

NBHS

School Improvement Plan

2014-2016



Our mission is to establish a strong foundation for life-long learning by *nurturing, guiding, and challenging* all students to become responsible, productive member of society.

Buncombe County Schools

School Improvement Plan

2014 – 2016

North Buncombe High School

Buncombe County Schools
2014 – 2016 School Improvement Plan
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Buncombe County Schools
2014 – 2016 School Improvement Plan

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

AdvancED Standards

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

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: _____

Approved by secret ballot vote of the staff on ___September 23, 2014_____ Date

Principal

SIT Chairperson

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

Buncombe County Schools 2014 – 2016 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
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 of a 21st century global society.

North Buncombe High School Belief Statements

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

Buncombe County Schools 2014 – 2016 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. The school's diversity has changed over the past two years. The ethnic diversity of the student body reflects 86.9% white, 9% Hispanic, 2% multi-racial, and less than 1% each of Asian, African American, and American Indian/Alaskan Native. As the diversity changes, the school creates more initiatives to support English as a Second Language learners. The current percentage of students at NBHS who receive free or reduced lunch is 36%. This number has steadily increased over the past two years and reflects the socio-economic diversity of the school community. There are 105 students with special learning needs currently being served by our Special Education program and regular education teachers. In addition to special education plans, 52 students have 504 plans and 20 students have Limited English Proficiency services.

North Buncombe High School is accredited by the state of North Carolina and the Southern Association of Colleges and Schools. There are 73 certified teachers, three Counselors, two Media Specialists, one Career Technical education coordinator, and one Principal and three assistant Principals. The staff includes more than 24 National Board Certified Teachers, and 30% of the teachers hold an advanced degree.

NBHS has only 13 student dropouts for the 2013-2014 school year. This is a 50% reduction in student drop outs from 2011-2012. The school utilizes student-teacher relationships, classroom interventions, and the Hawk Quest program, and a team that addresses student attendance, behavior and family issues to help find solutions.

In the Hawk Quest program, classroom teachers serve as student mentors for the same group of students throughout their four years of high school. These faculty mentor/advisors keep track of student progress and aid parents and students in the registration process. Hawk Quest meets for 20 minutes once each week. Lessons are taught periodically that reinforce good interpersonal and communication skills for students.

The NBHS At Risk Team focuses on those students who have one or more factors that make them at risk of non-completion of high school. The team meets weekly to discuss attendance, grades, and behavior for those identified. The team collects data and uses the 'plan, do, check, act' format to ensure prevention strategies are beneficial. The team includes the Principal, Assistant Principals, Counselors, Graduation Initiative representative, and the Student Support Counselor/Social Worker.

Student social interaction within the school is also a large component of the At Risk Team strategies for dropout prevention. Hawk Quest advisors, teachers, administrators, coaches, band directors, club sponsors, and community volunteers all play a part in encouraging and supporting students through extra-curricular activities. NBHS encourages students to find an activity and participate as a way to connect with the school. This 'buy-in' builds support for the student and results in improved academics and behaviors.

At NBHS, there are over 348 athletes competing in 23 sports. NBHS finished fourth place overall in Wachovia points in the Mountain Athletic Conference (MAC). The NBHS Baseball team was crowned champions for the regular season and conference tournament and advanced to the fourth round of the state playoffs. The Women's Tennis and Men's Basketball teams both advanced to the third round of the state playoffs. In Wrestling, the team finished first in the MAC tournament championship. The Cheerleaders were both state champions and national champions. NBHS also took home a variety of individual athletic awards. Two coaches were named conference "Coach of the Year" and 43 students were named "All Conference" in the MAC. One of our baseball players received national attention competing with an international baseball program with team USA. One wrestler was named State Champion in the 205 weight class and a Cross Country male athlete received "MAC Runner of the Year."

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 received All County honors last year. Three members were named honors All-State (Concert) and four were named honors All-State (Jazz). Band students continue to receive college scholarships for their success in music.

The NBHS Choral program continues to receive top honors with Superior ratings at competitions and festivals. The NBHS Drama program produces outstanding student performances throughout the school year with a musical each spring.

