

## Roxboro Community School Improvement Plan 2014-2016

In 2006, the North Carolina Board of Education chartered Roxboro Community School with the following **mission statement**:

*It is the Mission of Roxboro Community School to achieve and maintain educational excellence by providing a small, inviting, and nurturing school that focuses on grades six through twelve.*

*Roxboro Community School will value and respect each member of our school family, thus enabling everyone to become productive citizens.*

*Roxboro Community School will provide an environment that will direct our students to focus on relevant and rigorous learning that will continue after high school.*

### RCS School Improvement Team members:

Darkarai Bryant, High School Principal	Donna Ingram, Middle School Principal	Charissa Denny, HS Math Teacher (Chair)
Sara Morrow, MS Language Arts Teacher	Earl Whittemore, MS SS Teacher	Annette Slaughter, MS SS Teacher (Secretary)
Melissa Bartlett, HS Language Arts Teacher	Nikole Schukraft, Elective Representative	Barbara Walters, EC Teacher
Christy King, HS SS Teacher	Wanda Ball, HS Language Arts Teacher	Ashley Bailey, HS Science Teacher
Teresa Coleman, Elective Representative	Ruth Bishop, Community Representative	Bobby Harris, Community Representative
Carolyn Andrews, Parent Representative	Denise Wilborn, Parent Representative	Nancy Long, Parent Representative
Tina Morris, Parent Representative	Alisa Montgomery, Parent Representative	

From Roxboro Community School's established mission statement, the school leadership team has proposed a **vision statement** and presented it to the faculty for adoption:

*It is the vision of Roxboro Community School to create educated, responsible, and productive men and women who are equipped to face the challenges of the 21<sup>st</sup> century.*

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### Shared Beliefs:

We the faculty and staff of Roxboro Community School believe that educational excellence can be achieved through adherence to the Common Core and North Carolina Essential Standards, maintaining active engagement of students, and inclusion of innovative teaching strategies. In our small school, we have the opportunity to create inviting and nurturing classroom learning environments where students can reach their academic potential.

Teachers believe that their lessons must be rigorous and relevant. Our goal is for all students to continue their learning after high school, whether at a community college, technical school, or four-year college; therefore, we must prepare students to move onto their selected paths. As a College-Preparatory charter school, it is our obligation to provide the essential skills students need to handle 21<sup>st</sup> century challenges. Our emphasis on technology and workplace skills will enable our students to navigate effectively in college or on the job.

In addition, we have College Board authorized Advanced Placement, Honors, Piedmont Community College and Career Promise, and Virtual School classes to challenge and enrich students' academic options.

We also acknowledge the importance of families and the community as we "grow" responsible and productive men and women in an environment where respect for self and others is promoted through our behavioral policies, dress code, and community service. We value the spirit of volunteerism and expect parents to contribute time in service to our school - which enables them to see education in practice - and to supervise field trips, athletic events, and extracurricular activities. Parents who are active in the school take greater ownership for their child's educational success because they have formed positive working relationships with teachers and staff. When all stakeholders – teachers, parents, and students- have open communication, we believe students will achieve at higher levels.

To achieve our vision, Roxboro Community School staff will focus on three measurable goals for school improvement:

**Goal 1: Roxboro Community School will be a leader in producing globally competitive students through rigorous and relevant learning.**

**Goal 2: Roxboro Community School will create and maintain nurturing relationships with students to support a productive learning environment.**

**Goal 3: Roxboro Community School will equip students to be prepared and competitive for college admissions and scholarships.**

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**Goal 1: Roxboro Community School will be a leader in producing globally competitive students through rigorous and relevant learning.**

