

NBHS

School Improvement Plan 2012-2014



Our mission is to establish a strong foundation for life-long learning by nurturing, guiding, and challenging all students to become responsible, productive members in a 21st century global society.

Buncombe County Schools
2012 – 2014 School Improvement Plan
North Buncombe High School

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North Buncombe High School

Statement of Assurance

The School Improvement Team, with input from faculty, staff, and community members, has developed the following plan. This plan is based on an analysis of the data collected in the areas of academics, climate/culture, and demographics/school characteristics in conjunction with both the No Child Left Behind and N.C. Accountability Guidelines. The following AdvancED Accreditation Standards for Quality Schools are addressed in this plan:

NCSBE Goals

- Globally Competitive Students
- 21st Century Professionals
- Healthy & Responsible Students
- Twenty-First Century Systems
- Strong Family, Community, and Business Support

AdvanceED Standards

- Purpose and Direction
- Governance & Leadership
- Teaching & Assessing for Learning
- Resources and Support Systems
- Using Results for Continuous Improvement

Principal

Signature: _____
Assistant Principal: _____

Signature: _____
Teacher: _____

Signature: _____
Teacher: _____

Signature: _____
Teacher: _____

Signature: _____
Teacher: _____

Signature: _____
Counselor: _____

SIT Chairperson

Signature: _____
Instructional Support: _____

Signature: _____
Teacher: _____

Signature: _____
Parent: _____

Signature: _____
Parent: _____

Signature: _____
Teacher: _____

Signature: _____
Teacher: _____

Approved by secret ballot vote of the staff on _____
Date

Principal

SIT Chairperson

Please duplicate this page if needed to accommodate signatures of all School Improvement Team members.

Buncombe County Schools 2012 – 2014 School Improvement Plan

BCS Mission Statement

To collaborate with stakeholders to provide a safe, caring, rigorous and engaging learning environment that prepares all students to be Career and College Ready.

BCS Vision Statement

Buncombe County Schools' students will reach their full potential and become successful, responsible citizens in a diverse, global society.

North Buncombe High School

2012 – 2014 School Improvement Plan

Mission Statement

Our mission is to establish a strong foundation for life-long learning by nurturing, guiding, and challenging all students to become responsible, productive members in a 21st century global society.

Belief Statements

- 1. Our school will function as a learning community for all who have a stake in the success of the school.**
- 2. A safe, comfortable environment and the promotion of student learning and its application is the chief priority of the school.**
- 3. Students will demonstrate and apply their understanding of essential skills and knowledge through critical thinking and problem solving.**
- 4. Assessments of student learning should provide students a variety of opportunities to demonstrate their achievement of the expectations for their learning.**
- 5. Each student is a respected and valued individual with diverse, physical, social, and emotional and intellectual needs.**

**Buncombe County Schools
2012 – 2014 School Improvement Plan**

School Profile Narrative

School: North Buncombe High School

Describe your current reality in each of the three profile areas: Demographics/School Characteristics, Climate/Culture, and Academics.

Demographic/School Characteristics

North Buncombe High School is located in Northern Buncombe County. North Buncombe's diversity stems from the variety of socio-economic circumstances of its student body. The current enrollment at North Buncombe is 1092: 98% white, with less than 1% each of African American, Hispanic, Multi-racial, Asian, and Native American subgroups. However, we have a growing number of Hispanic students. We also have a growing number of students from Eastern Bloc countries (esp. Russia and the Ukraine) and Asian (esp. China and Thailand). Enrollment has increased nearly 80 students from the 2010-2011 school year. The number of students at NBHS who receive free or reduced lunch has doubled in the last four years. Currently 34.28% of the students at North Buncombe High school receive free and reduced lunch. NBHS has 112 SPED students and 189 AIG. In addition, there are 20 Limited English Proficiency students, 142 students with personal education plans, and 42 students with 504's.

North Buncombe is accredited by the state of North Carolina and the Southern Association. There are 71 certified teachers, three counselors, three assistant principals, two media specialists, one career technical education coordinator and one principal. Approximately 21 teachers are National Board Certified. Furthermore, 40% of the teachers hold an advanced degree. Most impressive is that 71% of the teachers have ten or more years of teaching experience.