The NBHS JROTC program is growing and now boasts over 120 members. The Drill and Rifle program is expanding and students are participating in local drill meets.

Climate/School Culture

North Buncombe High School strives to promote a professional and safe environment for 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.

In reviewing results of the Teacher Working Conditions Survey, the School Improvement Team was able to address teacher concerns about professional development. The Professional Development committee will review all initiatives in order to redirect trainings so as to meet School Improvement goals.

Academic Achievement

North Buncombe High School graduated 217 students in 2014 of which 60% plan to attend post-secondary schools. Fifty-four percent are attending a four-year university/college, forty-two percent are attending a two-year community college including technical colleges, trade schools, business schools, and nursing schools. One percent enter military service while three percent enter the workforce.

The class of 2014 self-reported a total of \$3,800,000 in scholarships to 4-year universities and colleges, two-year community colleges, and the military. The scholarships awards include private and public scholarships, both academic and athletic.

The number of students taking Advanced Placement (AP) exams at North Buncombe has not increased, with 213 students taking 384 exams in 17 subject areas in 2014. As one of the smaller high schools in the county, North Buncombe High still has the second largest number of tests given in the district for 2014. North Buncombe has the second highest percentage of test takers scoring a level 3 or higher in the county. Sixty-four AP students were designated as AP Scholars, representing 30% of the 2014 test takers.

The number of NBHS seniors who took the SAT in 2013-14 was 145. NBHS data reports for these seniors show a mean critical reading score of 509, a mean math score of 534, a mean writing score of 478, with a mean total of 1521. The critical reading and math scores exceed national averages, but our writing scores fall short of the national average. All scores represent a higher average than the NC state score average; however, the NBHS writing score is only one point above the state average. Lower scores in the area of writing on the SAT are cause for a closer look at ways to increase this mean score.

Student performance on the North Carolina End of Course exams reflect an increase in proficiency, with Biology scores posting the highest increase. North Buncombe High School met growth on the School Accountability Growth Level standards for the state.

The North Buncombe High School CTE Department is working hard to improve opportunities for Career Development in our school. In the 2013-2014 school year, 168 North Buncombe students qualified to earn RACE articulated credit through their CTE courses. These credits may be transferred to the community college system in North Carolina, saving our students hundreds of dollars in college tuition.

The number of students earning CTE credentials is also on the rise. In 2013-2014, North Buncombe students earned 598 industry related credentials. These credentials included Certified Nursing Assistant (CNA), Microsoft Word, PowerPoint, Excel and Access, NCCER Carpentry, and WorkKeys. These credentials will give our students an advantage over non-credentialed applicants when entering the workforce. Last year 100% of the students who qualified to take the WorkKeys exam at North Buncombe sat for this test. Of the CTE concentrators tested, 74.40% achieved Silver or Gold certificates. This level places NBHS at the top for all Buncombe County Schools in both participation rate and percent at Silver, Gold, or Platinum status. The WorkKeys exam can be used by future employers to assess work place skills.

Career and Technical Post Assessment Data is also impressive at North Buncombe. 958 students were tested during the 2013-2014 school year in a variety of CTE courses. 86.97 percent of the students tested were found to be proficient in their subject areas through CTE Post Assessment testing.

Date 9/26/2014	Revised
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LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards	Title I Component
Globally Competitive Students 21st Century Professionals X Healthy & Responsible Students Twenty-First Century Systems X Strong Family, Community, and Business Support	X All students will graduate as high-achieving and globally competitive learners with 21st Century Skills. X All learning environments will be safe, respectful, caring and produce healthy and responsible students. X Quality teachers, administrators and staff will provide an innovative and effective educational program for all students. Systems will be in place to inform, educate and engage the community to build support for schools and ensure accountability.	Purpose and Direction Governance & Leadership Teaching & Assessing for Learning X Resources and Support Systems X Using Results for Continuous Improvement	School-wide Reform Strategies Instruction by Highly Qualified Teachers Attract highly qualified teachers Transition Plans X Parental Involvement X Support for Students Experiencing Difficulty X Teacher Involvement in Use of Assessment Coordination of Programs

SIP Goal/Objective: To increase the Cohort Graduation Rate (CGR) from 88% to 90% so that the number of students graduating within four years will increase by the June, 2016 reporting date as measured by NC CGR reporting process.