**Performance Target:**

**Strategy:**

**Evidence:**

<p>1.1 Roxboro Community School teachers will increase the use of higher-level and critical thinking skills.</p>	<ul style="list-style-type: none"> <li>○ Utilize Webb’s Depth of Knowledge and Revised Bloom’s Taxonomy to develop higher-order questions in daily lessons.</li> <li>○ Develop tiered assignments with progressively complex tasks.</li> <li>○ Provide teachers with professional development on question complexity and depth of knowledge.</li> <li>○ Teachers will reach a target goal of 50% higher-order and critical thinking questions on major classroom assessments.</li> </ul>	<ul style="list-style-type: none"> <li>○ Lesson plans</li> <li>○ Assignment rubrics</li> <li>○ CEU record of professional development</li> <li>○ Classroom assessments</li> </ul>
<p>1.2 Roxboro Community School will expand the innovative use of technology by students, staff, and school leadership.</p>	<ul style="list-style-type: none"> <li>○ Technology director, Principals, and educational technology specialists will provide professional development to teachers on best practices in a 1:1 learning environment.</li> <li>○ Register and participate in the Intel PD focusing on blended style instruction.</li> <li>○ Teachers will model the appropriate use of technology for learning, and facilitate technology-based learning opportunities.</li> <li>○ Professional Development in the Google Apps and how to implement with fidelity to support instruction</li> </ul>	<ul style="list-style-type: none"> <li>○ CEU record of professional development</li> <li>○ Lessons/Lesson Plans</li> <li>○ Student-created learning products</li> <li>○ Technology Staff</li> </ul>
<p>1.3 Roxboro Community School students will exceed AMOs in history, mathematics, reading, writing, and science on state assessments.</p>	<ul style="list-style-type: none"> <li>○ Develop a tutorial plan that strategically targets students who are performing below grade level/course standards.</li> <li>○ Use EVAAS data to impact instruction by helping to establish baseline for curriculum, planning instruction and grouping for the purpose of acceleration, remediation and core instruction.</li> <li>○ Teachers will utilize formative assessment to monitor student progress and inform instruction.</li> </ul>	<ul style="list-style-type: none"> <li>○ Lesson plans</li> <li>○ Students will show growth from previous year on EOG and EOC exams.</li> <li>○ Student performance on Common Exams</li> <li>○ Tutorial log</li> <li>○ High school finals on non-EOC subjects</li> <li>○ EVAAS Usage Reports</li> <li>○ Student performance on unit assessments and benchmarks</li> </ul>
<p>1.4 Roxboro Community School will increase participation and performance of all students taking the SAT and/or ACT.</p>	<ul style="list-style-type: none"> <li>○ Require 10<sup>th</sup> graders to take the PLAN and all 11<sup>th</sup> graders take the PSAT</li> <li>○ Offer SAT/ACT preparation in English, Math, and Science classes with use of ACT and other prep materials.</li> <li>○ School counselors will monitor student registration for SAT.</li> <li>○ School counselors will offer parent information sessions.</li> <li>○ Teachers will disaggregate data from EXPLORE, PLAN, and ACT tests to identify student learning needs.</li> </ul>	<ul style="list-style-type: none"> <li>○ PSAT Performance</li> <li>○ SAT Performance</li> <li>○ ACT Performance</li> <li>○ Parental attendance at informational sessions</li> <li>○ Teacher breakdown of test results</li> <li>○ Lesson plans</li> </ul>

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**Goal 2: Roxboro Community School will create and maintain nurturing relationships with students to support a productive learning environment.**

**Performance Target:**

**Strategy:**

**Evidence:**

<p>2.1 RCS will communicate with parents regularly about RCS's educational program and student academic progress.</p>	<ul style="list-style-type: none"> <li>○ Both administration and teachers will communicate through PowerSchool, email, and phones calls.</li> <li>○ Administration will monitor failure rates and contact parents regarding an academic improvement plan.</li> <li>○ Report cards sent every six weeks.</li> </ul>	<ul style="list-style-type: none"> <li>○ Daily Dog emails</li> <li>○ Teacher PowerSchool pages</li> <li>○ Parental and teacher involvement in PTSO meetings and activities</li> <li>○ Parent approval on student course registration</li> <li>○ Teachers' e-mail updates</li> <li>○ Website updates</li> <li>○ Newsletters</li> </ul>
<p>2.2 Use grade-level counseling sessions to guide students.</p>	<ul style="list-style-type: none"> <li>○ Counselors visit core classes to present classroom guidance on topics such as bullying, study skills, registration, academic planning, and college/scholarship preparation.</li> <li>○ Middle school/high school AIG counseling and information sessions for parents.</li> </ul>	<ul style="list-style-type: none"> <li>○ SAT, PSAT, and ACT enrollment statistics</li> <li>○ Guidance lesson plans</li> <li>○ Sign in sheets from AIG parent counseling sessions.</li> </ul>
<p>2.3 Conduct information sessions to foster more productive communication between staff, students, and families.</p>	<ul style="list-style-type: none"> <li>○ Offer parent information sessions at PTSO meetings and display PTSO banner to increase parent attendance.</li> <li>○ Have a PowerSchool Night at PTSO meetings to show parents how to log in and sign up for alerts in PowerSchool and to answer parent questions about PowerSchool.</li> <li>○ Administration of surveys</li> </ul>	<ul style="list-style-type: none"> <li>○ Daily Dog</li> <li>○ Student evaluations for teachers</li> <li>○ PTSO banners on display the week prior to meetings.</li> <li>○ Power School usage reports</li> <li>○ PTSO attendance records</li> <li>○ Response rate and data analysis of surveys</li> </ul>
<p>2.4 Analyze elective courses that appeal to more students.</p>	<ul style="list-style-type: none"> <li>○ Survey student body and parents to gain insight into areas of interest for electives.</li> </ul>	<ul style="list-style-type: none"> <li>○ Interest inventory for elective options.</li> <li>○ Continue partnership with PCC to offer a more extensive list of elective courses.</li> </ul>

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### Goal 3: Roxboro Community School will equip students to be prepared and competitive for college admissions and scholarships.