NBHS had thirty-six dropouts for the 2011-2012 school years with a .035% dropout rate. There are several reasons for the success of the school with dealing with dropouts. The strategies that NBHS uses to deal with dropouts consist of social networking, Faculty with a unified focus, consistent and timely disciplinary action, and the Hawk Quest program.

Hawk Quest is intended to serve as a mentoring program for students. Faculty advisors serve as advocates for the students and keep track of their grades and behavior throughout the school year. Hawk Quest meets one time per week for 20 minutes. Lessons are taught every other week which are focused on interpersonal and communication skills. Registration for the coming year is conducted by advisor, student, and parents so that all stakeholders have a voice in the process.

The NBHS dropout committee is made up of counselors, administrators, a Student Response Leader and a graduation initiative representative. The sole purpose of the committee is formulating a plan to help students graduate. The dropout committee meets

weekly to discuss students who are having trouble with discipline, academics, attendance, and home life issues.

Social networking is one of the biggest dropout prevention strategies. These people could be Hawk Quest advisors, administrators, teachers, coaches, band director, chorus instructor, JROTC instructor or club sponsor. NBHS encourages in-coming students to participate in extra-curricular activities. NBHS calls this “Student Buy-in”. If students have a program, sport, or group that they want to be a part of, they will want to be successful in school.

At NBHS, there are over 350 athletes competing in 23 sports. NBHS finished 1st in the state in 3A Women’s Track and reached the state semi-finals in baseball. NBHS also took home a variety of individual athlete awards, including 5th place in Wachovia points in the Mountain Area Conference (MAC), 26 All Mountain Athletic Conference award winner, 2 MAC players of the year, 3 All-State athletes, four 3A conference championships, and two regional championships, and one team state championship (Women’s Track)

The award-winning NBHS band consists of approximately 120 students in the wind section, drum line, and color guard. The Marching Black Hawks perform during all football games and attend various marching competitions during the fall semester. Twenty five members of the band received All County honors last year. Four members received All State honors. Many students have received scholarships for their success in music.

The NBHS choral program consistently makes superior ratings at competitions and festivals. The top performing ensemble, Chamber Choir, took first place in our division in a nationally adjudicated festival in New York City. Both Chamber Choir and Advanced Chorus received a Superior rating at Large Ensemble and Small Ensemble Festival as well. The choral program is a comprehensive program working with beginning students through top performing ensembles.

The NBHS drama department produced four outstanding productions in 2011-2012, including one musical, two plays and an evening of student-directed one-act plays. A total of 60 students participated.

The NBHS NJROTC had 101 members and won 2nd place in the Pisgah Drill Meet. NJROTC also placed 1st in orienteering.

Climate/School Culture

North Buncombe High School strives to promote a professional and safe environment for its students, faculty, and staff. To maintain a positive relationship with their students, teachers are encouraged to maintain open lines of communication with parents and participate in after school and community events. The North Buncombe School Improvement Team reviewed the results of NC Teacher Working Conditions

Survey. Buncombe County Schools survey data was analyzed for parent participation. There were only 113 respondents; 73% of these responded positively about North Buncombe High school

The survey revealed that teachers were dissatisfied with the quality of professional development in 2011-2012. Much of the professional development was focused on the roll-out of North Carolina Race to the Top initiatives, including Common Core and Essential Standards for Core Academics, new testing and curriculum in CTE, NC Falcon training for formative assessment strategies and Balanced Literacy Initiatives. Faculty felt they lacked time to work with department members on curriculum.

The School Improvement Team met during the summer vacation to set norms for the committee and define the job, goals, and responsibilities of the Team. The team used an activity to write, organize, prioritize the jobs/goals of SIT, and double checked them against the By-laws. The team also discussed upcoming policy changes such as attendance makeup, progress reports, PBIS, improved communication with the community, PLCs, 2nd chance Breakfast, and changes to Open House.

