
Warren County High School

School Improvement Presentation
November 2020

Mr. John O. Green, Principal

Forward ever, backwards never!

MISSION

WCHS will provide a quality educational experience by fostering relationships, building connections, and establishing a sense of community. Students will mature into global leaders who will be college and career ready.

VISION

With high expectations for each student, Warren County High School strives to prepare each individual to be a critical thinker, a global competitor, and a lifelong learner.



Our Leadership Team

Principal, Mr. John O. Green

Assistant Principal/Process Manager, Dr. Keesha Lewis

Instructional Coach/MTSS Coach, Dr. Angela Richardson

Dean of Students, Mr. Paul Plummer

- Leadership Team Chair, Ms. Denise Jones
- Chill-out, Ms. Brenda Bullock
- Counselor/Media, Mrs. Crystal Boyd
- CTE, Ms. Pamela Jordan
- JROTC, Col. Theodore Paige
- English, Mrs. Shimey Masters-Braxford
- Spanish, Mrs. Valeria Rodriguez
- Social Studies, Ms. Christen Strickland
- Social Worker, Mrs. Lakola Andrews
- Parent, Ms. Qiana Taylor



Previous Performance Data

Year	School Grade	Growth Status
2014	C	Met
2015	D	Not Met
2016	D	Not Met
2017	D	Not Met
2018	C	Not Met*
2019	D	Not Met

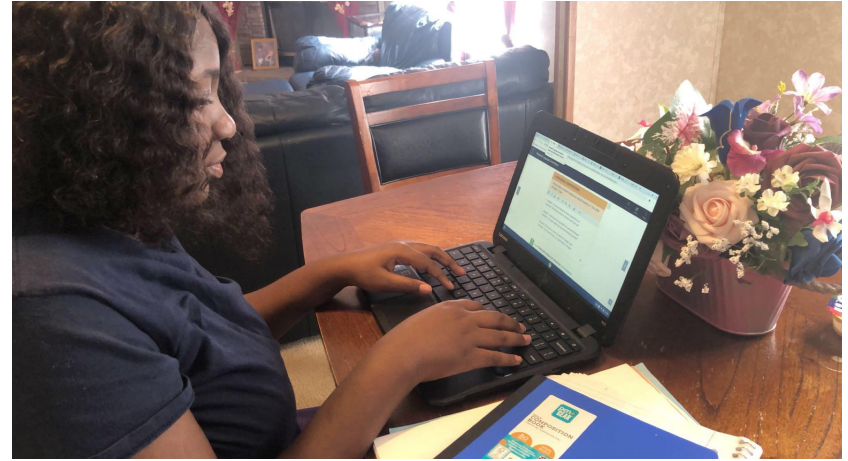
While WCHS earned a C in 2018, that was due to accountability and participation. Summative test scores were not high enough to demonstrate growth. Also, within that year, less than 30 biology (EOC) students were tested; therefore, Biology EOC scores were not factored into accountability.

Previous Performance Data: EOC Proficiency

	Biology EOC	Math I EOC	English II EOC	Math III EOC
2017 - 2018	52%*	22%	34%	N/A
2018 - 2019	5.9%	<1%	22.9%	8.4%
2019 - 2020** <i>Fall 2019 testing only</i>	2.56%	20%*	31%	12%; 66% for* accountability
Trends	<i>In 2018 (marked by 52% proficiency) only 13 students in an Honors Biology class were tested. Seven of which achieved proficient scores.</i>	<i>**For 2020, there were only 10 students to test for Math I.</i>		<i>In the Fall of 2019, 41 Math III students were tested, in which 12% demonstrated proficiency. However, only 3 of those students were factored into accountability--2 of which demonstrated proficiency (66%).</i>

Culture of Continuous Improvement

- Revamped PLCs focused on teacher efficacy
- Continuous cycle of instructional modifications based on student performance
- Data driven PLCs and Instruction
- Relevant Assessments (SchoolNet, Problem-Attic)
- Continuous cycle of unpacking state standards
- Consistent Staff Celebrations



