C2.03 The school provides all staff high quality, ongoing, job-embedded, and differentiated professional development.

SCHOOL GOAL: H.J. MacDonald Middle School will develop professional learning communities (PLCs) to monitor the use of district pacing guides and curricular documents, ensure the fidelity of implementation of district curriculums, develop standards aligned units of instruction for each subject area/grade level, and analyze student data to drive instruction.

H.J. MacDonald Middle School will utilize a systems approach to data-driven problem solving (MTSS) to eliminate the achievement and opportunity gaps for all students.

OBJECTIVE 1: A1:07 ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

OBJECTIVE 2: A3:01 Instructional Teams use student data to identify students in need of instructional support or enhancement.

SCHOOL GOAL: H.J. MacDonald Middle School will implement strategies to inform students, parents, and community members of all opportunities and events being offered by the school.

OBJECTIVE 1: E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).

OBJECTIVE 2: E2:02 The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.

SCHOOL GOAL: H.J. MacDonald Middle School will meet federal, state, and local safety standards to ensure a safe and inviting learning environment for all staff, students, and parents.

OBJECTIVE 1: B1.03. A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.

OBJECTIVE 2: D2.05. The environment of the school (physical, social, emotional, and behavioral) is safe, welcoming, and conducive to learning.



Havelock Middle School



School Improvement Plan 2023-2024

MISSION

To build an educational community centered on student growth through academic excellence, high expectations, and social responsibility.

VISION

Empower students to meet their full potential and positively impact the community

Principal: Derek McCoy

School Improvement Team: Jeb Lamm (Chair), Elizabeth Muller (VC), Tucker Clark, Kendall Holleman, Amy Munroe, Kelly Leonhardt, Jeanna Austin, Brittany Garrison, Abbi Mickler, Shanda Collins-Godette, Heather Harkley

Meeting Dates: Aug. 16, Sep. 20, Oct. 18, Nov. 15, Dec. 19, Jan. 24, Feb. 21, March 20, April 17, May 15, June 19

SCHOOL GRADE	D	Subgroups	White	Black	HISP	ASIAN	Multi
GROWTH STATUS	Not Met		41%	28%	16%	2%	12%
DESIGNATED STATUS	Low Performing Recurring Low Performing		Male	Female	SWD	ESL	AIG
			54%	46%	12%	4%	20%

SCHOOL GOALS

SCHOOL GOAL 1: By the end of the 2023 - 2024 school year...

Goal 1a: Havelock Middle School will develop, monitor, maintain, and continuously improve all curriculum, instruction, and assessment system that results in being designated an B school by the NC School Report Card within three years.

Goal 1b: the **MATH** proficiency of students will increase to 45%, as measured by the NC EOG, by increasing the level of rigor in assignments.

Goal 1c: the **SCIENCE** proficiency of students will increase to 61%, as measured by the NC EOG, by increasing the level of rigor in assignments.

Goal 1d: the **READING** proficiency of students will increase to 41%, as measured by the NC EOG, by increasing the level of rigor in assignments.

OBJ 1: A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students

OBJ 2: C2.01 The LEA/School looks at school performance data and aggregated classroom obs data and uses it to make decisions about school improvement and PD needs

OBJ 3: A2.14 Units of instruction include specific learning activities aligned to objectives. (5104)

SCHOOL GOAL 2: By the end of the 2023-2024 school year...

Goal 2a: HMS will increase the rating in the Managing Student Conduct portion of the Teacher Working Conditions Survey by 10%

Goal 2b: HMS will increase the rating in the Teacher Retention portion of the Teacher Working Conditions Survey by 10%

OBJECTIVE 1: A1.07 ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

OBJECTIVE 2: A4.05 ALL teachers teach and reinforce positive social skills, self-respect, relationships, and responsibility for the consequences of decisions and actions. (5123)

OBJECTIVE 3: C1.02 The principal plans opportunities for teachers to share their strengths with other teachers. (5153)

OBJECTIVE 4: C3.01 The principal celebrates individual, team, and school successes, especially related to student learning outcomes.

SCHOOL GOAL 3: By the end of the 2023-2024 school year,

HMS will increase the number of students recognized at PBIS celebrations to 50%.

OBJ 2: A4.06 ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and interventions when necessary.

OBJ 3: B3.05 The Leadership Team implements, monitors, and analyzes results from an early warning system at the school level using indicators (e.g., attendance, academic, behavior monitoring) to identify students at risk for dropping out. (5151)

OBJ 4: D2.05 The environment of the school (physical, social, emotional, and behavioral) is safe, welcoming, and conducive to learning



J.T. Barber Elementary School

Strategic Plan 2023-2024

MISSION

Together with families and our community, J. T. Barber will empower CROC scholars to achieve excellence by providing a secure and positive environment that allows for academic and personal growth.

VISION

J.T. Barber Crocs will be: Culturally Diverse, Respectful, Resilient, Optimistic, Creative Scholars, who achieve academic success, excellence and citizenship.

Principal: Dr. Ronca H. Wallace

School Improvement Team: Tyshaun Bryant (AP), Rebecca Blackmon (Counselor), Segonia Wade (K-2 Rep), Rosa Ingram (3-5 Rep), Claire Davis (1st Grade Teacher), Shena Lovick (MTSS Interventionist); Anja Costello (4th Grade Teacher), Mariah Harris (EC Rep), Heather Cody (Encore Rep), Angelia Smith (PreK Rep), Hermione Sampson (TA Rep), Desiree Connelly (Parent Rep)

Meeting Dates: JTB SIT will meet the 1st Wednesday of each month unless otherwise posted.

SCHOOL GRADE	F
GROWTH STATUS	DOES NOT MEET
DESIGNATED STATUS	LOW PERFORMING SCHOOL

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	9%	64%	9%	9%	9%
	MALE	FEMALE	SWD	ESL	AIG
	52%	48%	16%	5%	.4%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, 80% of students will be on grade level in foundational reading skills, effectively eliminating gaps, and resulting in a 10% overall improvement in their reading proficiency score.

OBJECTIVE 1: A2.04: Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 1: A2.08: All teachers teach and model the metacognitive process (goals, strategies, monitoring, and modification) and specific learning strategies and techniques.

OBJECTIVE 2: A2.11: ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL: By the end of the 23-24 school year, the math proficiency of students will increase to 42% or higher as measured by the NC EOG, by increasing the level of rigor in assignments.

OBJECTIVE 1: A2.25 The teacher builds students' ability to use a variety of learning tools.

OBJECTIVE 2: A2.18 ALL teachers use cooperative learning methods and encourage student questioning, seeking help from others, and offering help to others.

SCHOOL GOAL: By the end of the 23-24 school year, the science proficiency of students will increase to 41.1% or higher as measured by the NC EOG, by increasing exposure to consistent vocabulary instruction and hands-on activities.

OBJECTIVE 1: A2.21 All teachers use online curricula whose goals are measurable and clearly state what students will know or do at the end of instruction.

OBJECTIVE 2: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development.

SCHOOL GOAL: JTB will decrease the teacher turnover (attrition + mobility) from 25% to the state rate of 13.3% (State Attrition + Mobility) or lower by the end of the 2023-2024 school year.

OBJECTIVE 1: B2.01 School culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel.

OBJECTIVE 2: A1.03 The LEA/School promotes a school culture in which professional collaboration is valued and emphasized by all.

OBJECTIVE 3: C2.03 The LEA/school provides all staff high quality, ongoing, job-embedded and differentiated professional development.

SCHOOL GOAL: By June 2024, JTB will increase parent opportunities to acquire necessary information, knowledge, and skills to support their children(s) education at home and at school through reinforced family and community partnerships.

OBJECTIVE 1: E2.02 The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.

OBJECTIVE 2: E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).



James W. Smith

School Improvement Plan 2023-2024



MISSION

SOAR out of the nest, above the rest.

VISION

Students Optimizing Achievement through Reflection

Principal: Lynn Meall

School Improvement Team: K. Brinson (ESL), R. Brown (Teacher Assistant) A. Cleland (5th Grade), A. Fillingame (MTAC/SLMC), P. Jones (1st Grade), K. McCoy (MTSS Interventionist), K. Nobles (3rd Grade), A. Nunnally (4th Grade), R. Roccuzzo (Assistant Principal), E. Romero (Parent Rep) R. Toler (2nd Grade), S. Ward (Kindergarten)

Meeting Dates: 7/27, 9/5, 9/20, 10/18, 11/15, 12/20, 1/17, 2/21, 3/20, 4/17, 5/15

SCHOOL GRADE	C
GROWTH STATUS	MEETS
DESIGNATED STATUS	

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	38%	34.5%	19%	<1%	8%
	MALE	FEMALE	SWD	ESL	AIG
	50.3%	49.7%	10.5%	<1%	<1%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, the reading proficiency of students will increase from 44.3% to 50%, by effectively eliminating instructional gaps, implementing with fidelity the phonics curriculum and grade level pacing guides.