Academic Achievements

North Buncombe High School graduated 237 students in the class of 2012, of which 50% are attending four-year universities, 13% are attending two-year community colleges, 6% entered the workforce, and 3% entered the military.

149 students took the SAT in 2011-12. The mean score on for our students was 1075, with a mean score of 552 verbal and 553 math, above the average of 1055 for Buncombe County Schools, and well above the average for North Carolina 1001 and the United States 1011.

Student performance in Career and Technical Education continues to exceed expectations at North Buncombe High School. Approximately 900 students took CTE courses at NBHS in 2011-2012. Out of 1140 tests given, 90.63% scores were at or above proficiency. Out of the 36 courses tested, 32 courses were at or above proficiency. North Buncombe is the only high school in Buncombe County to have all 6 of Career and Technical Program Areas average scores above proficiency.

Nearly 42% of the Class of 2012 took at least one AP course. Sixteen percent of our students earned AP Scholar Awards for 2011-2012. North Buncombe students have signed up to take 403 AP exams in 13 AP courses this year, which is a 11% increase in numbers of exams given last year here.

In 2011-2012, 220 students took the SAT. Seniors in the class 2012 had a mean verbal score of 522 and a mean math score of 553, with a total mean score of 1075. Of the class of 2012, 50% are attending four-year universities, and 41% are attending two-year community colleges where the SAT is not required for admission.

Student performance on the North Carolina End of Course tests continue to show overall progress. Percentages of students passing the state EOC exams increased in two tested areas from 2010- 2011 school year to the 2011-2012 school year, English I and

Biology I. The overall Performance Composite of Level III and IV on the three tested areas increased from 79.7% in 2010-2011 to 80.6% in 2011-2012. Student passing rates here do not include attendance summer school or academic makeup. One concern is a drop in Algebra I scores from 76.9% in 2010-2011 to 74.3% in 2011-2012. This may be due in part to new faculty members in the math department, several of which are ILTs.

Buncombe County Schools 2012 – 2014 School Improvement Plan

School: North Buncombe High School

Attendance

School Year	Attendance Rate
2009 - 2010	93.00
2010 - 2011	93.76
2011 - 2012	93.8
2012 - 2013	
2013 - 2014	

Source: NCWISE Reporting Hub Attendance Rate (Enter Start & End Date)

Buncombe County Schools

2012 – 2014 School Improvement Plan

School: North Buncombe High School

Performance Standards – % Scoring at Levels III & IV

Test	2009 - 10	2010 - 11	2011 - 12	2012 - 13	2013 - 14
Math A					
Algebra I/Integrated II	87.6	76.9	74.3		
Biology	85.4	83.1	84.9		
English I	84.8	82.1	82.9		
English II					
Performance Composite			80.6		

Information for this chart is found on the ABCs Summary Report (Proficiency and Growth) that is provided to Principals by the BCS Testing and Accountability Department.

Honor School of Excellence: 90%-100% at or above grade level, meet expected or high growth and meet all AYP goals.

School of Excellence: 90% at or above grade level and meets expected growth.

School of Distinction: 80% at or above grade level and meets expected growth.

School of Progress: 60%-79% at or above grade level and meets expected or high growth.

Priority School: 50%-59% at or above grade level and meet less than expected growth or expected growth or high growth.

No Recognition: Less than expected growth.

80% for School of Distinction and 90% for School of Excellence refers to the Performance Composite for all ABCs tests administered at the school. Performance standards do not carry monetary rewards.

Please note: This form is likely to be revised Fall, 2012 to require reporting of student performance on the ACT test, pending additional information related to the availability of summary reports. In addition, the criteria and categories for school recognition will change for the 2012-13 school year.

Buncombe County Schools

2012 – 14 School Improvement Plan

School Year: 2011-2012

School: North Buncombe High School

Annual Measurable Objectives (AMO) Report*

READING

Grade: 10

	All Students	American Indian	Asian	Black	Hispanic	Multi-Racial	White	Free/ Reduced Lunch	Limited English Proficiency	Students with Disabilities
Number of Students	276	1	1	3	12	12	247	105	3	25
Number of Students Tested	270	1	1	3	11	12	242	102	2	23
Percent Tested							88.8			
Met 95% Target Goal?		Insf. data	Insf. data	Insf. Data	Insf. Data	Insf. Data	MET	MET	Insf. Data	Insf. data
Number of Students (Full Academic Year)										
Target Goal Percent Proficient (At or Above Grade Level)	87.2	75.5	88.4	77.8	80.2	89.5	93	78.9	42.0	50.9
Percent Proficient (At or Above Grade Level)	88.5	*	*	*	*	*	88.8	85.3	*	*
Met AMO Goal?	MET	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data	MET w/ Safe Harbor	MET	Insf. Data	Insf. data

*May attach AMO Report from DPI website annually

Total Number of AMOs	15
Number of AMOs Met	14
Percentage of AMOs Met	93.3

Buncombe County Schools

2012 – 14 School Improvement Plan

School Year: 2011-2012

School: North Buncombe High School

Annual Measurable Objectives (AMO) Report*

MATH

Grade: 10

	All Students	American Indian	Asian	Black	Hispanic	Multi-Racial	White	Free/ Reduced Lunch	Limited English Proficiency	Students with Disabilities
Number of Students	276	1	1	3	12	12	247	105	3	25
Number of Students Tested	265	1	1	3	12	11	237	101	3	23
Percent Tested		*	*	*	*	*			*	*
Met 95% Target Goal?		Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Met w/ avg.	Not met	Insf. Data	Insf. Data
Number of Students (Full Academic Year)										
Target Goal Percent Proficient (At or Above Grade Level)	84.0	75.9	92.2	72.0	80.8	84.7	90.1	75.7	56.2	51.1
Percent Proficient (At or Above Grade Level)	84.5	*	*	*	*	*	85.2	77.2	*	*
Met AMO Goal?	Met	Insf. Data	No Data	Insf. Data	Insf. Data	Insf. Data	Not Met	Met	Insf. Data	Insf. Data

*May attach AMO Report from DPI website annually

Total Number of AMOs	15
Number of AMOs Met	14

Percentage of AMOs Met	93.3
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Buncombe County Schools

2012 – 2014 School Improvement Plan

School Year 2011-2012

School: North Buncombe High School

Summary of Students Passing Courses Required for Graduation

	Membership	Number Passed	Percent Passed
English I	274	261	95.3
English II	302	291	96.4
English III	237	230	97.0
English IV	213	211	99.1
Integrated Math I/Algebra I	197	173	87.8
Integrated Math II/Geometry	338	310	91.7
Integrated Math III/Algebra II	223	202	90.6
Earth and Environmental	277	237	85.6
Biology	274	255	93.1
Physical Science	138	114	82.6
Chemistry	126	115	91.3
World History	226	216	95.6
US History	280	273	97.5
Civics and Economics	301	299	99.3
Health/PE (required)	280	278	99.3

Buncombe County Schools

2012 – 2014 School Improvement Plan

School: North Buncombe High School

Parent/Community Involvement

Number of Volunteer Hours / Number of Students
Mentored

Volunteers

Year	Total Volunteer Hours
2009 - 2010	4200
2010 - 2011	4300
2011 - 2012	1360
2012 - 2013	
2013 - 2014	

Mentors

Year	Total # of Staff	Staff as Mentors	Students Served
2009– 2010	100	100	1180
2010 – 2011	98	98	1161
2011– 2012	125	72	1084
2012 - 2013			
2013 - 2014			

Year	Volunteer Mentors	Students Served
2009– 2010	20	15
2010 – 2011	25	20
2011 - 2012	9	1100
2012– 2013		
2013 - 2014		

Buncombe County Schools
2012 – 2014 School Improvement Plan

School: North Buncombe High School

Safe Schools Data

End of Year Total Number of Legally Reportable Acts

2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014
25	32	42		

End of Year Total Number Days of BCATS (HS Only)

2011 - 2012	2012 – 2013	2013 – 2014
130		

End of Year Total Number Days of Suspension

	2011 - 2012	2012 - 2013	2013 - 2014
Short Term			
Long Term (>10)	35		

Buncombe County Schools

2012 – 2014 School Improvement Plan

School: North Buncombe High School

Dropout Data

School Year	# of Students	% Based on ADM
2009 - 2010	31	3.00
2010 - 2011	29	2.73
2011– 2012	36	

		3.55
2012– 2013		
2013 - 2014		

Buncombe County Schools

2012 – 2014 School Improvement Plan

North Buncombe High School

Plan for Duty-Free Lunch (to the extent possible)

Administrators cover both the cafeteria and the hallways to provide teachers with a well-deserved “duty free” lunch. Often teachers will tutor or conference with students during lunch time. We do schedule common lunches for every department so they are able to hold weekly departmental meetings at a designated time during the school week. Administrators attend these meetings as well.

Plan for Daily Duty-Free Planning (to the extent possible)

Teachers are scheduled for a ninety minute “planning period” on each school day without any supervisory responsibility so that they will have adequate time for lesson preparation and collaborative planning. Departments are encouraged to schedule weekly meetings with their departments and planning periods are purposely scheduled by department in order to support this endeavor. The administration makes a conscious effort to avoid pulling teachers from planning; although it is sometimes unavoidable for the safety and well-being of the school as a whole. Most teachers are very open when asked to cover or assist in another area of the school when the need arises. On a very few occasions during the school year it becomes necessary to schedule staff development training during teacher planning periods but these sessions are very rare.

Buncombe County Schools

Continuous Improvement Plan

2012– 2014

School: North Buncombe High School

SAT Test Data

On the BCS Testing Server under the GENERAL category, locate the SAT section. Print the information from the following tabs: Means, 5 Years, 3-Year Part, and Schools Mean Trend. Include the printed data behind this page in your document. Review the data. Write a brief analysis and the implications of the data as it relates to your school.

Analysis

The number of NBHS seniors who took the SAT in 2011-2012 was 149, out of a total class of 220. NBHS data reports for these 2011-2012 seniors show a mean reading score of 522, a mean math score of 553, with a mean total of 1075. This exceeds the North Carolina state mean score of reading 491 and math 506. It also surpasses the global reading score of reading 496, math 514. Of the senior class 2011-2012, 50% are attending four-year universities and 41% are attending two-year community colleges where the SAT is not required for admission.

Implications

According to the College Board, the most effective way for students to prepare for the SAT is to take challenging and rigorous courses, study hard, and read and write extensively. North Buncombe continues to offer the PSAT and SAT at our school and encourages students to study practice test questions available online and in free booklets. Students are advised of SAT test preparation workshops available locally. Students are made aware of the importance of PSAT and SAT through classroom guidance, parent meetings, announcements and bulletin boards, and Hawk Quest advisement throughout the year. Because all 10th graders took the PLAN test and all 11th graders took the ACT during the school day in 2011-2012, our school acquired extensive baseline data as well as giving our students exposure to standardized college admission exam content.

Buncombe County Schools

2012 – 2014 School Improvement Plan

School: North Buncombe High School

AP Enrollment Data

On the BCS Testing Server under the GENERAL category, locate the Advanced Placement (AP) Report. Print the information from the following tabs: Summary and Stats. Include the printed data related to these two items behind this page in your document. Review the data. Write a brief analysis and the implications of the data as it relates to your school.

Analysis:

The number of students taking AP Classes has increased in 2012-2013, and the variety of AP course offerings has increased yearly, thanks in part to the North Carolina Virtual Public School (NCVPS). According to the College Board's most recent school report, 42% of the NBHS class of 2012 took at least one AP course in their high school career with a score of 3 or higher. Although the number of AP exams and the number of students taking AP courses was at its highest in 2012, NBHS students will take 403 AP exams in 13 AP courses in May 2013, an 11% increase over the number of exams given in 2012. There were 48 AP scholars in 2012 who scored 3 or higher on 3 or more AP exams, representing 16% of all AP students (see attached CIP form 17a).

Implications:

NBHS students must maintain rigor in classroom studies throughout high school in order to compete at the college level. In 2011-12, NBHS 10th graders took the PLAN test, and a limited number of students took the PSAT, offering data for AP recommendations. Students with potential for success in AP courses are identified and encouraged to take AP courses, as many public and private universities consider the number of AP courses taken making their admission selections. However, scheduling conflicts involving AP courses offered in the same block keep some students from getting all of the AP courses that they want during their high school career. NCVPS allows more students the full benefit of AP course offerings within their four years of high school. The number of AP exams and the number of students taking AP courses was at its highest in 2012, and the average score in each subject area was similar to years past.

The data sheets attached to this page are the latest that were available at the time that we submitted this report. These sheets will be updated as data for 2011-2012 becomes available later this year.

Buncombe County Schools
2012 – 2014 School Improvement Plan
Building Level Waiver Request

School: North Buncombe High School

1. Please insert the waiver you are requesting.

2. Please identify the law, regulation, or policy from which you are seeking an exemption.

3. Please state how the waiver will be used.

4. Please state how the waiver will promote achievement of performance goals.

Buncombe County Schools
2012 – 2014 School Improvement Plan
Building Level Waiver Request

School: North Buncombe High School

5. Please insert the waiver you are requesting.

Request the flexibility to move funding between state categories to the maximum extent allowed by the General Assembly and the Department of Public Instruction.

6. Please identify the law, regulation, or policy from which you are seeking an exemption.

The principal, in consultation with the School Improvement Team reserves the right to request ABC transfers of funds between categories in any manner that furthers the accomplishment of the school's mission.

7. Please state how the waiver will be used.

The transfers of funds between categories will assist in accomplishing the school's mission to better meet the educational objectives for students.

8. Please state how the waiver will promote achievement of performance goals.

Flexibility of funding will help provide resources for quality instruction as determined by the local school administration and the School Improvement Team.

Buncombe County Schools
2012 – 2014 School Improvement Plan
Building Level Waiver Request
School: North Buncombe High School

9. Please insert the waiver you are requesting.

Request a class size waiver for individual academic classes.

10. Please identify the law, regulation, or policy from which you are seeking an exemption.

Public School Law: 115C-301 - Allocation of teachers, class size.

11. Please state how the waiver will be used.

Within the school, administrators need the flexibility of assigning smaller numbers of students to one class which may result in larger classes scheduled during the same time period.

12. Please state how the waiver will promote achievement of performance goals.

To accommodate student needs, staffing and specialized courses schools need flexible scheduling. This waiver will give us the flexibility to assist low achieving students through smaller classes, therefore providing the individualized instruction and support necessary for them to achieve success.

Buncombe County Schools

2012 – 2014 School Improvement Plan

Mid-Year Reflection for School Year: _____

School Name: North Buncombe High School

Date:

Please list each current SIP Goal/Objective and provide a brief description of progress to date. Please modify this form as necessary to complete the Mid-Year Reflection.

SIP Goal/Objective #1:

Progress to Date:

SIP Goal/Objective #2:

Progress to Date:

SIP Goal/Objective #3:

Progress to Date:

Signatures below indicate the School Improvement Team has participated in the development of the School Improvement Plan Mid-Year Reflection as submitted.

Principal	SIT Chairperson
Signature: _____ Assistant Principal	Signature: _____ Instructional Support
Signature: _____ Teacher	Signature: _____ Teacher Assistant
Signature: _____ Teacher	Signature: _____ Parent
Signature: _____ Teacher	Signature: _____ Parent
Signature: _____ Teacher	Signature: _____ Position:

Buncombe County Schools

2010-2012 School Improvement Plan

Progress Report for School Year: 2011-2012

North Buncombe High School

How did your School's Vision, Mission and Belief Statements guide your actions throughout the school year?

At North Buncombe High School, we believe in providing a foundation for life-long learning through our educational programs. In 2012, North Buncombe High School had a graduation rate of 83.7, continuing a five year span exceeding 80%. Additionally, our dropout rate continues to be low at 3.3%, one of the lowest in the county and far lower than the North Carolina average.

