

Roxboro Community School
School Improvement Plan 2022-2024



115 Lake Dr.

Roxboro, NC 27573

(336)597-0020

<https://www.roxborocs.org/>

Roxboro Community School Improvement Plan 2022-2024

Mission: The mission of Roxboro Community School is to achieve and maintain educational excellence by providing a small, inviting and nurturing school that focuses on grades six through twelve. RCS values and respects each member of our school family, thus enabling everyone to become effective, productive citizens. RCS will provide an environment that will direct our students to focus on relevant and rigorous learning that will continue after high school.

Vision: 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 21st century.

Core Values: Roxboro Community School is committed to fostering a culture of respect that is embedded throughout the school, a culture that is built on the belief that all members are essential to a successful learning environment. Roxboro Community School is committed to a culture of respect which includes fair treatment, honesty, openness, and integrity. Roxboro Community School will maintain high expectations for all students and believe that all students can learn at high levels. We are committed to maintaining: trust in each other; recognition of everyone's contributions; high expectations for all staff and students; and open, honest contributions without fear of retribution. RCS's staff is committed to: solving problems, not applying blame; respecting time and the time commitments of others; being aware of nonverbal communications; being an active, responsible member of the RCS team; and providing and receiving feedback constructively and respectfully.

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Board Chair/Local Board Approval Date:

Executive Director: Dave Ebert

Team Members:

Position	Name	Position	Name	Position	Name
Teacher - committee Chair	Judy Clayton	HS Principal	Darkarai Bryant	MS Principal	Donna Ingram
Managing Director	Dave Ebert	Teacher	Kara Roberts	Teacher	Holly Oliver
Teacher	Ashley Bailey	Teacher	Chari Denny	Teacher	Charis Shattuck
Teacher	Kristin Davis	Teacher	Alex Porter	Teacher	Amanda Carter
Testing Coordinator	Jodi Devillier	Teacher	Devin Hall	Teacher	Teresa Coleman
Teacher	Christy King	Teacher	Keegan Storrs	C&I Specialist	Melanie Winstead
Counselor	LaTonya Ragland	Teacher	Alecia Knaub	Teacher	Dennis Abline
Parent	Kenneth Strachan	Parent	Jenna Berezovytch	Parent	Laura Atkins

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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:

1.1 Roxboro Community School teachers will increase the use of higher-level and critical thinking skills.	<ul style="list-style-type: none">○ Teachers will utilize Webb’s Depth of Knowledge and Revised Bloom’s Taxonomy to develop higher-order questions more consistently.○ Develop differentiated assignments and lessons to enhance learning at all student levels○ Teachers will develop assignments and assessments that require students to demonstrate evidence of higher-order and critical thinking on a more consistent basis.○ Use the feedback from walk through data, informal, and formal observation practices for reflection and continuous improvement.	<ul style="list-style-type: none">○ Walkthrough data and student product artifacts○ Assignment rubrics○ Classroom assessments○ Performance on teacher-made assessments and benchmarks○ Proficient scores on EOG or EOC
1.2 Students will use technology to create and show evidence of learning through innovative ways.	<ul style="list-style-type: none">○ Provide students with choice on how they demonstrate their learning through the use of alternative assessments.	<ul style="list-style-type: none">○ Walkthrough data and student product artifacts○ Student-created learning products

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<p>1.3 RCS will produce effective communicators by developing their verbal, non-verbal, and written skills.</p>	<ul style="list-style-type: none"> ○ Continued implementation of vertically aligned plan that focuses on progression of skills to be introduced at each grade level. ○ Writing conferences with students. ○ Explore possibilities to enhance 2nd language opportunities (ESL/FLL) for middle and high school students. ○ Increase writing opportunities in all classes. ○ Use a modified version of the Senior Speech rubric when assessing formal student presentations. 	<ul style="list-style-type: none"> ○ Walkthrough data and student product artifacts ○ DIGITAL STUDENT PORTFOLIOS that house artifacts, such as student written products and presentations, records of student volunteer and internship hours; student resumes or curriculum vitae
<p>1.4 Roxboro Community School will increase the growth/performance of all students taking all standardized tests (EOG, EOC, AP, SAT/ACT)</p>	<ul style="list-style-type: none"> ○ Provide SAT/ACT preparation in English, Math, and Science classes with use of ACT and other prep materials. ○ School counselors will offer parent information resources for ACT/SAT during their sophomore year. ○ Investigate funding for new ACT/SAT preparation resources utilizing grants. ○ Incorporate testing vocabulary in all classes. ○ Use data from EVAAS, NC Check-in, Benchmark, and formative assessments to inform instruction by helping to establish a baseline for curriculum, planning instruction and grouping for the purpose of acceleration, remediation and core instruction. 	<ul style="list-style-type: none"> ○ NC Check-ins ○ PSAT Performance ○ SAT Performance ○ ACT Performance/Growth ○ Parental attendance at informational sessions ○ Teacher breakdown of test results ○ Lesson plans ○ EOC/EOG Performance/Growth ○ Benchmark Performance

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	<ul style="list-style-type: none"> o Utilize Academic Success to provide acceleration and enrichment opportunities to students performing above grade level/course standards. 	
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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:

2.1 - RCS will communicate with parents regularly about our educational program and student academic progress.	<ul style="list-style-type: none"> o Teachers will monitor failure rates and contact parents to implement a student self-improvement plan. o Teachers will conduct yearly grade-level conferences at the end of T1 with students who have Ds and Fs to share and develop a self-improvement plan. o Grade-level teams will meet in September/October to discuss student performance and create a conference plan (divide students, create brief performance reports). 	<ul style="list-style-type: none"> o RCS Communications (e.g., RCS app, website, email, etc.) o Teacher documentation o Teacher PowerSchool pages or other class communication (e.g., e-mail, website, Canvas, etc.) o Signed Conference Agenda
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	<ul style="list-style-type: none"> ○ Conferences may be individually scheduled on an as-needed basis for struggling students. ○ Teachers/Administrators will inform parents that they are able to request a conference with their teachers at any point in the school year. 	
2.2 - RCS will support students in maximizing their academic potential.	<ul style="list-style-type: none"> ○ Offer a curriculum night (for parents and students in grades 8 - 11 to disseminate information about course offerings and to assist in course selection where all teachers will assist in planning and implementation. ○ Require students to complete an information and planning session with the guidance department during registration (review 4-year plan, ensure appropriate course registration, and discuss future goals). ○ Middle school students will be monitored throughout the year to determine if students need any adjustments made to their academic placement. 	<ul style="list-style-type: none"> ○ College planning timeline document ○ Attendance at curriculum night ○ 4-year plans (reviewed annually) ○ Data analysis of student interest surveys ○ Guidance appointment logs ○ Academic Placement Form will be signed by Administration
2.3 - RCS will foster a welcoming environment where every student feels valued.	<ul style="list-style-type: none"> ○ Utilize information gathered via the annual parent, teacher and student surveys to assess needs and respond to concerns. Share the compiled feedback and the changes that took place as a result of the feedback with the School Improvement Team and staff. ○ Offer a transition camp for rising 6th grade students by which the 6th grade team will plan. ○ Offer an information session for new students in grades 7-12. 	<ul style="list-style-type: none"> ○ Response rate and data analysis of surveys and evaluations ○ Attendance records for transition camp ○ Attendance records for new student information session ○ Referral records for Student Assistance Team

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	<ul style="list-style-type: none"> ○ Both middle and high school counselors will provide mental-health resources for both parents and students. ○ Middle school counselor will implement character education through middle school academic success classrooms. ○ 8th Grade students will complete Everfi Understanding Mental Wellness course. ○ The Student Assistance Team will create and implement plans for addressing non-academic student concerns. ○ A mentorship program will be created for at-risk students with a minimum of a bi-weekly check in for students' social-emotional health. 	<ul style="list-style-type: none"> ○ Middle school counselor will implement character trait awards for each grade level. ○ High school Guidance Gazette ○ Middle school Virtual Counseling Office ○ High school student grade-level meetings. ○ Student spotlight/student of the month awards ○ Senior Citizenship Scholarship
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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"> ○ Guidance will collaborate with the 8th grade Academic Success teacher to develop a 4-year plan for every student with input from parents, teachers, and students. ○ Review plan annually in grades 9-12; include a CFNC check-up and a transcript review. ○ Use data to ensure student plans are relevant, realistic, and appropriately challenging. 	<ul style="list-style-type: none"> ○ 4-year plan housed within student portfolio on Canvas(2023-2025)/Google Drive (Class of 2026-current or after); includes a 4-year plan reflection ○ Documentation of annual review ○ Maintain data history of relevant results (i.e. ACT)
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		<ul style="list-style-type: none"> o Grade level Guidance meetings about pathways and prerequisites
<p>3.2 Provide grade-level guidance sessions for students and parents beginning in 8th grade.</p>	<ul style="list-style-type: none"> o School counselors will conduct sessions to educate parents on how to support their children through the high school years. o Include the following topics in information sessions: <ul style="list-style-type: none"> ■ Planning for college ■ How to earn college scholarships ■ Planning for financial aid ■ Standardized test recommendations 	<ul style="list-style-type: none"> o Meeting agendas o Comprehensive guidance calendar o Curriculum Night (Rising 9th graders-12th graders) o Semi-Annually Admin / Guidance class meetings o PCC Information Nights Semi-Annually o The Parent Institute Newsletter / Calendar o High school teachers & current AP students conduct brief information sessions
<p>3.3 Provide experiences and support to students and families throughout the college application process.</p>	<ul style="list-style-type: none"> o Provide students with the opportunity to receive feedback on college applications before submitting them to colleges for consideration. o Provide students with recommendations of colleges, scholarship, and grant opportunities relevant to their desired area of study. o Maintain an evolving calendar of scholarship and college application deadlines. 	<ul style="list-style-type: none"> o College resources through guidance website o College Foundation of North Carolina (CFNC). o Guidance Gazette o Sample college application essays and student resumes o Early acceptance rate of seniors

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	<ul style="list-style-type: none"> o Senior English classes provide instructional support for college and scholarship applications. o On-campus information sessions by college representatives o Off-campus initial exposure visits for middle school students o Off-campus tours for high school students 	<ul style="list-style-type: none"> o Master Schedule for off-campus visits o PCC Liaison data of student and parent meetings o College Fair (with PHS) and visits with college representatives o Student field trips to visit college campuses are coded as “Present” in Powerschool and not considered an absence o Remind groups for all HS students with text reminders about college/scholarship opportunities
3.4 Roxboro Community School will meet and exceed North Carolina’s graduation requirements.	<ul style="list-style-type: none"> o Early identification for academically at-risk middle school students in Reading and Math for placement in Boost courses o Teachers have scheduled office hours to provide for student needs. o Structure guidance program to ensure students remain on NC College Prep track. o Employ blended learning strategies to differentiate instruction to address individual student needs. 	<ul style="list-style-type: none"> o Reading & Math Boost courses o RCS graduation rate o Documentation of interventions for at-risk students o Number of students repeating high school courses o At-risk reports o Student Assistance Team o Parent/Teacher Conferences (calendar/sign up sheets) o Credit by demonstrated mastery

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		<ul style="list-style-type: none"> o Summer Recovery/ Summer School
<p>3.5 Support students' development of specific skills necessary for college and career success following post-high school transition.</p>	<ul style="list-style-type: none"> o Use data from assessments, such as the learning style inventories found on the CFNC website and others, to help students identify personal strengths and areas for potential improvement. o Establish community partnerships to further student learning opportunities and service. o Implementation of Teacher Cadet program o Implementation of Senior Seminar o Career Day held in Middle School o Participate in job shadowing and other career prep opportunities 	<ul style="list-style-type: none"> o Maintain records of assessments. o Log of HS Guidance sessions to explain assessment scores and advise students o Digital Student Portfolios that house artifacts, such as student written products and presentations, records of community service, student resumes or curriculum vitae o College and Career Ready Graduate (CCRG) o Biotech Health Science III Honors Students- Job Shadowing at local/nearby healthcare facilities

Approved 10.10.2022