Strategies:

1. Continuing the NBHS Attendance and At Risk Team where counselors, administrators, Graduation Initiative representative, and school social worker will meet weekly to develop individual and school wide plans to help at risk students find success.
2. NBHS Attendance and At Risk Team will identify those students who are at risk of not completing graduation requirements in four years, using a list of most recognizable at-risk factors. Once identified, the team will create an individual plan for each student and continually track progress, including interventions with any stakeholder's input.
3. Teachers will create and implement classroom strategies for students identified as at risk and will keep data on success. This information will be available to the at-risk team and used for future strategies.

4. Counselors will create a plan to better address retention and student repeaters that maximizes use of the Course Recovery program and summer school. All students identified will be documented and data will be collected to monitor the progress of interventions.
5. NBHS will offer Attendance Study Labs (ASL) on Tuesday and Thursday afternoons for students to make up missed class time. Students will be able to recover a maximum of 32 missed class periods during each semester. This information will be shared on the Principal's weekly message, the school website, and during the Hawk Quest advisory time each week.
6. Hawk Quest, a teacher-student advisory program already in place, will be used to address academic and attendance requirements for graduation, ASL details, waiver forms, and tutoring options within the school.
7. Attendance waivers and appeals process will be shared on the school web site and in the Principal's weekly message. Each teacher will post Attendance Waiver forms in the classroom for students who have absences that may be waived. The Attendance Waiver Committee will meet weekly, as needed, to approve all attendance waivers meeting the district and school policy.
8. The Science department will offer attendance make up sessions in separate sessions from the school-wide ASL's. This is to provide students with one on one instruction for missed labs. The Science department will submit data on the number of days made up in this format.
9. Departmental Professional Learning Communities (PLC's) will collect data on the need for remediation for at risk students and the impact of remediation on student success.

School Improvement Plan—Objectives And Strategies

Date 9/26/2014

Revised

LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards	Title I Component
<input type="checkbox"/> Globally Competitive Students <input type="checkbox"/> 21st Century Professionals <input checked="" type="checkbox"/> Healthy & Responsible Students <input type="checkbox"/> Twenty-First Century Systems <input checked="" type="checkbox"/> Strong Family, Community, and Business Support	<input type="checkbox"/> All students will graduate as high-achieving and globally competitive learners with 21st Century Skills. <input checked="" type="checkbox"/> All learning environments will be safe, respectful, caring and produce healthy and responsible students. <input type="checkbox"/> Quality teachers, administrators and staff will provide an innovative and effective educational program for all students. <input checked="" 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 checked="" 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	<input type="checkbox"/> School-wide Reform Strategies <input type="checkbox"/> Instruction by Highly Qualified Teachers <input type="checkbox"/> Attract highly qualified teachers <input type="checkbox"/> Transition Plans <input type="checkbox"/> Parental Involvement <input type="checkbox"/> Support for Students Experiencing Difficulty <input type="checkbox"/> Teacher Involvement in Use of Assessment <input checked="" type="checkbox"/> Coordination of Programs

SIP Goal/Objective: To create a safe student learning environment **so that** student referrals decrease from the 2013-2014 ISS student days (361) / OSS student days (302) **as measured by** a 5% reduction per year for the 2014-2015 and 2015-2016 school years.

Strategies:

1. Create a clear, concise Student Handbook with annual updates so as to reflect changes in student needs and school policies. The printed copy of the Student Handbook will be given to each student within the first week of each school year. The Principal and Assistant Principals will hold grade level meetings during the first month of each school year to further explain expectations of student behavior and answer questions.
2. Hawk Quest Advisors will answer questions concerning student expectations of behavior during class and during student time in the hallways, Media Center, and cafeteria.
3. A SMART lunch committee will contact schools currently using this strategy and schedule committee visits and data collection. The committee will discuss the possibility of implementation of similar programs at NBHS based on data collection from departmental Professional Learning Communities (PLC's) concerning the need and effects of remediation on student learning.