Our Safe Schools initiative continued its record of safety to provide a positive environment for students to learn. This Safe Schools initiative continues to make our school a desirable place to learn and work for both students and faculty.

At North Buncombe High School, each student is a valued individual and our faculty is actively engaged in the "Hawk Quest" program, which provides guidance and stability for our students through their four years of high school.

CIP Objective 1: To decrease the percentage of courses failed by 10% (Safe Harbor Formula)

Accomplishments: During the 2011-2012 school year, NBHS students had a pass rate of 93.6% or better in the 9 courses required for graduation. Largely, our average has stayed the same, with 9 courses within .1% of previous totals. U.S. History was the only course who met the goal with Safe Harbor Formula. This may be due in part to the largest teacher turnover in North Buncombe High School history, which has taken place in the last two years. This goal was partially met.

CIP Objective 2: To promote a positive, professional working environment for all faculty and staff personnel.

Accomplishments: This year's teacher working conditions survey results indicate many positives. More teachers report that they are protected from duties that interfere with their essential role of educating students, and our "duty free" lunch continues. Teachers also report that our school remains a clean and safe environment in which to work and learn, and we are provided with essential resources to do our jobs. For the coming years, we have implemented interdepartmental Professional Learning Communities (PLC) to address a need for teachers to make decisions using Common Core and Essential Standards criteria, provide time for teachers to work together toward the common goal of student learning, and become more effective leaders in the school. We have also implemented a Balanced Literacy Team to assist teachers throughout the school in helping to teach students to "read" in each content area. It is apparent that this goal was met.

CIP Objective 3: To broaden communication and involvement of stakeholders in the North Buncombe Community.

Accomplishments: North Buncombe High School continues to stay active in the community. In addition to the large numbers of students involved in music, clubs, and sports, NBHS continues to update its website and has increased the number of weekly messages (including each Sunday night) on the School Messenger to inform parents and students of what's going on at NBHS each week. Faculty and students have access to the Moodle, where the NBHS school calendar, School Improvement and Safe Schools minutes, and other information pertinent to students and faculty is published on a daily or weekly basis. Email groups for committees, departments, and student clubs have also been utilized. This goal was met

CIP Objective 4: To decrease the percentage of non-proficient students by 10% on EOC and CTE Post Assessments (Safe Harbor Formula).

Student performance in Career and Technical Education continues to exceed expectations at North Buncombe High School. Approximately 900 students took CTE courses at NBHS in 2011-2012. Out of 1140 tests given, 91.63% scores were at or above proficiency. Out of the 36 courses tested, 32 courses were at or above proficiency. North Buncombe is the only high school in Buncombe County to have all 6 Career and Technical Program Areas mean scores above proficiency.

Student performance on the North Carolina End of Course tests continue to show overall progress. Percentages of students passing the state EOC exams increased in two tested areas from 2010- 2011 school year to the 2011-2012 school year, English I and Biology I. The overall Performance Composite of Level III and IV on the three tested areas increased from 79.7% in 2010-2011 to 80.6% in 2011-2012. Student passing rates do not include attendance summer school or academic makeup. One concern is a drop in Algebra I scores from 76.9% in 2010-2011 to 74.3% in 2011-2012. This is due in part to all Introduction to Math students going on to Algebra I, regardless of their performance in Introduction to Math. In addition, the North Buncombe Middle School has almost

doubled the number of students taking Algebra I in the 8th grade. Therefore, we experienced growth, but not the goal of 10%.

Date: September 2012	Rev
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LEA: BUNCOMBECOUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards
<input checked="" type="checkbox"/> NC public schools will produce globally competitive students. <input checked="" type="checkbox"/> NC public schools will be led by 21st Century professionals. <input type="checkbox"/> NC public school students will be healthy and responsible. <input type="checkbox"/> Leadership will guide innovation in NC public schools. <input checked="" type="checkbox"/> NC public schools will be governed and supported by 21 st Century systems.	<input checked="" type="checkbox"/> All students will graduate as high-achieving and globally-competitive learners with 21st Century skills. <input type="checkbox"/> All learning environments will be safe, respectful, caring and produce healthy and responsible students. <input checked="" type="checkbox"/> Quality teachers, administrators and staff will provide an innovative and effective educational program for all students. <input type="checkbox"/> Systems will be in place to inform, educate and engage the community to build support for schools and ensure accountability.	<input type="checkbox"/> Purpose and Direction <input type="checkbox"/> Governance & Leadership <input checked="" type="checkbox"/> Teaching & Assessing for Learning <input checked="" type="checkbox"/> Resources and Support Systems <input checked="" type="checkbox"/> Using Results for Continuous Improvement