Strategic Plan for Continuous Improvement

<i>*Obtained from Needs Assessment</i>	Staff Morale *Staffing Flexibilities	*Calendar Flexibilities *Budget Flexibilities	Student Performance Teacher Efficacy
Specific	<p>Provide instructional and emotional support to teachers on a consistent (weekly) basis through PLCs, and instructional coaching sessions.</p> <p>Continuing to hire educators with content-related backgrounds (restart) to ensure that our staffing and educational needs are met. Consistent instructional support will be provided to restart teachers on a weekly basis through PLCs and coaching sessions.</p>	<p>To efficiently and effectively design an instructional calendar with ample opportunities for collaboration, data analysis, and instructional modification by July 2021.</p> <p>To utilize funding to recruit licensed applicants with advanced degrees, as a means of shaping and establishing a network of highly-qualified educators.</p>	<p>By delivering high quality instruction that is relevant and standards-based; and assessing the delivery of the instruction through relevant assignments and assessments on a consistent basis, student growth will be achieved.</p> <p>By analyzing student assessment data (formative and summative), and valid and reliable manner, instructors will be able to make instructional modifications that will increase their efficacy and improve student achievement.</p>
Measurable			
Achievable			
Relevant			
Time-Based			

Action Steps - Incomplete Key Indicators

Implementation Efforts & Action Steps

School Improvement Indicator

A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level - 80%



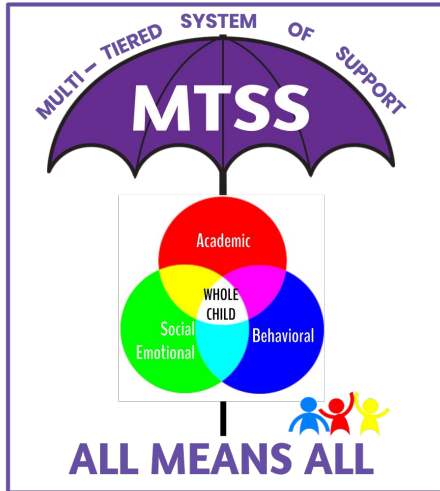
- **PLC Meetings/Documentation** - each department will meet weekly to discuss instructional best practices, assessment data, student performance, and co-planning/unpacking. The purpose of the professional learning community is to increase both student and teacher efficacy.
- **Professional Workdays/School-Led Professional Development**
- **The administrative staff will begin working on the 2020-2021 school schedule to ensure that EOCs and NCFE* courses have access to similar planning periods when/if available.**

**As of 2020-2021 - the NCFE will not be administered*

Action Steps - Incomplete Key Indicators

School Improvement Indicator

A4.01 The school implements a Tiered Instructional System that allows teachers to deliver evidence-based -
75%



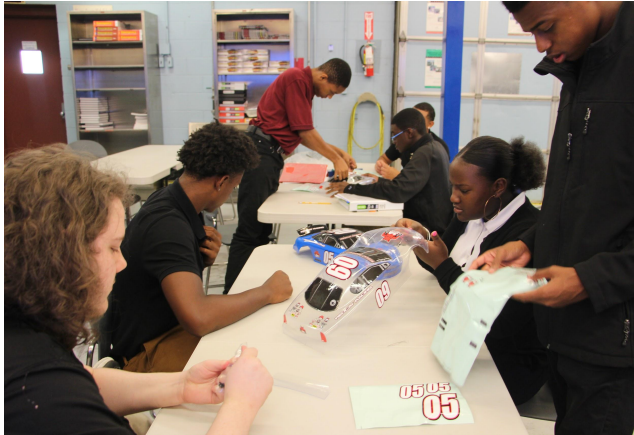
Implementation Efforts & Action Steps

- PLC Templates designed by Dr. Richardson/Dr. Lewis to steer the focus of PLC meetings: These templates allow teachers to unpack state standards, collect meaningful data from assessments, and screen the reliability and validity of assignments.
- Standards-Based Testing
- MTSS (Scott/Richardson) - Multi-Tiered System of Support - providing targeted support for struggling students
- Data team shares findings on academics, behavior, and attendance at SIP meetings