Performance Target:	Strategy:	Evidence:
3.1 The guidance program will ensure that all students develop and maintain a 4-year college preparation plan.	<ul style="list-style-type: none"> <li>○ Guidance will collaborate with 8<sup>th</sup> grade Academic Success teacher to develop a 4-year plan for every student with input from parents, teachers, and students.</li> <li>○ Review plan annually in grades 9-12; include a CFNC check-up and a transcript review.</li> <li>○ Use EXPLORE, PLAN, and ACT data to ensure student plans are relevant, realistic, and appropriately challenging.</li> </ul>	<ul style="list-style-type: none"> <li>○ 4-year plan database</li> <li>○ Documentation of annual review</li> <li>○ Maintain notebooks of EXPLORE, PLAN and ACT results.</li> </ul>
3.2 Provide grade-level guidance sessions for students and parents beginning in 9 <sup>th</sup> grade.	<ul style="list-style-type: none"> <li>○ School counselors will conduct sessions to educate parents in how to support their children through the high school years.</li> <li>○ Include the following topics on information session agendas:                             <ul style="list-style-type: none"> <li>○ Planning for college</li> <li>○ How to earn college scholarships</li> <li>○ Planning for financial aid</li> <li>○ Standardized test recommendations</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Meeting agendas</li> <li>○ Comprehensive guidance calendar</li> </ul>
3.3 Provide college experiences for all students.	<ul style="list-style-type: none"> <li>○ On-campus information sessions by college representatives</li> <li>○ Off-campus initial exposure visits (e.g., PCC) for middle school students</li> <li>○ Off-campus tours for high school students</li> </ul>	<ul style="list-style-type: none"> <li>○ Daily Dog Archive</li> <li>○ Master Schedule for off-campus visits</li> </ul>
3.4 Develop methods to document student activities during high school.	<ul style="list-style-type: none"> <li>○ Establish clear criteria for purposeful volunteer hours and internships.</li> <li>○ Maintain accurate records of student volunteer hours and internships.</li> <li>○ Encourage club membership and analyze alignment with student goals as noted in the 4-year plan.</li> <li>○ Create a curriculum vitae of awards, achievements, and extracurricular activities.</li> </ul>	<ul style="list-style-type: none"> <li>○ Records of student volunteer and internship hours.</li> <li>○ Database of student post-secondary activities.</li> <li>○ Student resumes or curriculum vitae</li> </ul>
3.5 Provide support to students and families throughout the college application process.	<ul style="list-style-type: none"> <li>○ Student applications will be reviewed by one or more members of the guidance program before submitting for consideration.</li> </ul>	<ul style="list-style-type: none"> <li>○ Volunteer schedule for College Resource Room</li> <li>○ College Resource Room resources on hand</li> <li>○ Current calendar in College Resource Room.</li> </ul>

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	<ul style="list-style-type: none"> <li>o Provide students with recommendations of colleges, scholarship, and grant opportunities relevant to their desired area of study.</li> <li>o Maintain evolving calendar of scholarship and college application deadlines.</li> <li>o Senior English classes provide instructional support for college and scholarship applications.</li> </ul>	<ul style="list-style-type: none"> <li>o College Foundation of North Carolina (CFNC).</li> <li>o Guidance Gazette</li> <li>o Lesson plans</li> <li>o Sample essays</li> <li>o Early acceptance rate of seniors</li> </ul>
3.6 Roxboro Community School will meet and exceed North Carolina's graduation requirements.	<ul style="list-style-type: none"> <li>o Support less proficient students through curricular assistance.</li> <li>o Provide tutorial 3 days each week to improve student performance.</li> <li>o Structure guidance program to ensure students remain on NC College Prep track.</li> <li>o Employ blended learning strategies to differentiate instruction to address individual student needs.</li> </ul>	<ul style="list-style-type: none"> <li>o Number of students in RCS's curricular assistance program</li> <li>o RCS graduation rate</li> <li>o Tutorial Logs</li> <li>o Documentation of interventions for at-risk students</li> <li>o Number of students repeating high school courses</li> <li>o At-risk reports</li> </ul>
3.7 Roxboro Community School will encourage increased enrollment of students in Honors, Advanced Placement, and other college level courses.	<ul style="list-style-type: none"> <li>o Vertically team with middle school to promote rigor and academic readiness.</li> <li>o Begin college guidance in middle school to stress the importance of rigorous course of study to students and parents.</li> <li>o Encourage students to apply for the AP Academy</li> <li>o Encourage students to enroll for AP courses offered on site.</li> <li>o Support student enrollment in online community college courses.</li> <li>o Utilize EVAAS projection reports to aid in student placement.</li> <li>o Work with guidance and high school principal to conference with the parent of any student asking to drop to a lower-level course.</li> </ul>	<ul style="list-style-type: none"> <li>o Department meeting minutes</li> <li>o Numbers enrolled Honors, AP Placement classes, and community college courses.</li> <li>o Parent meeting logs</li> <li>o School counselors' classroom rotations logs</li> <li>o Increased number of AP Academy applications</li> <li>o Increased AP Academy enrollment</li> <li>o AP course validation rates</li> </ul>
3.8 Establish community partnerships to further student learning opportunities and service.	<ul style="list-style-type: none"> <li>o Work with United Way</li> <li>o Match students with internship opportunities in their proposed career path.</li> </ul>	<ul style="list-style-type: none"> <li>o Club involvement with service projects</li> <li>o Compilation of internship opportunities in various professional fields.</li> </ul>

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	o Encourage and increase RCS involvement with community activities.	
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