SIP Goal/Objective: To decrease the percentage of non-proficient students so that EOC/CTE post assessment proficient scores will increase by 10% as measured by state assessment data on EOC/CTE post assessments.

Strategies:

1. Bi-monthly departmental PLC's to create alignment with Common Core and Essential standards (create, implement, and evaluate common assessments to improve student learning).
2. Implement Balanced Literacy strategies in all content areas with guidance of the Balanced Literacy Team

Professional Development:

The Balanced Literacy Team will educate faculty at monthly meetings on best practices Training and implementation of Common Core and Essential Standards Curriculum through Buncombe County Schools
Collaboration with colleagues and creation of content or skill based common assessments through PLCs

Technology:

CTE on-line web-based testing
EVASS data

Timeline	Evaluate Person(s) Responsible	Resources/Required Budget
June 2013	Administrators Faculty PLC Leadership Team members Balanced Literacy Team	Balanced Literacy Team PLC Leadership Team Literacy Coach Bulletin Board for Balanced Literacy strategies in the mailroom PLC Feedback

		Balanced Literacy Sample Lessons
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Date: Sept. 2012	Revised
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LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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SIP Goal/Objective: To increase mathematics proficiency of our white subgroup so that our total Annual Measurable Outcomes (AMO) will increase from 85.2% to 90.1% by June 2013 as measured by AMO data results.

Strategies:

1. Create a Data Team to disaggregate math data from various assessments
2. Data Team will present and make results available to faculty and PLC's

Professional Development:

1. Data Training to the Data Team by Connie Jones at BCS
2. Data Team will train School Improvement Team Members

Technology:

EVVAS data

Timeline	Evaluate Person(s) Responsible	Resources/Required Budget
Data Team created by January 2013 Training and Data Team work – June 2013	Administration School Improvement Team Data Team Faculty	Connie Jones, BCS Accountability/Data Team EVAAS NBHS Data and BCS Data State EOC and CTE post assessment data High School Data Coach Annual Measurable Outcomes PLC's

LEA: BUNCOMBECOUNTY	SCHOOL: North Buncombe High School
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SIP Goal/Objective: To improve communication so that all stakeholders will have participation in school improvement by increasing from 113 to 200 participants as measured by Buncombe County Schools survey.

Strategies:

1. Create a link on NBHS website for School Improvement Team (meeting dates, contact information for SIT members, and an interactive link for parent questions).
2. Establish a SIT Student Suggestion Box to be placed in the commons area for all students – checked monthly.
3. Provide weekly Parent Connection phone messages from the administrator and post on the NBHS website.
4. Encourage continued participation from the Hawk Club, Band Boosters and Athletic Boosters (publicize their activities and calendar of events).
5. Publicize the SIT minutes, school calendar (events, activities and meetings) on the school website.
6. Access Open House to find ways to improve parent attendance for Spring 2013.
7. Submit bi-weekly articles to the Weaverville Tribune to publish highlights of SIT meetings in the local community paper

Professional Development:

Website Training – BCS Technology Department

Technology:

NBHS Website
 School Messenger
 BCS Survey (Parents, Employee, and Student)
 Moodle

Timeline	Evaluate Person(s) Responsible	Resources/Required Budget
June 2013	School Improvement Team Administrators Community Students Faculty Cindy MacKiernan – Media	NBHS SIT Suggestion Box NBHS Website Weaverville Tribune – Community Paper

	Coordinator Kim Sprouse, SIT webmaster SIT Chair Webpage Designer, Michelle Smith	
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