OBJECTIVE 1: A2.04 Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: C2.01 The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement.

OBJECTIVE 3: B1.03 The Leadership team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.

SCHOOL GOAL: By the end of the 2023-24 school year, the science proficiency of students will increase from 77.2% to 85% as measured by the NC EOG by increasing the level of rigor in assignments.

OBJECTIVE 1: A2.04 Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: B1.03 The Leadership team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.

OBJECTIVE 3: C2.01 The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.

SCHOOL GOAL: By the end of the 2023-24 school year, the math proficiency of students will increase from 54.2% to 60%, by comprehensively teaching the math standards in the curriculum and using grade level pacing guides with fidelity to effectively eliminate learning gaps.

OBJECTIVE 1: A2.04 Instructional Teams Develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

OBJECTIVE 3: B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.



New Bern High School

Strategic Plan 2023-2024

MISSION

New Bern High School students embody academic and moral character, are educationally empowered, and prepared to contribute to the global community

VISION

New Bern High School prepares students to be college and career ready by promoting critical thinking, communication, collaboration, creativity, character, and physical well-being.

Principal: Darryl Thomas Jr

School Improvement Team: School Improvement Team: Chairperson Jocelyn Thammavong; Teacher Reps – Frances Bell, Joseph Burton, Luke Hancock, Marianna Dunn, Chris Elbing, Kimberly Bundy, William Lansche, William Pierce, Catherine Pratt, Thomas Townsend, Michelle Whitehead; Asst. Prins - Virginia Bullock, Tracey Monroe, Billy Townsend, Matt Hische; Media Coordinator - Lisa Chitty; Lori Prescott; Counseling Rep - Jordan Alsbrook; ITF – Debra Stephens

Meeting Dates: 1st Wednesday of the month

SCHOOL GRADE	C	SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
			44.5%	29.9%	12.7%	6.9%	5.8%
GROWTH STATUS	Not Met	SUBGROUPS MONITORED	MALE	FEMALE	SWD	ESL	AIG
			52.7%	47.3%	13.3%	7.3%	13.4%

SCHOOL GOALS

SCHOOL GOAL 1: New Bern High School will make progress toward earning a School Performance Grade of B by 2025-26.

OBJECTIVE 1: NBH will improve grade level proficiency in math (Math 1 – 31.4-40%).

OBJECTIVE 2: NBH will improve grade level proficiency in math (Math 3 – 46.3-50%).

SCHOOL GOAL 2: New Bern High School will retain 85% of its current teaching staff for the 2023-24 school year.

OBJECTIVE 1: NBH will utilize the NC Teacher Working Conditions Survey feedback to assist with planning.

OBJECTIVE 2: NBH will continue to support beginning teachers with a monthly meeting.

SCHOOL GOAL 3: New Bern High School will provide educators access to a comprehensive instructional program that includes pacing guides for teaching the NC Standard Course of Study, aligned curricula for core, supplemental and instruction to promote student learning.

OBJECTIVE 1: NBH will have weekly professional learning community meetings to discuss students' common formative assessments.

OBJECTIVE 2: NBH will have staff meetings focused on blended learning, instructional rounds, MTSS and instructional walkthroughs.

SCHOOL GOAL 4: New Bern High School will make progress toward earning a School Performance Grade of B by 2025-26.

OBJECTIVE 1: NBH will improve grade level proficiency in science (Biology – 43.5--50%).

OBJECTIVE 2: NBH will improve grade level proficiency in English (English II– 54.8-58%).

SCHOOL GOAL 5: New Bern High School will use a Systems Approach to Performance Excellence (AVID, CCI) to demonstrate or exceed proficiency and growth expectations.

OBJECTIVE 1: NBH will provide an instructional framework (AVID-WICOR) for all staff and students. With our AVID System, NBH will continue its Schoolwide Site of Distinction status for the 7th consecutive year while also serving as a National Demonstration School (a learning center for other schools throughout the state/nation).

OBJECTIVE 2: NBH facilities will meet federal, state and local safety standards to ensure a safe and inviting learning environment for our students, staff and parents.



OAKS ROAD ACADEMY

School Improvement Plan 2023-2024

MISSION

At Oaks Road Academy, we strive to empower students to achieve academic, social, and emotional success in college, careers, and citizenship.

VISION

Together with families and our community, Oaks Road Academy will continuously improve achievement for all learners through a focus on high expectations, collaboration, and dedication within a supportive environment.

