

Onslow County School System



STRATEGIC PLAN EXTENDED TO 2024*

*TWO-YEAR EXTENSION DUE TO HURRICANE FLORENCE AND COVID 19 PANDEMIC

EXCELLENCE IN EDUCATION





Our Direction

Onslow County Schools – 2022 – 2024 Plan Extension

Vision:

Purpose: To educate students for a successful future.

Vision: Excellence in Education

Values:

Onslow County Schools has adopted the Baldrige Criteria as the organizations core values.

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

Mission:

The Onslow County Schools community will prepare students to be globally competitive leaders and responsible citizens.

Goals:

- **OCS GOAL 1: Every student in the Onslow County School System has a personalized education and graduates from high school prepared for work, further education and citizenship.**

Performance Measure(s)

Performance Indicator: Increase OCS GLP performance composite in grade 5 & 8 science to 77.8% as measured by the 5th and 8th grade Science EOGs.		
Data Source: Grade 5&8 Science EOG Data	Baseline Year: 2021-22	Baseline: 70.1%
Target Date: 2022-23	Target: 73%	Actual: 68.7%
Target Date: 2023-24	Target: 77.8%	Actual:

Performance Indicator: Increase OCS GLP performance composite in grade Biology to 77.8% as measured by the Biology EOC assessment.		
Data Source: Biology EOC data	Baseline Year: 2021-22	Baseline: 55.7%
Target Date: 2022-23	Target: 73.1%	Actual: 57.8%
Target Date: 2023-24	Target: 77.8%	Actual:

Performance Indicator: Increase the four-year cohort graduation rate(CGR) to 94.1%.		
Data Source: NC 4-Year CGR	Baseline Year: 2021-22	Baseline: 88.5%
Target Date: 2022-23	Target: 91%	Actual: 91.1%
Target Date: 2023-24	Target: 94.1%	Actual:

Performance Indicator: Increase the percentage of CTE credentials and/or college credits earned by 10% annually.		
Data Source: DPI credentials report, AP/IB Score Reports, CCP reports	Baseline Year: 2021-22	Baseline: 5969
Target Date: 2022-23	Target: 6566	Actual: 8681
Target Date: 2023-24	Target: 7223	Actual:

Performance Indicator: Increase the percentage of students who meet or exceed grade level expectations in ELA to 70% for grades 3-8 as measured by Reading EOGs.		
Data Source: 3 - 8 Reading EOG Data	Baseline Year: 2021-22	Baseline: 46.9%
Target Date: 2022-23	Target: 55%	Actual: 48.9%
Target Date: 2023-24	Target: 65%	Actual:

Performance Indicator: Increase the percentage of students who meet or exceed grade level expectations in English II to 80% as measured by the English II EOC assessment.		
Data Source: English II EOC Data	Baseline Year: 2021-22	Baseline: 56.7%
Target Date: 2022-23	Target: 60%	Actual: 58.6%
Target Date: 2023-24	Target: 70%	Actual:

Performance Indicator: Increase the percentage of students who meet or exceed grade level proficiency in math from 45.4% to 55% as measured by grade 3-8 math EOGs.		
Data Source: 3-8 Math EOG	Baseline Year: 2021-22	Baseline: 45.4%
Target Date: 2022-23	Target: 50%	Actual: 47.5%
Target Date: 2023-24	Target: 55%	Actual:

Performance Indicator: Increase the percentage of students who meet or exceed grade level proficiency in Math I to 55% as measured by the Math I EOC assessment.		
Data Source: Math I EOC Data	Baseline Year: 2021-22	Baseline: 44%
Target Date: 2022-23	Target: 50%	Actual: 45.8%
Target Date: 2023-24	Target: 55%	Actual:

Performance Indicator: Increase the percentage of students who meet or exceed grade level proficiency in Math III to 55% as measured by the Math III EOC assessment.		
Data Source: Math III EOC Data	Baseline Year: 2021-22	Baseline: 43%
Target Date: 2022-23	Target: 50%	Actual: 53.5%
Target Date: 2023-24	Target: 55%	Actual:

- **OCS GOAL 2: Every student in the Onslow County School System has excellent educators, every day.**

Performance Measure(s)

Performance Indicator: Decrease teacher turnover rate. (Note - Turnover rates below are as reported on the official NC DPI Teacher Attrition Report. Concerns have been expressed with DPI that the DPI calculations may be incorrect, especially for 2022-23.)		
Data Source: NCDPI Teacher Attrition Report	Baseline Year: 2021-22	Baseline: 14.5%
Target Date: 2022-23	Target: 13%	Actual: 11.9%
Target Date: 2023-24	Target: 12%	Actual:

Performance Indicator: Increase the number of local high school students who express and interest in pursuing teaching as a career by 5% annually as measured by participation in Future Teachers of Onslow, Teacher Cadet, and/or Teaching as a Profession class registrations.		
Data Source: Number of students in Future Teachers of Onslow, Teacher Cadet and/or Future Teachers of Onslow class registrations	Baseline Year: 2021-22	Baseline: 62
Target Date: 2022-23	Target: 66	Actual: 204
Target Date: 2023-24	Target: 204	Actual: 219

Performance Indicator: Investigate options to increase local supplement to 12%.		
Data Source: Local Supplement	Baseline Year: 2021-22	Baseline: 10%
Target Date: 2022-23	Target: 12%	Actual: 12%
Target Date: 2023-24	Target: 12%	Actual: 12%

Performance Indicator: The percentage of teachers who agree that professional development is evaluated and results are shared with teachers will increase to 70%.		
Data Source: Teacher Working Conditions Survey	Baseline Year: 2021-22	Baseline: 61%
Target Date: 2023-24	Target: 70%	Actual:

- **OCS GOAL 3: The Onslow County School System has up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents and educators.**

Performance Measure(s)

Performance Indicator: Decrease user downtime (measured in days) for technical support and IT repairs.		
Data Source: IT work order system	Baseline Year: 2021-22	Baseline: 2
Target Date: 2022-23	Target: 1	Actual: 0.5
Target Date: 2023-24	Target: 0.25	Actual:

Performance Indicator: Increase business, government, community, and family partnerships by 5% annually.		
Data Source: BASES Report	Baseline Year: 2021-22	Baseline: 272
Target Date: 2022-23	Target: 285	Actual: 286
Target Date: 2023-24	Target: 300	Actual:

Performance Indicator: Maintain student populations at instructional facilities between 75% and 110% of operational capacity based on brick and mortar capacities.		
Data Source: Building Capacity Reports (includes mobile units)	Baseline Year: 2021-22	Baseline: 73%
Target Date: 2022-23	Target: 75%	Actual: 66%
Target Date: 2023-24	Target: 80%	Actual: 68%

- **OCS GOAL 4: Every student in the Onslow County School System is healthy, safe, and responsible.**

Performance Measure(s)

Performance Indicator: Decrease the number of reportable acts of school violence and crime per 1,000 K-12 students. (2022-23 data not available until spring 2024.)		
Data Source: NC reportable offenses	Baseline Year: 2021-22	Baseline: 2.91
Target Date: 2022-23	Target: 2.5	Actual:
Target Date: 2023-24	Target: 2	Actual:

Performance Indicator: Decrease the percentage of students with 10 or more absences.		
Data Source: PowerSchool Attendance Report	Baseline Year: 2021-22	Baseline: 32.37%
Target Date: 2022-23	Target: 26%	Actual: 26.2%
Target Date: 2023-24	Target: 20%	Actual:

Performance Indicator: Increase the number of school resource officers.		
Data Source: Number of SROs assigned to OCS Schools	Baseline Year: 2021-22	Baseline: 28
Target Date: 2022-23	Target: 30	Actual: 30
Target Date: 2023-24	Target: 39	Actual: 46

Performance Indicator: Increase the percentage of schools implementing door security systems.		
Data Source: Number of Schools with door badge access.	Baseline Year: 2021-22	Baseline: 34
Target Date: 2022-23	Target: 39	Actual: 36
Target Date: 2023-24	Target: 39	Actual: 39

Performance Indicator: Increase the percentage of students who feel safe in the classroom. (Note - Survey changed in 22-23 to include additional areas of the school. Classroom data was used as the most comparative data to previous survey.)		
Data Source: Cognia eProve Survey	Baseline Year: 2021-22	Baseline: 85%
Target Date: 2022-23	Target: 90%	Actual: 87%
Target Date: 2023-24	Target: 95%	Actual:

! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A			
Effective Practice:		Instructional Excellence and Alignment			
	A03	The district sets district, school, and student subgroup achievement targets.(5627)	Implementation Status	Assigned To	Target Date
Initial Assessment:		The district follows established policies and legislation related to schools identified as Low Performing under the state accountability model. Post pandemic, the district has seen an increase in the number of Low Performing schools and a need for increased levels of support.	Limited Development		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		When fully implemented, improvement plans for all identified Priority Schools (Low Performing) and TSI schools will include goals that, when met, will allow the school to exit Low Performing and/or TSI status. School-level improvement plans will provide evidence when this objective has been fully met.	Objective Met	Dr. Mark Bulris	06/24/2024
Actions					
	12/19/23	Consult with priority schools to set goals that when met will allow them to exit Low Performing status.	Complete 11/07/2023	Instructional Services	10/30/2023
	<i>Notes:</i>				
	12/19/23	Establish district Priority Support Plans to assist identified schools in meeting established goals.	Complete 11/07/2023	Instructional Services	10/30/2023
	<i>Notes:</i>				
	12/19/23	Consult with TSI schools to ensure that identified subgroup goals will allow the school to exit TSI status once met.	Complete 11/07/2023	Instructional Services	10/30/2023
	<i>Notes:</i>				
Implementation:			01/05/2024		

Evidence	12/19/2023 - Individual school feedback forms and/or emails - Coaching comments in NCSTAR - District presentation schedule			
Experience	12/19/2023 Individual Feedback was provided on all LP plans. Priority schools also presented plans to curriculum and instruction team members, members of executive staff, and BOE members.			
Sustainability	12/19/2023 Monitoring of plan implementation.			
	A04			
Initial Assessment:	<p>The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(5642)</p> <p>Onslow County Schools adopted district curriculum for K-8 mathematics during the 2018 - 19 school year and followed the next year with the adoption of Reveal Math for Math I. The district began looking at literacy instruction prior to the pandemic due to a plateau in student reading proficiencies. During the pandemic, the North Carolina Department of Public Instruction and the North Carolina General Assembly began to move toward the Science of Reading. Based on this information, the district began the process of adopting a K-5 ELA curriculum aligned with the Science of Reading during the 2020-21 school year, with implementation beginning during the 2021-22 school year. This marks a significant shift from our previous literacy instruction that was based in the balanced literacy model.</p> <p>The district also has an established Data Teams process which needed to be reevaluated due to the impact of the pandemic on instruction. Likewise, processes established for MTSS need to be revisited with the increased needs of students and effects of the pandemic.</p>	Implementation Status	Assigned To	Target Date
		Limited Development		

How it will look when fully met:	When fully met, all schools will be implementing district-adopted core and supplemental curricular materials with fidelity in the grade(s)/content area(s) with district adopted curriculum. In areas without a district adopted curriculum, all schools will utilize district pacing and priority documents, along with standards, unpacking documents, course blueprints, etc. as provided by the North Carolina Department of Public Instruction.		Dr. Christopher Barnes	06/24/2024
Actions		0 of 9 (0%)		
12/19/23	Strengthen core instruction through the implementation of core curriculum and resources, implementation of the OCS Instructional Framework, and the practices of collaborative professional learning communities/teams.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	Operationalize MTSS definitions, processes, structures, forms, and identify tier two and tier three resources consistently across the district.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	OCS will continue to focus on early literacy by implementing the science of reading through the evidence-based professional development of LETRS in PK-5, the implementation of the CKLA in grades K-5, the use of DIBELS as a universal screener in K-5, and the future adoption of an evidence-based curriculum in grades 6-8.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	OCS will continue implementation of Ready Math/Classroom core curriculum and iReady diagnostics and personalized pathways in grades K-8. Use of Reveal Math and ALEKS diagnostics will continue in high school math courses.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	Expand opportunities for teachers and students to engage in authentic STEM problem-based learning, STEM curricular and extracurricular activities, and STEM explorations.		Instructional Services and Human Resources	06/30/2024
<i>Notes:</i>				
12/19/23	Provide embedded professional development, coaching, and feedback to promote effective instructional practices which result in improved student outcomes.		Instructional Services	06/30/2024
<i>Notes:</i>				

12/19/23	Revitalize/Reboot the Data Teams process to support standards alignment, design instruction, and implement interventions.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	Continue to provide support and coaching on the OCS Instructional Framework to support the inclusion of best practices and high-yield instructional strategies in the areas of Planning, Instruction, Assessment, and Culture.		Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	Update the OCS Instructional Framework to include observable student evidences.		Instructional Services	01/23/2024
<i>Notes:</i>				

Core Function:		Dimension B			
Effective Practice:		Leadership Capacity			
	B07	The district examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.(5634)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Returning from the pandemic, there was an increase in student behaviors and mental health needs, as well as an increased need for a focus on safety. Resource officers were employed by the district, but the need for increasing safety officers is present. The need for increased security measures includes the continuation of installation of security features, such as door security systems and upgraded camera systems.	Limited Development		
How it will look when fully met:		When fully implemented, students will indicate they feel safe at school, the number of student absences will decrease, and the number of reportable acts of school violence and crime per 1,000 students will decrease. Success of implementation will be determined by examining data in each of these categories, as well as documentation of implementation of actions below.		Dr. Brendan Gartner	06/30/2024

Actions		7 of 8 (88%)		
12/19/23	Install door security systems at schools without existing systems	Complete 10/01/2023	Operations	06/30/2024
<i>Notes:</i>				
12/19/23	Conduct a Security assessment of each campus	Complete 05/31/2023	Operations	06/30/2023
<i>Notes:</i>				
12/19/23	Increase the number of resource officers	Complete 08/28/2023	Operations	08/28/2023
<i>Notes:</i>				
12/19/23	Implement the Rapture emergency management system	Complete 08/17/2022	Operations and Instructional Technology	09/01/2022
<i>Notes:</i>				
12/19/23	Employ district-wide safety monitors	Complete 10/31/2023	Operations	11/01/2023
<i>Notes:</i>				
12/19/23	Implement Gaggle and establish a process for monitoring and handling identified safety concerns	Complete 01/31/2023	Instructional Technology	01/31/2023
<i>Notes:</i>				
12/19/23	Provide all schools with a student monitor position.	Complete 07/31/2023	Human Resources/Principals	09/29/2023
<i>Notes:</i>				
1/5/24	Administer student, staff, and parent surveys to determine perceptions of safety and identify continued areas of need.		Dr. Mark Bulris	05/30/2024
<i>Notes:</i>				

Core Function:		Dimension C			
Effective Practice:		Professional Capacity			
	C04	The LEA has a plan and process to recruit and retain highly-qualified teachers to support school improvement.(5167)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Teacher turnover rates and vacancies significantly increased upon returning to in-person learning after the pandemic. Traditional recruitment methods, job fairs, etc. provide limited results in the search for quality applicants and the number of vacancies significantly outnumber the availability of traditionally licensed teacher candidates.	Limited Development		

How it will look when fully met:	When fully implemented, OCS will see a reduction in the teacher turnover rate. In addition, OCS will see an increase in the number and percentage of local high school students who express an interest in teacher and local pathways to the teaching profession (teacher assistant to teacher, local scholarships, etc.) will be in place. The local salary supplement will be increased to 12% and additional stipends and retention bonuses will be paid as funds are available. Signing bonuses will be available for the most difficult to staff positions and teachers new to Onslow will be eligible to receive an advance in pay to support moving expenses. OCS will continue to attend university job fairs and will utilize partnerships to expand access to international teachers.		Dr. C J Korenek	06/30/2024
Actions		4 of 7 (57%)		
12/19/23	Increase the local certified supplement to 12%.	Complete 05/31/2023	Finance	05/31/2023
<i>Notes:</i>				
12/19/23	Work with partnering organizations to increase the number of qualified international teachers available to Onslow County Schools.		Instructional Services and Human Resources	06/30/2024
<i>Notes:</i>				
12/19/23	Continue to provide support and work to expand Teacher Cadet and the Future Teachers of Onslow Programs.		Human Resources	06/30/2024
<i>Notes:</i>				
12/19/23	Provide internship opportunities/experiences for high school students expressing an interest in teaching.	Complete 07/28/2023	Human Resources and Inst. Services	08/15/2023
<i>Notes:</i>				
12/19/23	Recruit and select teacher assistants to pursue teacher licensure and careers through ECU Partnership Teach Program reimbursements and teacher assistant internship scholarships.	Complete 05/31/2023	Human Resources	06/30/2023
<i>Notes:</i>				
12/19/23	Recruit high school seniors graduating with two-year degrees for the ECU Partnership Teach Program and seek funding to reimburse them for their coursework while they work as teacher assistants in OCS.		Human Resources	06/30/2024
<i>Notes:</i>				
12/19/23	Host quarterly virtual “How to become a Teacher” sessions to share information about residency and other alternative licensure pathways for community members interested in entering the education profession.	Complete 05/31/2023	Human Resources	06/30/2023

Notes:

C10	The district develops and supports a comprehensive professional development plan centered around district wide teaching and learning initiatives.(7032)	Implementation Status	Assigned To	Target Date
Initial Assessment:	The district currently publishes a PD publication to include PD opportunities available to teachers and staff during the fall and spring semesters, as well as on a year-long basis and summer offerings. Title I and instructional coaches are also available at assigned schools to deliver job-embedded and needs-based PD at the school level. District content coordinators and other staff also provide PD to teachers and staff in their fields of responsibility.	Limited Development		
How it will look when fully met:	When fully implemented, a wide array of professional development activities will be available to meet the needs of all teachers, from beginning to veteran across all grade level and content areas. PD opportunities will consist of job-embedded, teacher/school selected, and required PD. Professional development will be available through job-embedded structures (such as on-site coaching), in-person, and virtual opportunities. Professional development will allow teachers to further their education, sharpen skills, build content knowledge, build leadership capacity, and will support district and school instructional initiatives. Evidence of implementation will be seen in PD registration, attendance rosters, increased satisfaction on surveys, and published professional development activities.		Dr. Tara Patterson	06/30/2024
Actions		3 of 8 (38%)		
12/19/23	OCS will continue to focus on early literacy by implementing the science of reading through the evidence-based professional development of LETRS in PK-5, the implementation of the CKLA in grades K-5, the use of DIBELS as a universal screener in K-5, and the future adoption of an evidence-based curriculum in grades 6-8.		Instructional Services	06/30/2024
Notes:				
12/19/23	Provide embedded professional development, coaching, and feedback to promote effective instructional practices which result in improved student outcomes.		Instructional Services	06/30/2024

<i>Notes:</i>				
12/19/23	Continue to provide support and coaching on the OCS Instructional Framework to support the inclusion of best practices and high-yield instructional strategies in the areas of Planning, Instruction, Assessment, and Culture.		Human Resources and Instructional Services	06/30/2024
<i>Notes:</i>				
12/19/23	Partner with UNCW to support National Board Teacher Certification candidates through the OCS Bridge to Board-Certified Program.	Complete 05/31/2023	Human Resources	06/30/2023
<i>Notes:</i>				
12/19/23	Partner with state universities to offer a variety of graduate courses and master's degree programs through a cohort model with opportunities for financial scholarships.	Complete 05/31/2023	Human Resources	06/30/2023
<i>Notes:</i>				
12/19/23	Develop and publish semester, year-long, and summer professional development opportunities offered by the district offering PD across grade levels and content area.	Complete 08/15/2022	Human Resources	08/15/2022
<i>Notes:</i>				
12/19/23	Offer ongoing support to beginning teachers through First Year Teacher Training, BT coordinators, mentors, coaches, etc.		Human Resources and Instructional Resources	06/30/2024
<i>Notes:</i>				
12/19/23	Teacher leaders and school-level staff will be trained to deliver professional development and support for the OCS Instructional Framework and the Data Teams process.		Instructional Services	06/30/2024
<i>Notes:</i>				

Core Function:		Dimension D			
Effective Practice:		Planning and Operational Effectiveness			
	D07	The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary infrastructure, acquisition, and technical assistance.(6835)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Onslow County Schools is a 1:1 district. This aided in the process of going to full remote and hybrid instruction during the pandemic. This heavy dependence on technology for instructional delivery highlighted the need to reduce equipment downtime and the need for improved technology safety protocols and data protection. The replacement cycle of devices needs to be shortened to ensure more up-to-date and dependable devices are available for both students and instructional staff.	Limited Development		
<i>How it will look when fully met:</i>		<p>When fully implemented, Onslow County Schools will provide all students and certified staff with up-to-date 1:1 devices that allow for daily use of instructional technology with minimal downtime. Necessary infrastructure and technology platforms will be in place with capacity to meet the technology needs of students and staff. Appropriate security measures will be in place to protect personally identifiable information, prevent and mitigate viruses and security threats, and detect possible safety concerns for students and staff.</p> <p>Evidence of implementation will include technology purchases/leases, technology needs, security protocols, repair logs, etc.</p>		Jeff Pittman	06/24/2024
<i>Actions</i>			2 of 6 (33%)		
	12/19/23	Identify ongoing technology needs and identify replacement cycle and funding sources.	Complete 08/01/2022	Instructional Technology and Finance	08/01/2022
<i>Notes:</i>					
	12/19/23	Implement the use of Gaggle to detect possible threats to student and staff safety	Complete 01/31/2023	Instructional Technology and Operations	01/31/2023
<i>Notes:</i>					

12/19/23	Establish processes to ensure technology software/sites meet established data security protocol prior to purchase or use		Instructional Technology	01/31/2024	
<i>Notes:</i>					
12/19/23	Maintain a district-wide instructional platform and learning management system.		Instructional Technology	06/30/2024	
<i>Notes:</i>					
12/19/23	Provide up-to-date technology and appropriate staffing to minimize downtime for students and staff		Instructional Technology	06/30/2024	
<i>Notes:</i>					
12/19/23	Plan for continued growth and additional schools to support appropriate building capacities and maintain facilities with the necessary infrastructure to support digital-age classrooms.		Operations	06/30/2024	
<i>Notes:</i>					
	D09	The district supports a comprehensive assessment structure that includes implementation of common standards-aligned assessments and frameworks for collaboration and data analysis surrounding these common assessments.(7031)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently, the district has a Data Teams process in place, along with expectations about instructional intervention. The need for reinforcement and improvement in both Data Teams and MTSS processes have been highlighted by the number of students who lost learning opportunities due to the pandemic and the related increase in students performing below grade-level expectations.	Limited Development		
<i>How it will look when fully met:</i>		When fully implemented, the Data Teams process will be used with fidelity on all campuses to support the development of standards-aligned formative assessments at the appropriate level of rigor. Schools will also administer periodic check-ins, diagnostic assessments, and or 9-week assessments aligned with grade level standards to monitor ongoing student progress. Results from assessments will be utilized to plan instruction and intervention based on identified areas of instructional need.		Dr. Mark Bulris	06/30/2024

Actions		6 of 7 (86%)		
12/19/23	Investigate and pilot a revised data teams process.	Complete 06/30/2023	Instructional Services	06/30/2023
Notes:				
12/19/23	Implement a train-the-trainer model to provide district and school-level professional development on the revised data teams process.	Complete 12/01/2023	Instructional Services	12/15/2023
Notes:				
12/19/23	Encourage schools to develop implementation plans for the revised data teams process.	Complete 12/15/2023	Instructional Services	12/15/2023
Notes:				
12/19/23	Implement individual reading and math plans in K-5 based on standards-aligned diagnostic assessments.	Complete 05/31/2023	Instructional Services	06/30/2023
Notes:				
12/19/23	Implement the use of SchoolNet and/or NC Check-Ins to support monitoring of student progress on standards-aligned assessments.	Complete 11/30/2023	Instructional Services	12/01/2023
Notes:				
12/19/23	Provide common diagnostic assessment tools (i-Ready, ALEKS, mCLASS) to support common benchmarking and progress monitoring.	Complete 08/29/2022	Instructional Services	09/01/2022
Notes:				
1/5/24	Conduct data analysis sessions based on MOY assessments, benchmarks and/or diagnostics with all priority schools.		Instructional Services	03/15/2024
Core Function:		Dimension E		
Effective Practice:		Families and Community		
	E01	The district includes parent organizations in district and school improvement planning and maintains regular communication with them.(5846)	Implementation Status	Assigned To
Initial Assessment:		The district currently encourages parents to be actively engaged in their child(ren)'s education. Parent Academy sessions are offered, parent representatives serve on the Quality Council and System Involvement Team, and Title I holds quarterly parent advisory council meetings. Social media and email are used to provide weekly information and updates to parents and community. While these efforts are significant, an enhanced level of parental involvement is needed to better inform parents of educational opportunities, district information and events, and build increased partnerships between the district and parents.	Limited Development	

<p>How it will look when fully met:</p>	<p>When fully implemented, parents and community members will be informed of district activities and events, be provided opportunities to provide feedback and input, and will be active participants in their children’s educational experience.</p> <p>Attendance rosters, announcements, communications, and invitations from parent/community engagement events, SIT/Quality Council meetings, etc. will be used to provide evidence for meeting this objective. In addition, parent survey data and revised policies will provide additional evidence.</p>		<p>Dr. Christopher Barnes</p>	<p>06/30/2024</p>
<p>Actions</p>		<p>0 of 6 (0%)</p>		
<p>12/19/23</p>	<p>Expand Parent Academy Opportunities.</p>		<p>Instructional Services</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				
<p>12/19/23</p>	<p>Employ a Title I Family Engagement lead to plan district-level Title I parent involvement and support Title I schools in planning engagement activities and events.</p>		<p>Instructional Services</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				
<p>12/19/23</p>	<p>Utilize the district’s System Involvement Team/Quality Council to gather input and feedback for on the district strategic plan, school calendars, etc.</p>		<p>Instructional Services</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				
<p>12/19/23</p>	<p>Continue to utilize social media and the Weekly Update email to share the latest news and updates from around the district.</p>		<p>Communications</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				
<p>12/19/23</p>	<p>Maintain up to date websites to ensure the most current information in available to parents.</p>		<p>All departments and divisions</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				
<p>12/19/23</p>	<p>Work to update policies and practices to align with the “Parents Bill of Rights.”</p>		<p>Communications</p>	<p>06/30/2024</p>
<p><i>Notes:</i></p>				