School Improvement Plan—Objectives And Strategies

4. The SMART lunch committee will also investigate and collect data on the need for more student rewards during the school day, such as free time during SMART lunch. This data collection will be shared annually with the School Improvement Team.
5. The Safe Schools committee will review feedback from mandatory drills throughout each school year and assess changes to the committee's procedures. Feedback will come from outside agencies such as local law enforcement and local fire departments as well as teachers and students. Local agencies will be invited to all mandatory drills and asked to participate in debriefing sessions for timely feedback. This data and feedback will be kept by the Safe Schools committee and shared with the SIT annually.
6. The PBIS committee will continue to be trained and explore the implementation of a PBIS program at NBHS. The committee will report findings to the SIT at least once a semester and make recommendations about an implementation timeframe.

School Improvement Plan—Objectives And Strategies

Date 9/26/2014	Revised
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LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards	Title I Component
<p>X Globally Competitive Students X 21st Century Professionals <input type="checkbox"/> Healthy & Responsible Students X Twenty-First Century Systems <input type="checkbox"/> Strong Family, Community, and Business Support</p>	<p>X 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. X 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.</p>	<p>X Purpose and Direction X Governance & Leadership X Teaching & Assessing for Learning <input type="checkbox"/> Resources and Support Systems X Using Results for Continuous Improvement</p>	<p>X School-wide Reform Strategies X Instruction by Highly Qualified Teachers <input type="checkbox"/> Attract highly qualified teachers <input type="checkbox"/> Transition Plans <input type="checkbox"/> Parental Involvement X Support for Students Experiencing Difficulty X Teacher Involvement in Use of Assessment X Coordination of Programs</p>

SIP Goal/Objective: To increase the effectiveness of Professional Learning Communities (PLC’s) **so that** teachers **can** use data to accurately identify students in need of classroom interventions **by** the end of each grading period **as measured by** individual student progress.

Strategies:

1. The SIT will investigate ways to add more PLC time to the instructional day. One area to explore, SMART lunch, will be assigned to a SIT sub-committee. This committee will contact other schools already implementing this strategy and will assess its use at NBHS for PLC use.
2. The PLC Leadership Team will continue to identify and aid PLC’s in need of more support. The PLC Leadership Team will collect data from each PLC and measure effective use of the PLC to impact student learning. This data will be reported to the SIT each semester.
3. District required professional development days will be used to strengthen the initiatives already in place for the PLC’s. For the coming two school years, data collection and assessment will be a major focus of this professional development.
4. During professional development time, the PLC’s will adopt a school-wide instructional framework that addresses student needs. Once implemented, this framework will be used in each classroom to effectively identify the school’s culture of learning for all students.

School Improvement Plan—Objectives And Strategies

School Improvement Plan—Objectives And Strategies

Date 9/26/2014	Revised
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LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards	Title I Component
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SIP Goal/Objective: To increase the mean SAT scores from 2013-2014 score of 1521 **so that** students are more competitive college and scholarship applicants **by** 2015-2016 SAT score reports **as measured by** an increase to a mean score of 1550.

Strategies:

1. Counselors will create more effective identification procedures to ensure that more students participate in the SAT. This will include classroom information as well as the counseling website. The counseling PLC will address this area of concern and implement strategies.
2. The Balanced Literacy Team will be asked to address SAT strategies during the best practices portion of monthly faculty meetings. An SAT 'Word of the Day/Week' will be introduced during professional development. Teachers will be asked to assess their use of this information in a Balanced Literacy survey each semester.
3. The school-wide ACT data will be used to encourage students to explore all post-secondary choices. The comparison of the ACT and the SAT will be explained during a Hawk Quest advisory session, once a school year. The counseling department will create this lesson.