Principal: Dr. Suzanne Averitt

School Improvement Team: Anna Day, Heather Barnes, Sarah Delap, Lorena Garza (parent), Tonya Gent, Jaimie Goecke, Patrice Harvey, Evelyn Hurst, Amy Rowe, Christine Simpson, Roxann Wheeler

Meeting Dates: 8.23.23, 9.12.23, 9.26.23, 10.10.23, 10.24.24, 11.14.23, 11.28.23, 12.12.23, 1.9.24, 1.23.24, 2.13.24, 2.27.24, 3.12.24, 4.9.24, 4.23.24, 5.14.24, 5.28.24

School Grade	D	Subgroups Monitored	White	Black	Hispanic	Asian	Multi	PI
Growth Status	Meets		17%	40%	24%	6%	12%	0%
Designated Support	Low Performing		Male	Female	SWD	ESL	AIG	EDS
			47%	53%	13%	14%	2%	64%

SCHOOL GOALS

SCHOOL GOAL 1: By the end of the 2023-2024 school year, Oaks Road Academy students and teachers will exceed growth expectations as defined by EVAAS by increasing rigor in lesson plans and instruction.

OBJECTIVE 1: **A2.07:** ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: **A2.11:** ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL 2: By the end of the 2023-2024 school year, ORA will decrease the teacher attrition rate from 9.1% to 4.5%.

OBJECTIVE 1: **C3.04:** All schools have established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

OBJECTIVE 2: **C3.01:** The principal celebrates individual, team, and school successes, especially related to student learning outcomes.

SCHOOL GOAL 3: By the end of the 2023-2024 school year, classroom management will improve, as measured by moving forward a minimum of four action steps within the Get Better Faster continuum.

OBJECTIVE 1: **A1.07:** ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them

SCHOOL GOAL 4: By the end of the 2023-2024 school year, students within the black subgroup will meet growth expectations as defined by EVAAS.

OBJECTIVE 1: **A2.04:** Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: **A2.07:** ALL teachers include vocabulary development as learning objectives.



Roger Bell New Tech Academy

Strategic Plan 2023-2024

MISSION

To empower students to be responsible, lifelong learners and leaders who are driven to positively impact their school, family, community, and life.

VISION

We envision a school where educators, families, and communities unite to empower students to become confident leaders and independent thinkers who communicate effectively on a local and global level while being driven by integrity, high standards, and civic mindfulness to ensure a better future for all.

Principal: Caroline Godwin

School Improvement Team: Courtney Merkel (AP), Reva Martin (School Counselor), Taylor Newsome (Title 1 /MTSS Coordinator), Hailey Hardee (1st Grade Teacher), Mia Woolley (3rd Grade Teacher), Tiffany Anderson (4th Grade Teacher), Whitney Hernandez (5th Grade Teacher), Olivia Parker (Media Coordinator), Joya Barnett (Music Teacher), Trish Richardson (Teacher Assistant), Laura Wilson (Instructional Coach), Catherine Bayliss (Instructional Coach), Kathy Moore (EC Teacher), Pre-Ah Hill (Parent)

Meeting Dates: 2nd and 3rd Wednesday of Each Month

SCHOOL GRADE	C
GROWTH STATUS	Exceeded Growth
DESIGNATED STATUS	TARGETED SUPPORT (TSI)

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI	Pac. Isl
	43%	28%	12%	1%	15%	1%
	MALE	FEMALE	SWD	ESL	AIG	
	55%	45%	15%	N/A	N/A	

SCHOOL GOALS

SCHOOL GOAL 1:

Roger Bell will increase school performance grades by engaging learners in innovative and accessible learning experiences which will lead to improving reading proficiency to 57%, math proficiency to 62%, science proficiency to 80% as well as 70% of our K-2 students meeting the end of year mCLASS composite benchmark score.

OBJECTIVE 1: (A1.04) All teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

OBJECTIVE 2: (A2.13) Units of instruction include standards-based objectives and criteria for mastery.

OBJECTIVE 3: (A2.18) All teachers use cooperative learning methods and encourage student questioning, seeking help from others, and offering help to others.

OBJECTIVE 4: (A2.20) All teachers use appropriate technological tools to enhance instruction.

SCHOOL GOAL 2:

Roger Bell will decrease teacher turnover (attrition + mobility) to the state rate of 6.16% (State Attrition + Mobility for 2021-2022) or lower.

OBJECTIVE 1: (C1.01) Roger Bell directly aligns professional development with classroom observations (including peer observations) to build specific skills and knowledge of teachers.

OBJECTIVE 2: (C1.06) The school offers an induction program to support new teachers in their first years of teaching.

OBJECTIVE 3: (C3.04) All schools have established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

SCHOOL GOAL 3:

Roger Bell will implement communication strategies among students, parents, and community members with an analytic engagement rate of at least 80%.

OBJECTIVE 1: (E1.05) The "ongoing conversation" between school personnel and parents/guardians is candid, supportive, and flows in both directions.

OBJECTIVE 2: (E1.06) The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).

OBJECTIVE 2: (E2.03) The school provides a board spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.



Tucker Creek Middle School

Strategic Plan 2023-2024

MISSION

Tucker Creek Middle School, together with families and community stakeholders, will challenge all students as learners and prepare them to imagine and create a successful life. We will strive to provide a nurturing and safe environment while inspiring and empowering our students to meet the challenges of an ever-changing world.

VISION

Together with OUR families and community, Tucker Creek Middle School will educate all learners to personal, professional, and civic success through challenging and personalized instruction.

Principal: Stephen Currie

School Leadership Team: Stephen Currie, Katy Chadwick, Tina Vande Slunt, Rosemary Steinman, Carolyn Phillips, Annie O'Brien, Jennifer Bowden, Patricia White, Cheri Brody, Mariane Starks (Parent)

Meeting Dates: Aug. 8, Sept. 20, Oct. 18, Nov. 15, Dec. 20, Jan. 24, Feb. 21, March 20, April 17, May 15

SCHOOL GRADE	B	SUBGROUPS MONITORED								
GROWTH STATUS	MEETS	WHITE	BLACK	HISP	ASIAN	MULTI	SWD	ESL	MALE	FEMALE
DESIGNATED STATUS	TARGETED SUPPORT (TSI) SWD	72%	54%	58%	NA	57%	17.1%	NA	62.7%	70.7%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, the overall proficiency of SWD will increase by 15%, as measured by the NC EOG, by implementing a tiered system of support.

OBJECTIVE 1: A4.01 - The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

OBJECTIVE 2: A4.02 - Teams of special educators, general education teachers, and related service providers meet regularly to enhance/unify instructional planning and program implementation for students with disabilities.

OBJECTIVE 3: A4.17 - The school implements a reliable and valid system-wide screening process for academics and behavior that includes the assessment of all students multiple times per year and establishes decision rules to determine students in need of targeted intervention.

SCHOOL GOAL: By the end of the 2023-2024 school year, the overall proficiency across all content areas will increase 5%, as measured by the NC EOG, by increasing student engagement through the use of high yield instructional strategies.

OBJECTIVE 1: A1.01- The principal models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of effective practices.

OBJECTIVE 2: A1.03 The LEA/School promotes a school culture in which professional collaboration is valued and emphasized by all.

OBJECTIVE 3: A1.06 - ALL teachers provide sound instruction in a variety of modes: teacher-directed whole-class; teacher-directed small-group; independent work; computer-based.

SCHOOL GOAL: Tucker Creek will decrease teacher turnover rate to less than 15% by establishing a culture of collaboration, distributed leadership and continuous improvement.

OBJECTIVE 1: C3.01: The principal celebrates individual, team, and school successes, especially related to student learning outcomes.

OBJECTIVE 2: C3.04: The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.



Trent Park Elementary

Strategic Plan 2023-2024

MISSION

The TPE Community will embrace diversity, nurture pathways of personalized learning, develop high expectations and goals for critical thinkers.

VISION

A community of innovative learners and leaders

Principal: Ashley Faulkenberry

School Improvement Team: Bridgette Carson-Asst. Principal, Dawn Hill-Kindergarten Rep, Shannon Patton-First Grade Rep, Michelle McGowan-Second Grade Rep, Susan Castleman-Third Grade Rep, Aaliyah McMillian-Fourth Grade Rep, Kinsey Jones-Fifth Grade Rep, Kimberly Little-Counselor, Rachel Donnelly-EC Representative, Betty Witt-Media Coordinator/MTAC Chair, Jennifer Voliva-MTSS interventionist/SIT Chair, Parent Rep-AnnMarie Devanney

Meeting Dates: 8/9/23, 9/6/23, 10/4/23, 11/1/23, 12/6/23, 1/10/23, 2/7/23, 3/6/23, 4/3/23, 5/1/23, 6/6/23

SCHOOL GRADE	C
GROWTH STATUS	MEETS
DESIGNATED STATUS	N/A

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	20%	27%	15%	27%	11%
	MALE	FEMALE	SWD	ESL	AIG
	55%	45%	14%	27%	2%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, 80 % of students will be on grade level in foundational reading skills, effectively eliminating gaps, and resulting in a 10% overall improvement in reading proficiency.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

OBJECTIVE 2: A2.11: ALL teachers build student's metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

SCHOOL GOAL: By the end of the 2023-2024 school year, increase science proficiency to an 80% by increasing vocabulary instruction and hands on learning opportunities as measured by NC Check Ins, NC EOG's, and common formative assessments.

OBJECTIVE 1: A2.07 ALL teachers include vocabulary development as learning objectives

OBJECTIVE 2: A1.06 ALL teachers provide sound instruction in a variety of modes: teacher-directed whole class; teacher-directed small group; independent work; computer-based

SCHOOL GOAL: By the end of the 2023-24 school year, the math proficiency of students will increase to 65% by implementing small group instruction and increasing fluency as measured by NC EOG, common formative assessments and NC Check Ins.

OBJECTIVE 1: A3.06 ALL teachers maintain and utilize a record of each students' mastery of specific learning objectives.

OBJECTIVE 2: A3.10 All teachers use assessment data and match instruction and supports to individual student needs.

SCHOOL GOAL: Trent Park will decrease teacher turnover (attrition+mobility) to the state rate of 7.8% (State Attrition+mobility for the 2023-24) or lower by staff recognition, and recruiting highly effective teachers.

OBJECTIVE 1: C1.06 The LEA/School offers an induction program to support new teachers in their first years of teaching.

OBJECTIVE 2: C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

MISSION

Together with our families and community, Vanceboro Farm Life Elementary will empower all learners by using the 7 Habits to become leaders by building strong, positive relationships that will develop personal, professional, and civic success for all.

VISION

We envision a school that engages families and the community to help each student reach their potential. We want to inspire the genius in our community of respectful learners, with a sense of purpose and passion to grow into leaders.

Principal: Tiffany York

School Improvement Team: Derrell Ward, Ciara DiNapoli, Mayline Outlaw, Melissa Dahms, Sara Schmitt, Kelsey Marks, Danielle Shattuck, Kelly Squires, Christopher Nowlin, Kaitlyn Hatcher, Brittany Clark

Meeting Dates: 9/5/2023, 10/3/2023, 11/7/2023, 12/5/2023, 1/9/2024, 2/6/2024, 3/5/2024, 4/9/2024, 5/7/2024, 5/28/2024

SCHOOL GRADE	D
GROWTH STATUS	MEETS
DESIGNATE D STATUS	Low Performing School Recurring Low Performing School

SUBGROUPS MONITORED	WHITE	BLACK	HISP
	45%	32%	12%
	MALE	FEMALE	SWD
	49%	51%	15%

SCHOOL GOALS

SCHOOL GOAL: By the end of the 2023-2024 school year, the Math proficiency of students will increase from 44.2% proficient to 55% proficient, as measured by the NC EOG, by increasing the level of rigor in assignments.

OBJECTIVE 1: A2.13 Units of instruction include standards-based objectives and criteria for mastery.

OBJECTIVE 2: A2.08 ALL teachers teach and model the metacognitive process (goals, strategies, monitoring, and modification) and specific learning strategies and techniques.

SCHOOL GOAL: By the end of the 2023-2024 school year, the Science proficiency of students will increase from 45.5% proficient to 65% proficient, as measured by the NC EOG, by increasing rich reading, writing, memorization and vocabulary development.

OBJECTIVE 1: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development.

OBJECTIVE 2: A2.07 ALL teachers include vocabulary development as learning objectives.

SCHOOL GOAL: By the end of the 2023-2024 school year, the Reading proficiency of students will increase from 40.6% proficient to 55% proficient, as measured by the NC EOG, by increasing the level of rigor in assignments.

OBJECTIVE 1: A1.04 ALL teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

OBJECTIVE 2: A2.22 All teachers and teacher teams plan instruction based on the aligned and expanded curriculum that includes rich reading, writing, memorization, and vocabulary development.

SCHOOL GOAL: Vanceboro Farm Life Elementary School will decrease teacher turnover (Attrition + Mobility) to the state rate of 6.16% (State Attrition + Mobility for 2021-2022) or lower.

OBJECTIVE 1: C3.04 Vanceboro Farm Life Elementary School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

OBJECTIVE 2: C2.04 Vanceboro Farm Life Elementary School looks at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.



West Craven Middle School

School Improvement Plan 2023-2025



MISSION

To prepare all students for college/career success by closing the achievement gap and promoting partnerships with all staff, student, and community stakeholders.

VISION

We will demonstrate excellence through our Attitude, Appearance, and Academic Success.

Principal: Stefanie King

School Improvement Team: Cortez Bryant, Courtney Morgan, Cameron Hill, Candice Stokes, Christopher Hastings, Tamara Sowards, Robyn Register, Ronald Knight (parent rep), Joshua McGhee, V. Buckowski, Booker Wiggins, Ashley Etheredge, Stephanie Mixson, Shawn McCarthy

Meeting Dates: Second and Fourth Wednesday of each Month

SCHOOL GRADE	D	Subgroups	White	Black	HISP	ASIAN	Multi
GROWTH STATUS	Exceeded Growth		41.3%	32.5%	16.4%	1.2%	8.3%
DESIGNATED STATUS	Removed TSI - Additional Targeted Support (BLCK-1)		Male	Female	SWD	ESL	AIG
			53.2%	46.8%	11.4%	12.4%	8.3%

SCHOOL GOALS

SCHOOL GOAL 1: The Learner

- A. WCM will increase school performance grades by improving grade-level proficiency to 53.8% and exceeding growth in reading.
- B. WCM will increase school performance grades by improving grade-level proficiency to 42.3% and exceeding growth in math.
- C. WCM will increase school performance grades by improving grade-level proficiency in science to 80.1%.

OBJECTIVE 1: Indicator: C2.01

The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.

OBJECTIVE 2: Indicator: A4.01

The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

SCHOOL GOAL 2: The Educator

WCM will decrease teacher turnover (attrition + mobility) to the state rate of 13.3% (State Attrition + Mobility for 2018-2019) or lower.

OBJECTIVE 1: Indicator: C3.04

The School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

SCHOOL GOAL 3: Teaching and Learning (CCR and AVID)

- A. WCM will increase the capacity of Professional Learning Communities to:
 - Strengthen classroom leadership through facilitating opportunities
 - Collaboratively discuss data-incorporate strategies to improve data
 - Enhance teaching practices
 - Analyze student data to drive instruction
- B. WCM will utilize a systems approach to data-driven problem-solving (MTSS) to eliminate the achievement and opportunities gaps for all students as measured by scoring level 3 on the FAM-S rubric.

OBJECTIVE 1: Indicator: A1.07

ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

OBJECTIVE 2: Indicator: A2.04

Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 3: Indicator: A4.06

ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and interventions when necessary.

OBJECTIVE 4: Indicator: B3.03

The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.



WEST CRAVEN HIGH

School Improvement Plan 2023-2024

MISSION

West Craven High School equitably nurtures students to be learners who adapt and thrive in ever-changing environments through high academic standards, positive relationships, and partnerships within our community.

VISION

As 21st century learners who are college and career ready, West Craven High School students will become critical thinkers, responsible citizens, and life-long learners in a global society.

Principal: Montrell Lee

School Improvement Team: Nannette Walston-Moore, Walt Hall, Jolynne Braxton, Bobby Cox, Naomi Wilson, Melissa Hastings, Amy Spence, Kara McCandless, John Robbins, Anna Edmondson, Daniel Martin, Lieutenant Colonel April Wimmer, Austin Arrington, Joshua Brickhouse, Ashley Sutton (Parent Representative)

Meeting Dates: 8/15, 9/13, 9/27, 10/11, 10/25, 11/8, 11/29, 12/13, 1/10, 1/24, 2/14, 2/28, 3/13, 3/27, 4/10, 4/24, 5/8, 5/22

SCHOOL GRADE	C
GROWTH STATUS	Not Met
DESIGNATED STATUS	N/A

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI
	45%	31%	15%	>1%	6%
	MALE	FEMALE	SWD	ESL	AIG
	49%	51%	13%	3%	9%

SCHOOL GOALS

SCHOOL GOAL 1:

WCHS will increase school performance grades by improving grade level proficiency and exceeding growth in reading, math, and biology (English II – 57% Math I – 49%, Math III – 39%, Biology – 55%) through the implementation and monitoring of Professional Learning Communities (PLC), pacing guide monitoring, and common formative assessments (CFA).

A2.01: Instructional Teams meet regularly (e.g. twice a month or more for 45 minutes each meeting) to review implementation of effective practice and student progress

A2.04: Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

A2.15: Instructional Teams develop materials for their standards-aligned learning activities and share the materials among themselves.

C2.01: The LEA/school regularly looks at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.

SCHOOL GOAL 2:

WCHS will increase graduation rate to 80% through increased attendance monitoring, social emotional support, credit recovery monitoring, and scheduling.

A1.07: ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

A4.01: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

A4.06: ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions.

A4.12: The school provides all high school students with the opportunities for content and credit recovery that are integrated into the regular school day to keep them on track for graduation.

A4.16: The school develops and implements consistent, intentional, and on-going plans to support student transitions from grade-to-grade and level-to-level.

SCHOOL GOAL 3:

WCHS will create a system of support to retain 90% of teachers through beginning teacher support, collaboration, relationship building, and celebrations.

C1.06: The LEA/school offers and induction program to support new teachers in their first years of teaching.

C3.01: The principal celebrates individual, team and school successes, especially related to student learning outcomes.

C3.04: The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.

SCHOOL GOAL 4:

WCHS will increase parent and community engagement through 2-way communication, outreach, and listening systems.

E1.01: All teachers maintain a file of communication with parents/guardians.

E1.06: The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum (what parents can do at home to support their children's learning).

E2.02: The school provides a broad spectrum of communication to the community through meetings, announcements, newsletter, and a consistently updated website.



WJ Gurganus Elementary

School Improvement Plan 2023-2024

MISSION

WJ Gurganus Elementary School, united with families and the community, will prepare students to be lifelong learners in the 21st century through challenging, active and relevant learning experiences.

VISION

WJ Gurganus will be the highest performing elementary school in North Carolina.

Principal: Dana Baker

School Improvement Team: Alyssa Frazier (Assistant Principal), Cynthia Reeves (K), Casandra George (1st), Amanda Fahey (2nd), Ashley Alicea (3rd), Kate Eure (4th), Julie Lomont (5th), Casandra Newton (Title I Interventionist), Leah Yurk (Art), Amber Sheffield (Guidance), Jessica Evans (Media) and Lauren Burhmaster, parent representative.

Meeting Dates: Sep. 6, Oct. 4, Nov. 1, Dec. 6, Jan. 3, Feb. 7, Mar. 6, Apr. 3, May 1, June 5 Goal Team dates: Oct. 18, Nov. 15, Jan. 17, Feb. 21, Mar. 20, Apr. 17, May 15

SCHOOL GRADE	B
GROWTH STATUS	Not met
DESIGNATED STATUS	N/A

SUBGROUPS MONITORED	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	60%	8%	16%	1%	14%	<1%
	MALE	FEMALE	SWD	ESL	AIG	EDS
	54%	46%	14%	1%	8%	47%

SCHOOL GOALS

SCHOOL GOAL: 1a. By the end of the 23-24 school year, the reading proficiency of students will increase from 67.8 to 72.8 or higher as measured by the NC EOG by increasing the level of rigor in assignments and monitoring our data points carefully.

1b. By the end of the 23-24 school year, the math proficiency of students will increase from 81.8 to 86.8 or higher as measured by the NC EOG, by increasing the level of rigor in assignments and monitoring our data points carefully.

1c. By the end of the 23-24 school year, the science proficiency of students will increase from 79.1 to 84.1 or higher as measured by the NC EOG, by increasing the level of rigor in assignments and monitoring our data points carefully.

OBJECTIVE 1: A1.04: ALL teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

OBJECTIVE 2: C 2.01: WJG regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.

OBJECTIVE 3: A2.11: ALL teachers build students' metacognitive skills by teaching learning strategies and tools and their appropriate application as well as providing students with processes for determining their own mastery of tasks.

OBJECTIVE 1: A2.07: ALL teachers include vocabulary development as learning objectives.

SCHOOL GOAL: 2a WJG will develop and utilize Professional Learning Communities to include..

- Implement Academic and Culture Goal Teams to discuss and monitor the SIP action steps
- Schedule regular student data review during grade level Data PLC meetings to drive instruction
- Develop and monitor the use of district pacing guides, curriculum delivery and implementation through grade level PLC meetings and regular walkthroughs

SCHOOL GOAL: 2b WJG will utilize a systems approach to data-driven problem solving (MTSS) to eliminate the achievement and opportunity gaps for all students as measured by scoring level 3 on the FAM-S rubric.

OBJECTIVE 1: A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.

OBJECTIVE 3: A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

OBJECTIVE 4: A.1.07 All teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

OBJECTIVE 4: A 1.04 All teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.

SCHOOL GOAL: 3a WJG will decrease teacher turnover (attrition+mobility) to the state rate of 13.3% or lower.

OBJECTIVE 1: C3.04 WJG has established a system of procedures and protocols for recruiting, evaluating, rewarding and replacing staff.