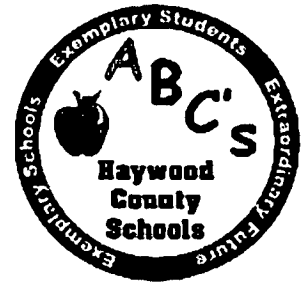


# HAYWOOD COUNTY SCHOOLS



**DISTRICT NAME/NUMBER:** Haywood County Schools - 440  
**SCHOOL ADDRESS:** 1230 North Main Street, Waynesville, NC 28786  
**PLAN YEARS:** 2014-2016  
**DATE PREPARED:** January 16, 2014 – March 10, 2014

**SUPERINTENDENT SIGNATURE:** Anne G. Garrett

**Date:** 3-12-14

**LOCAL BOARD APPROVAL SIGNATURE:** Chuck Finner

**Date:** 3-10-14

## DISTRICT IMPROVEMENT TEAM MEMBERSHIP

Position	Name
Superintendent	Anne Garrett
Associate Superintendent	Bill Nolte
Secondary Supervisor	Carol Douglas
Elementary Supervisor	Ron Moss
Human Resource Director	Jason Heinz
Career Technical Education Director	Aleasa Glance
Exceptional Children Director	Joan Ferrara
Interim Title I Director	Fred Trantham
Arts Education and Foundation Director	Jenny Wood
Technology Director	Todd Trantham
Media Director	Kim Guffey
Testing Director	Teresa Cooke
PEP Grant Director	Greg Parker
Exceptional Children Program Coordinator	Brandi Stephenson

# NC Priority Goal 1: NC public schools will produce globally competitive students.

## Area for Improvement and Supporting Data

<b>District Goal 1:</b>	Improve career and college readiness for all students Pre-K through 13.
<b>SACS/CASI Standard(s):</b>	3, 6
<b>Title I Component(s):</b>	2, 6, 9
<b>EC Indicator(s):</b>	1, 3, 5, 6, 13, 14
<b>AIG Standard(s):</b>	1, 2, 4
<b>Baseline Indicator(s):</b>	ACT Indicators: Composite – 18.2, English – 16.3, Math – 19.3, Reading – 18.4 WorkKeys: 64.8
<b>Goal Target:</b>	Increase indicators by 2 points or to the college readiness benchmark (whichever is higher).
<b>Milestone date:</b>	June 2016

## Goal 1 Strategies and Action Steps

<b>Strategy 1:</b>	<b>Strategy: Provide access to college readiness assessment preparation sessions</b>		
	<b>Action steps:</b>		
	1. Provide ACT preparation sessions		5.
	2. Provide Explore and Plan preparation sessions		6.
	3.		7.
<b>Strategy 2:</b>	4.		8.
	<b>Strategy: Provide earlier access to courses and instruction that supports college readiness</b>		
	<b>Action Steps:</b>		
	1. Provide Math I in 8 <sup>th</sup> grade to appropriate students		5. Provide teacher training that supports more rigorous instruction in grades pre-K through 5
	2. Provide English I in 8 <sup>th</sup> grade to appropriate students		6. Approve appropriate Career and College Ready Courses through a college
<b>Strategy 3:</b>	3. Explore additional high school credits that can be offered in middle school to appropriate students		7.
	4. Provide opportunities for honors, advanced and AP courses to be provided earlier for appropriate students		8.
	<b>Strategy: Increase the number of honors, advanced and AP sections previously lost to state budgetary cuts</b>		
	<b>Action Steps:</b>		
	1. Seek additional local funding for honors, advanced and AP sections		5.
	2. Utilize NC Virtual Public High School to provide courses that cannot be provided in a face-to-face setting		6.
	3.		7.
	4.		8.

	<b>How will we fund these strategies? Numbers below reflect new funds.</b>	
	<b>Funding source 1: Local Teachers (2)</b>	<b>Funding amount: \$108,000</b>
	<b>Funding source 2:</b>	<b>Funding amount:</b>
	<b>Funding source 3:</b>	<b>Funding amount:</b>
	<b>Review frequency: Monthly Curriculum &amp; Instruction Staff Meetings as well as Semester External Reviews at each school</b>	
	<b>Assigned implementation team: Curriculum and Instruction Staff</b>	