School Improvement Plan—Objectives And Strategies

Date 9/26/2014	Revised
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LEA: BUNCOMBE COUNTY	SCHOOL: North Buncombe High School
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NCSBE Goal	BCS Strategic Priorities	2012 AdvancED Standards	Title I Component
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SIP Goal/Objective:
Strategies:

Buncombe County Schools
2014 – 2015 Year-Long Professional Development Plan
School: North Buncombe High School

SIP Goal	Title of Activity Detailed Description	Date(s) Time	Target Audience	Person(s) Responsible	Funding Source/Resources Needed	Completion Date
Goal 1: Increase the Cohort Graduation Rate. Goal 4: Increase SAT mean scores.	Whole school PLC initiative: Building Our Culture of Learning <i>Break out session on data analysis and strategies for student mentoring including SMART lunch.</i>	10/28/14 12/01/14 4/20/15 10 hours	All Faculty	Professional Development Committee and Assistant Principal	No Funding Available/ Faculty 'Experts'	05/01/15
Goal 2: Improve discipline incidents and provide a safer school.	Whole school PLC initiative: Building Our Culture of Learning <i>Break out session on Instructional Framework as a means to keeping students focused; increased use and understanding of the PBIS model to address student behavior.</i>	10/28/14 12/01/14 4/20/14 10 hours	All Faculty	Professional Development Committee, PBIS Committee, Assistant Principal	No Funding Available/ PBIS Trained Faculty members	05/01/15
Goal 3: Implement data collection in PLC's to address student remediation needs. Goal 4: Increase SAT mean scores.	Whole school PLC initiative: Building Our Culture of Learning <i>Break out session on EVAAS, EOC/CTE data and other classroom data sources; training on how best to use data to improve student learning.</i>	10/28/14 12/01/14 4/20/14 10 hours	All Faculty	Professional Development Committee, PLC's, Assistant Principal, Principal	No Funding Available/ Faculty 'Experts'	05/01/15

**Buncombe County Schools
2014 – 2016 School Improvement Plan**

School: North Buncombe High School

Attendance*

School Year	Attendance Rate
2011 - 2012	93.8
2012 - 2013	95.64
2013 - 2014	95.36
2014 - 2015	
2015 - 2016	

*Source: Report: 10th month Year to Date Attendance Percentages for the School Year (this will be sent to you in June from the CO)

Buncombe County Schools 2014 – 2016 School Improvement Plan

School: North Buncombe High School

Federal and State AMO Targets and Performance Standards – Percent Proficient

AMO Targets	2011 - 12	2012-13	2013-14	2014-15	2015-16
Total Number of Federal AMOs	15	16	X		
Number of Federal AMOs Met	14	16	X		
Percentage of Federal AMOs Met	93.3%	100%	X		
Total Number of State AMOs		53	52		
Number of State AMOs Met		52	50		
Percentage of State AMOs Met		98.1%	96.2%		

Performance Standards	2011 - 12	2012 - 13	2013 – 14 (GLP)	2014 - 15	2015 - 16
Math I		46.4	62.5		
Algebra I/Integrated II					
Biology		41.4	64.9		
English I		NA			
English II		55.1	65.5		
Performance Composite		47.7	64.2		
Math Course Rigor		>95	>95		
The ACT		71.5	61.7		
ACT WorkKeys		78.6	74.4		
4-Year Cohort Graduation Rate		84.3	87.5		
5-Year Cohort Graduation Rate		87.6	87.1		
Graduation Project		YES	YES		

Information for this chart is found on the Ready Accountability Model ([State Targets Met](http://www.ncaccountabilitymodel.org)) website at www.ncaccountabilitymodel.org.

Buncombe County Schools 2014 – 16 School Improvement Plan

School Year: 2013-2014

School: North Buncombe High School

Annual Measurable Objectives (AMO) Report*

READING Grade 10

	All Students	American Indian	Asian	Black	Hispanic	Two or More Races	White	Economically Disadvantaged	Limited English Proficiency	Students with Disabilities
Eligible Students	284	<5	<5	<5	12	12	254	112	<5	26
Met 95% Participation	MET	INSF DATA	INSF DATA	INSF DATA	INSF DATA	INSF DATA	MET	MET	INSF DATA	INSF DATA
Tested Students (FAY)	265	<5	<5	<5	12	11	237	101	<5	23
Target Goals	84	75.9	92.2	72.0	80.8	84.7	90.1	75.7	56.2	51.1
Percent Proficient	84.5%						85.2	77.2		
Met Proficiency Target	MET	INSF DATA	INSF DATA	INSF DATA	INSF DATA	INSF DATA	NOT MET	MET	INSF DATA	INSF DATA