Action Steps - Incomplete Key Indicators

School Improvement Indicator

A4.16: The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level. 67%



Implementation Efforts & Action Steps

- Admin-led meetings with each grade level (Principal Green)
- Senior Class Support Team (monthly senior meetings, senior adviser, counseling services, UNC College Adviser) - Pam Jordan
- 8th Grade Facility Tour (Odessa Perry)
- *Foundational courses*
- College Advisory: College Visits
- Guidance Informational Sessions (Garner and Boyd)
- SGA (Student Government Association)
- Parental Involvement: Accountability Night, Senior Night, Parent Conferences, Parent Portal
- CTE Career Readiness (Jordan, Perry)

Action Steps - Incomplete Key Indicators

School Improvement 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. **75%**



Implementation Efforts & Action Steps

- **Data Team** - a network of educators dedicated to collecting analyzing and sharing various forms of student data (academic, social/emotional, attendance, and behavioral)
- **PLCs** - enables educators to create benchmarks for themselves and students. PLCs are targeted to support teachers in unpacking state standards, making/revising relevant assessments and assignments, and analyzing student performance data to increase teacher efficacy.
- **Summative Evaluations (NCEES)** - a compilation of evaluation ratings from formal observations
- **EVAAS (Value Added Evaluation System)** - evaluates the performance of teachers utilizing student performance data on summative exams {EOCs, NCFEs, CTEs}, and ranks them based on their effectiveness.
- The leadership team will continue to meet **twice monthly** to assess progress and make the necessary revisions to the SIP

Action Steps - Incomplete Key Indicators

School Improvement Indicator

C3.04: The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff. **83%**



Implementation Efforts & Action Steps

- Staff Hospitality Committee
- Wingman - "My Eagle's Keeper" (staff peer-based support)
- Eagle High Flyer (EOTM) - Employee of the Month (now all-inclusive, voted by staff)
- Teacher of the year (TOY) - Voted on by staff
- NCEES Evaluation Portal
- Monitored Plans/Action Plans
- Human Resources
- Teacher Cadet Program - Training future educators

Action Steps - Incomplete Key Indicators

School Improvement Indicator

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). **71%**



Implementation Efforts & Action Steps

- Title I - parental involvement/Annual Parent Meeting
- School - Connect Messages - Principal Green
- October 10, 2019 Accountability Meeting to discuss academic expectations and support (Dr. Richardson Dr. Lewis and Principal Green)
- Newsletter (C. Boyd)
- Parent Contact Logs (Teachers)
- Parent Teacher Conferences
- Social Media (P. Jordan/C. Boyd)
- School Webpage (P. Jordan/O. Perry)
- Parent portal (C. Boyd)
- Report Cards/Progress Reports (Administration)
- Establish a PTO
- Teachers set up Google Classroom/Websites

Progress From Previous Years

2019

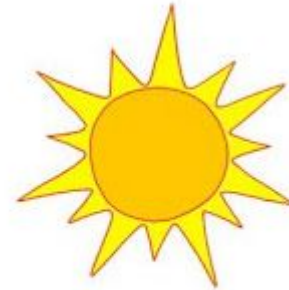
- English II Proficiency 22.9%
- ACT Participation < 85%



Where to Grow?

2020

- English II Proficiency 31%
- ACT Participation 100%



What Glowed?

Our Aim: The Instructional Flywheel!

Our areas of growth!

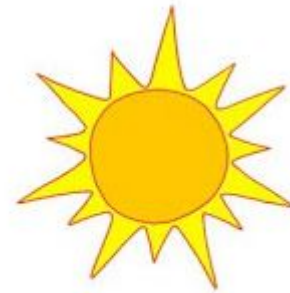
- Student growth (percentile rank)
- Student proficiency (passing score)
- Assignments that are **completely** aligned to standards
- Rigorous, relevant assignments



Where to Grow?

Where we GLOW!

- Standards-based assessments
- Standards-based instruction
- Classroom management
- Unpacking our standards!



What Glowed?

Questions?