## NC Priority Goal 2: NC public schools will be led by 21st Century professionals.

### Area for improvement and supporting data:

<b>District Goal 2:</b>	Twenty-first Century professionals will learn and demonstrate instructional strategies designed to support the Common Core and Essential Standards.
<b>SACS/CASI Standard(s):</b>	2, 6
<b>Title I Component(s):</b>	1, 2, 3, 4
<b>EC Indicator(s):</b>	1, 3, 5, 6
<b>AIG Standard(s):</b>	3
<b>Title II, Part A:</b>	3
<b>Baseline Indicator:</b>	86% (339/394) for teachers with an EVAAS score meet or exceed "growth" (EOG, EOC, CTE, Final Exams)
<b>Goal Target 1:</b>	100% of teachers will meet or exceed growth
<b>Milestone date:</b>	June 2016
<b>Baseline Indicator:</b>	Indicator: Reading Beginning of Grade (BOG) – 30.5%
<b>Goal Target 2:</b>	Increase 3 <sup>rd</sup> Grade Beginning of Grade (BOG) proficiency by 5% annually
<b>Milestone date:</b>	June 2016

### Goal 2 Strategies and Action Steps

<b>Strategy 1:</b>	<b>Strategy: Provide professional development designed to strengthen teacher understanding and use of engaging instructional strategies that support curriculum standards and indicators.</b>		
	<b>Action steps:</b>		
	1. Meet with schools during semester External Review Visits to the most significant professional development needs		5.
	2. Organize and implement a district-wide professional development day focusing on instructional methodologies and practices that promote student and EVAAS growth		6.
	3. Provide funding for teacher instructional coaches		7.
	4. Provide administrator training to support instructional growth through classroom observation and teacher feedback		8.
<b>Strategy 2:</b>	<b>Strategy:</b>		
	<b>Action Steps:</b>		
	1.		5.
	2.		6.
	3.		7.
	4.		8.
	<b>Strategy:</b>		
	<b>Action Steps:</b>		
	1.		5.

<b>Strategy 3:</b>	<b>2.</b>		<b>6.</b>
	<b>3.</b>		<b>7.</b>
	<b>4.</b>		<b>8.</b>

	<b>How will we fund these strategies? Numbers below reflect new funds.</b>		
	<b>Funding source 1:</b>		<b>Funding amount:</b>
	<b>Funding source 2:</b>		<b>Funding amount:</b>
	<b>Funding source 3:</b>		<b>Funding amount:</b>
	<b>Review frequency: Monthly Curriculum &amp; Instruction Staff Meetings as well as Semester External Reviews at each school</b>		
	<b>Assigned implementation team: Curriculum and Instruction Staff</b>		

## NC Priority Goal 3: NC public school students will be healthy and responsible.

### Area for improvement and supporting data:

<b>District Goal 3:</b>	Foster healthy communication with students and parents through inviting 21st Century communication practices.
<b>SACS/CASI Standard(s):</b>	
<b>Title I Component(s):</b>	5
<b>EC Indicator(s):</b>	8
<b>AIG Standard(s):</b>	1, 2, 4, 5, 13, 14
	1

**Baseline Indicators:** AlertNow Voice Notifications

**Goal Target:** Increase the number of 21<sup>st</sup> Century communication practices with students and parents  
**Milestone date:** June 2016

### Goal 3 Strategies and Action Steps

Plan/Do	<b>Strategy 1:</b>	<b>Strategy: Expand current rapid notification capabilities to include text messaging</b>		
		<b>Action steps:</b>		
		1. Implement the steps necessary to include text messaging in rapid notification for students and parents		5.
		2. Secure funding to support expanded messaging		6.
		3. Train staff in the effective use of expanded messaging		7.
		4.		8.
	<b>Strategy 2:</b>	<b>Strategy: Improve 21<sup>st</sup> Century communication between schools, students and parents</b>		
		<b>Action Steps:</b>		
		1. Identify low cost or no cost strategies for 21 <sup>st</sup> Century communication that are appropriate		5.
		2. Provide training for schools in low cost or no cost strategies for 21 <sup>st</sup> Century communication		6.
		3. Develop a web framework that is comprehensive and consistent across the district		7.
		4.		8.
	<b>Strategy 3:</b>	<b>Strategy: Provide parents and students with increased access to school and student information</b>		
		<b>Action Steps:</b>		
		1. Provide ongoing Parent Portal training for school staff and parents		5.
		2. Seek low cost resources that allow for the media-based communication tools that can easily be accessed by students and staff		6.
		3. Train staff, students and parents in the use of identified		7.

		media-based communication tools		
		4.		8.

Plan/Do	How will we fund these strategies? Numbers below reflect new funds.		
	Funding source 1:		Funding amount:
	Funding source 2:		Funding amount:
	Funding source 3:		Funding amount:
	Review frequency: Monthly Curriculum & Instruction Staff Meetings as well as Semester External Reviews at each school		
	Assigned implementation team: Curriculum and Instruction Staff		

## NC Priority Goal 4: Leadership will guide innovation in NC public schools.

### Area for improvement and supporting data:

<b>District Goal 4:</b>	Central Office administrators will guide innovation through the selection, implementation and utilization of instructional frameworks connected to EOGs and EOCs.
<b>SACS/CASI Standard(s):</b>	2, 6
<b>Title I Component(s):</b>	7
<b>EC Indicator(s):</b>	3, 5, 6
<b>AIG Standard(s):</b>	5, 6
<b>Baseline Indicators:</b>	4 (Math Investigations K-5, Balanced Literacy/Comprehension Tool Kit K-5, Reading Foundations K-5 and Math Foundations K-5)
<b>Goal Target</b>	8
<b>Milestone date:</b>	June 2016

### Goal 4 Strategies and Action Steps

**Strategy 1:** Strategy: Identify instructional frameworks for 6-8 grade reading, 6-8 grade math, Math I, Biology and English II.

#### Action steps:

- |   |    |
|---|----|
| 1. Explore effective instructional frameworks used by successful schools                                  | 5. |
| 2. Work with schools to analyze and select the frameworks   | 6. |
| 3. Provide ongoing non-negotiable training for staff in the implementation and use of selected frameworks | 7. |
| 4.  | 8. |

**Strategy 2:** Strategy: Assure the ongoing effective use of the selected frameworks

#### Action Steps:

- |  |    |
|--|----|
| 1. Monitor the use of the selected non-negotiable frameworks through the teacher evaluation program        | 5. |
| 2. Make teacher license renewal contingent upon training and use of the selected non-negotiable frameworks | 6. |
| 3.   | 7. |
| 4.   | 8. |

**Strategy 3:** Strategy:

#### Action Steps:

- |    |    |
|----|----|
| 1. | 5. |
| 2. | 6. |
| 3. | 7. |
| 4. | 8. |



<b>Plan/Do</b>	<b>How will we fund these strategies? Numbers below reflect new funds.</b>	
	<b>Funding source 1:</b>	<b>Funding amount:</b>
	<b>Funding source 2:</b>	<b>Funding amount:</b>
	<b>Funding source 3:</b>	<b>Funding amount:</b>
		<b>Funding amount:</b>
	<b>Review frequency: Monthly Curriculum &amp; Instruction Staff Meetings as well as Semester External Reviews at each school</b>	
	<b>Assigned implementation team: Central Office Staff</b>	

## NC Priority Goal 5: NC public schools will be governed and supported by 21st Century systems.

### Area for improvement and supporting data:

<b>District Goal 5:</b>	Central Office administrators will select 21 <sup>st</sup> Century tools to effectively coordinate and manage professional development activities across the district
<b>SACS/CASI Standard(s):</b>	1, 6, 9, 10
<b>Title I Component(s):</b>	1, 4, 5, 7
<b>EC Indicator(s):</b>	15
<b>AIG Standard(s):</b>	6
<b>Baseline Indicators:</b>	Coordinator of system-wide day(s) only
<b>Target:</b>	Provide professional development coordination and data for 100% of district and school level training. Eliminate scheduling conflicts among professional development sessions.
<b>Indicator:</b>	Current professional development program with inconsistent coordination of quality sessions. Numerous scheduling conflicts among professional development sessions.
<b>Milestone date:</b>	June 2016

### Goal 5 Strategies and Action Steps

<b>Strategy 1:</b>	<b>Strategy: Select a process to manage professional development scheduling in a centralized manner</b>		
	<b>Action steps:</b>		
	1. Develop the process		5.
	2. Provide training for staff		6.
	3. Implement the process		7.
<b>Strategy 2:</b>	4.		8.
	<b>Strategy: Select a program to track professional development data and implementation</b>		
	<b>Action Steps:</b>		
	1. Select the program		5.
	2. Provide training for staff in the use of the program components		6.
<b>Strategy 3:</b>	3. Evaluate the effectiveness of the program with a focus on accurate tracking and elimination of training conflicts		7.
	4.		8.
	<b>Strategy:</b>		
	<b>Action Steps:</b>		
	1.		5.
	2.		6.
	3.		7.
	4.		8.

	How will we fund these strategies? Numbers below reflect new funds.	
	Funding source 1:	Funding amount:
	Funding source 2:	Funding amount:
	Funding source 3:	Funding amount:
	Review frequency: Monthly Curriculum & Instruction Staff Meetings as well as Semester External Reviews at each school	

**All schools shall complete the following to include in their School Improvement Plans.**

**Schools will also attach appropriate waivers to their School Improvement Plans.**

Plan for preparing students to read at grade level by the time they enter 2<sup>nd</sup> grade including notification to parents for children not reading at grade level and/or at risk of not reading at grade level.

School Safety and Discipline Plan Components

A plan for improving the academic performance of students at risk of academic failure or dropping out

A plan to provide a duty-free lunch period for every teacher on a daily basis or as otherwise approved by the School Improvement Team.

A plan to provide a duty-free instructional planning time for every teacher with the goal of providing an average of at least five hours of planning time per week.