*May attach State Targets Met Report from DPI website at www.ncaccountabilitymodel.org. Included in this report is the performance of subgroups in Reading 10 (English II), Math 10 (Math I), Science 11 (Biology), Cohort Graduation Rate, The ACT, ACT WorkKeys and Math Course Rigor

Buncombe County Schools 2014 – 16 School Improvement Plan

School Year: 2013 - 2014

School: North Buncombe High School

Annual Measurable Objectives (AMO) Report*

Math Grade 10

	All Students	American Indian	Asian	Black	Hispanic	Two or More Races	White	Economically Disadvantaged	Limited English Proficiency	Students with Disabilities
Eligible Students	284	<5	<5	<5	12	12	254	112	<5	26
Met 95% Participation	MET	INSF DATA	INSF DATA	INSF DATA	INSF DATA	INSF DATA	MET	MET	INSF DATA	INSF DATA
Tested Students (FAY)	270	<5	<5	<5	11	12	242	102	<5	23
Target Goals	87.2	75.5	88.4	77.8	80.2	89.5	93.0	78.9	42.0	50.9
Percent Proficient	88.5						88.8	85.3		
Met Proficiency Target	MET	INSF DATA	INSF DATA	INSF DATA	INSF DATA	INSF DATA	MET/C	MET	INSF DATA	INSF DATA

*May attach State Targets Met Report from DPI website at www.ncaccountabilitymodel.org. Included in this report is the performance of subgroups in Reading 10 (English II), Math 10 (Math I), Science 11 (Biology), Cohort Graduation Rate, The ACT, ACT WorkKeys and Math Course Rigor.

Buncombe County Schools 2014 – 2016 School Improvement Plan

School: North Buncombe High School

EVAAS Academic Growth*

Record in Level whether your school **Exceeded**, **Met** or **Did Not Meet Expected Growth**.

Test/Subjects	2011 - 12		2012 - 13		2013 - 14		2014 - 15		2015 - 16	
	Index	Level	Index	Level	Index	Level	Index	Level	Index	Level
Math I	-2.4	NOT MET	1.2	EXCEED	0	MET				
Biology	-1.1	NOT MET	-2.4	NOT MET	0.5	MET				
English II			-0.8	NOT MET	0	MET				
ACT Composite				71.5		61.7				
SAT Composite										
School Accountability Growth Level					0.8	MET				
Teacher Effectiveness Growth Level										

*Math I thru SAT Composite data obtained from EVAAS at <https://ncdpi.sas.com>. Reports>School reports>Value added (choose subject)
Growth Data obtained from EVAAS –Reports>School Accountability Growth Level and Reports>Teacher Effectiveness Growth Level

Buncombe County Schools
2014 – 2016 School Improvement Plan

(Must be completed prior to July 1)

School: North Buncombe High School

Summary of Students Passing Courses Required for Graduation

	Membership	Number Passed	Percent Passed
English I	306	289	94.4
English II	270	260	96.3
English III	188	184	97.9
English IV	213	209	98.1
Math I	181	150	82.9
Math II	391	346	88.5
Math III	251	232	92.4
Earth and Environmental	325	294	90.5
Biology	270	255	94.4
Physical Science	134	121	90.3
Chemistry	105	100	95.2
World History	239	230	96.2
American History I	222	209	94.1
American History II	NA	NA	NA
Civics and Economics	84	83	98.8
Health/PE (required)	308	299	97.1

**Buncombe County Schools
2014 – 2016 School Improvement Plan**

School: North Buncombe High School

**Parent/Community Involvement
Number of Volunteer Hours / Number of Students Mentored**

Volunteers

Year	Total Volunteer Hours
2011 - 2012	1360
2012 - 2013	1420
2013 - 2014	1438
2014 - 2015	
2015 - 2016	

Mentors

Year	Total # of Staff	Staff as Mentors	Students Served
2011 – 2012	125	72	1084
2012 – 2013	123	71	1073
2013 – 2014	125	72	1075
2014 - 2015			
2015 - 2016			

Year	Volunteer Mentors	Students Served
2011 – 2012	9	1100
2012 – 2013	10	1073
2013 - 2014	19	1100
2014 – 2015		
2015 - 2016		

Buncombe County Schools
2012 – 2014 School Improvement Plan

School: North Buncombe High School

Safe School Data

End of Year Total Number of Legally Reportable Acts

2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
42	23	20		

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

2013 - 2014	2014 – 2015	2015 – 2016
73		

End of Year Total Number Days of Suspension

	2013 - 2014	2014 - 2015	2015 - 2016
Short Term	15.53/100 students		
Long Term (>10)	0		

Source: Data Manager can access reports in PowerSchool

Buncombe County Schools
2014 – 2016 School Improvement Plan

School: North Buncombe High School

Dropout Data

School Year	# of Students	% Based on ADM
2011 - 2012	36	3.55
2012 - 2013	22	2.08
2013 – 2014	13	1.25
2014 – 2015		
2015 - 2016		

Buncombe County Schools 2014 – 2016 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 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 2014 – 2016 School Improvement Plan

School: North Buncombe High School

SAT Test Data

Analysis

The number of NBHS seniors who took the SAT in 2013-14 was 145 out of a total class of 226. NBHS data reports for these seniors show a mean critical reading score of 509, a mean math score of 534, a mean writing score of 478, with a mean total of 1521. This exceeds the North Carolina state mean reading score of 499, math score of 507, and writing score of 477. This surpasses the SAT national means for seniors that year: reading 497, math 513, but is less than the national mean score of 487 for writing,

Of the senior class 2014, 96% are attending post-secondary institutions. Fifty-four percent are attending a four-year university/college and forty-two percent 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 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. All our 10th graders took the PLAN test and all 11th graders took the ACT during the school day annually since 2011-12. Our school acquired extensive baseline data, and our students were given additional exposure to standardized college admission exam content.

Buncombe County Schools 2014 – 2016 School Improvement Plan

School: North Buncombe High School

AP Enrollment Data

Analysis

The number of students taking AP exams at North Buncombe has not increased, with 213 students taking 384 exams in 17 subject areas in 2014. According to College Board's most recent school report, 64% of North Buncombe's total AP students had scores of 3 or higher. In comparing North Carolina and global mean scores for 2014, North Buncombe's mean averages were higher in 11 subjects and lower in 6 subjects. As one of the smaller high schools in the county, North Buncombe High still has a large number of tests given as compared to other schools in the district for 2014. North Buncombe has the second highest percentage of test takers scoring a level 3 or higher in the county. Sixty-four AP students were designated as AP Scholars, representing 30% of the 2014 test takers.

Implications

NBHS students must maintain rigor in classroom studies in order to complete at the college level. Students with potential for success in AP courses are identified and encouraged to take AP courses, as many universities consider the number of AP courses taken in making their admission selections. Scheduling conflicts involving AP courses may keep some students from taking all AP courses they want during their high school career. NCVPS allows more students the full benefit of AP offerings while allowing for flexibility within student schedules throughout high school.

Buncombe County Schools
2014 – 2016 School Improvement Plan
Building Level Waiver Request

School: North Buncombe High School

1. 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.

2. 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.

3. 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.

4. 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
2014 – 2016 School Improvement Plan
Building Level Waiver Request

School: North Buncombe High School

1. Please insert the waiver you are requesting.

Request a class size waiver for individual academic classes.

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

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

3. 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.

4. 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, providing the individualized instruction and support necessary for them to achieve success.

Buncombe County Schools

2014 – 2016 School Improvement Plan

Mid-Year Reflection for School Year:

School Name:

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

Signature: _____
Assistant Principal

Signature: _____
Teacher

Signature: _____
Teacher

Signature: _____
Teacher

Signature: _____
Teacher

SIT Chairperson

Signature: _____
Instructional Support

Signature: _____
Teacher Assistant

Signature: _____
Parent

Signature: _____
Parent

Signature: _____
Position:

Buncombe County Schools

2014 – 2016 School Improvement Plan

Progress Report for School Year:

School Name:

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

Respond to the following for each Goal/Objective in your School Improvement Plan. Use additional sheets as necessary.

1. Goal/Objective:

2. Major Accomplishments: