

# Roxboro Community School

## School Improvement Plan 2018-2020



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

## Roxboro Community School Improvement Plan 2018-2020

**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. It is the vision of our school to create educated, responsible and productive men and women who are equipped to face the challenges of the 21st Century.

**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.

Board Chair/Local Board Approval Date: Janet Clayton/9-11-2018

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
Teacher	Ashley Bailey	Teacher	Phyliss Boatwright	Teacher	Nancy Clayton
Teacher	Faye Daniel	Teacher	Kristin Davis	Teacher	Teresa Coleman
Teacher	Phillip Gillis	Teacher	Heather Lewis	Teacher	Jennifer Overmann
Teacher	Alex Porter	Teacher	Keegan Storrs	Teacher	Laura Carver

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

**Performance Target:**

**Strategy:**

**Evidence:**

<p>1.1 Roxboro Community School teachers will increase the use of higher-level and critical thinking skills.</p>	<ul style="list-style-type: none"> <li>○ Utilize Webb’s Depth of Knowledge and Revised Bloom’s Taxonomy to develop higher-order questions in daily lessons.</li> <li>○ Develop tiered assignments with progressively complex tasks.</li> <li>○ Provide teachers with professional development on question complexity and depth of knowledge.</li> <li>○ Teachers will reach a target goal of 50% higher-order and critical thinking questions on major classroom assessments.</li>   <li>○ Provide teachers with professional development on 4 Cs (Communication, Collaboration, Critical Thinking, Creativity) to increase classroom rigor.</li>   <li>○ Use the feedback from walk through data, informal, and formal observation practices for reflection and continuous improvement.</li> </ul>	<ul style="list-style-type: none"> <li>○ Lesson plans</li> <li>○ Assignment rubrics</li> <li>○ CEU record of professional development</li> <li>○ Classroom assessments</li> <li>○ Performance on teacher-made assessments and benchmarks</li>   <li>○ Proficient scores on EOG or EOC</li> </ul>
<p>1.2 RCS will integrate the use of technology in all areas to enhance instruction and prepare our students for post-secondary study.</p>	<ul style="list-style-type: none"> <li>○ Technology director, principals, and instructional specialists will provide professional development to teachers on best practices in a 1:1 learning environment.</li> <li>○ Teachers will model the appropriate use of technology for learning, and facilitate technology-based learning opportunities.</li> <li>○ Continued implementation of the learning management system, Canvas, to support instruction.</li> </ul>	<ul style="list-style-type: none"> <li>○ CEU record of professional development</li> <li>○ Lesson Plans</li> <li>○ Student-created learning products</li> <li>○ Technology Staff</li> </ul>
<p>1.3 RCS will produce effective communicators by developing their verbal, non-verbal, and written skills.</p>	<ul style="list-style-type: none"> <li>○ Continued implementation of vertically aligned plan that focuses on progression of skills to be introduced at each grade level.</li> <li>○ Writing conferences with students.</li> <li>○ Establish clear criteria for purposeful volunteer hours and internships.</li> <li>○ Maintain accurate records of student volunteer hours and internships.</li> </ul>	<ul style="list-style-type: none"> <li>○ Lesson plans</li> <li>○ DIGITAL STUDENT PORTFOLIOS that house artifacts, such as student written products and presentations, records of student volunteer and</li> </ul>

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	<ul style="list-style-type: none"> <li>o Encourage club membership and analyze alignment with student goals as noted in the 4-year plan.</li> <li>o Create a curriculum vitae of awards, achievements, and extracurricular activities.</li> </ul>	<p>internship hours; student resumes or curriculum vitae</p> <ul style="list-style-type: none"> <li>o ACT &amp; SAT Writing Performance</li> </ul>
<p>1.4 Roxboro Community School will increase participation and performance of all students taking the SAT and/or ACT.</p>	<ul style="list-style-type: none"> <li>o Require all 11<sup>th</sup> graders take the PSAT</li> <li>o Offer SAT/ACT preparation in English, Math, and Science classes with use of ACT and other prep materials.</li> <li>o School counselors will monitor student registration for SAT.</li> <li>o School counselors will offer parent information sessions.</li> <li>o Teachers will disaggregate data from NC Check-ins, Pre-ACT, and ACT tests to identify student learning needs.</li> <li>o Investigate funding for new ACT/SAT preparation resources utilizing grants</li> <li>o Utilize the Boost Program to strategically target students who are performing below grade level/course standards.</li> <li>o Use EVAAS data to impact instruction by helping to establish baseline for curriculum, planning instruction and grouping for the purpose of acceleration, remediation and core instruction.</li> <li>o Teachers will utilize formative assessment to monitor student progress and inform instruction.</li> </ul>	<ul style="list-style-type: none"> <li>o NC Check-ins</li> <li>o PSAT Performance</li> <li>o SAT Performance</li> <li>o ACT Performance</li> <li>o Parental attendance at informational sessions</li> <li>o Teacher breakdown of test results</li> <li>o Lesson plans</li> <li>o EOC/EOG Performance</li> <li>o Benchmark Performance</li> </ul>

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

**Performance Target:**

**Strategy:**

**Evidence:**

<p>2.1 - RCS will communicate with parents regularly about our educational program and student academic progress.</p>	<ul style="list-style-type: none"> <li>○ Administration will monitor failure rates and contact parents to implement a student self-improvement plan.</li> <li>○ Teachers will conduct yearly grade-level conferences with students and parents.</li> <li>○ Grade-level teams will meet in September/October to discuss student performance and create a conference plan (divide students, create brief performance reports)</li> <li>○ At the end of T2, all students and parents will attend a conference with their child's teachers beginning 2019-20 scheduled in the school calendar.</li> <li>○ Conferences may be individually scheduled at the end of T4 on an as-needed basis for struggling students</li> </ul>	<ul style="list-style-type: none"> <li>○ Daily Dog</li> <li>○ Administrative parent contact log</li> <li>○ Teacher PowerSchool pages or other class communication (e.g., e-mail, website, Canvas, etc.)</li> <li>○ Signed Conference Agenda</li> </ul>
<p>2.2 - RCS will support students in maximizing their academic potential.</p>	<ul style="list-style-type: none"> <li>○ Guidance will provide a college-planning timeline for all high school students and parents.</li> <li>○ Offer a curriculum night (for parents and students) to disseminate information about course offerings and to assist in course selection where all teachers will assist in planning and implementation..</li> <li>○ Require students to complete an information and planning session with guidance department during registration (review 4 year plan, ensure appropriate course registration, and discuss future goals).</li> <li>○ Explore options to expand staffing or implement alternative scheduling that will allow for more electives (ex. 7 period day)</li> </ul>	<ul style="list-style-type: none"> <li>○ College planning timeline document</li> <li>○ Attendance at curriculum night</li> <li>○ 4 year plans (updated annually)</li> <li>○ Data analysis of student interest surveys</li> <li>○ Guidance appointment logs</li> <li>○ Adjustments to daily schedule</li> </ul>
<p>2.3 - RCS will foster a welcoming environment where every student feels valued.</p>	<ul style="list-style-type: none"> <li>○ Utilize information gathered via the annual parent, teacher and student surveys to assess needs and respond to concerns.</li> <li>○ Offer a transition camp for rising 6th grade students by which the 6th grade team will plan.</li> <li>○ Offer an information session for new students in grades 7-12.</li> </ul>	<ul style="list-style-type: none"> <li>○ Response rate and data analysis of surveys and evaluations</li> <li>○ Attendance records for transition camp</li> <li>○ Referral records for Student assistant team</li> </ul>

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	<ul style="list-style-type: none"> <li>○ The Student Assistance Team will create and implement plans for addressing non-academic student concerns.</li> <li>○ A Student Nurture Committee will be created with the goal of boosting student morale and well-being</li> <li>○ Teachers will frequently make positive phone calls or send parents notes that recognize student achievement</li> </ul>	<ul style="list-style-type: none"> <li>○ Supportive gestures (hot chocolate, posters, candy)</li> <li>○ Teacher communication log</li> </ul>
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### Goal 3: Roxboro Community School will equip students to be prepared and competitive for college admissions and scholarships.

#### Performance Target:

#### Strategy:

#### Evidence:

<p>3.1 The guidance program will ensure that all students develop and maintain a 4-year college preparation plan.</p>	<ul style="list-style-type: none"> <li>○ Guidance will collaborate with 8<sup>th</sup> grade Academic Success teacher to develop a 4-year plan for every student with input from parents, teachers, and students.</li> <li>○ Review plan annually in grades 9-12; include a CFNC check-up and a transcript review.</li> <li>○ Use data to ensure student plans are relevant, realistic, and appropriately challenging.</li> </ul>	<ul style="list-style-type: none"> <li>○ 4-year plan housed within student portfolio on Canvas</li> <li>○ Documentation of annual review</li> <li>○ Maintain data history of relevant results (i.e. ACT)</li> </ul>
<p>3.2 Provide grade-level guidance sessions for students and parents beginning in 8<sup>th</sup> grade.</p>	<ul style="list-style-type: none"> <li>○ School counselors will conduct sessions to educate parents in how to support their children through the high school years.</li> <li>○ Include the following topics in information sessions:                             <ul style="list-style-type: none"> <li>■ Planning for college</li> <li>■ How to earn college scholarships</li> <li>■ Planning for financial aid</li> <li>■ Standardized test recommendations</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Meeting agendas</li> <li>○ Comprehensive guidance calendar</li> <li>○ Curriculum Night</li> <li>○ Semi-Annually Admin / Guidance class meetings</li> <li>○ PCC Information Nights Semi-Annually</li> <li>○ 8th Grade Parent &amp; Student Information Night</li> <li>○ The Parent Institute Newsletter / Calendar</li> </ul>
<p>3.3 Provide experiences and support to students and families throughout</p>	<ul style="list-style-type: none"> <li>○ Provide students with the opportunity to receive feedback on college applications before submitting them to colleges for consideration.</li> </ul>	<ul style="list-style-type: none"> <li>○ Volunteer schedule for College Resource Room</li> <li>○ College resource area</li> </ul>

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<p>the college application process.</p>	<ul style="list-style-type: none"> <li>○ Provide students with recommendations of colleges, scholarship, and grant opportunities relevant to their desired area of study.</li> <li>○ Maintain evolving calendar of scholarship and college application deadlines.</li> <li>○ Senior English classes provide instructional support for college and scholarship applications.</li> <li>○ On-campus information sessions by college representatives</li> <li>○ Off-campus initial exposure visits for middle school students</li> <li>○ Off-campus tours for high school students</li> </ul>	<ul style="list-style-type: none"> <li>○ Current calendar in college resource area.</li> <li>○ College Foundation of North Carolina (CFNC).</li> <li>○ Guidance Gazette</li> <li>○ Lesson plans</li> <li>○ Sample essays</li> <li>○ Early acceptance rate of seniors</li> <li>○ Daily Dog Archive</li> <li>○ Master Schedule for off-campus visits</li> </ul>
<p>3.4 Roxboro Community School will meet and exceed North Carolina’s graduation requirements.</p>	<ul style="list-style-type: none"> <li>○ Early identification for academically at-risk middle school students in Reading and Math for placement in Boost courses</li> <li>○ Provide tutorial 3 days each week to improve student performance.</li> <li>○ Structure guidance program to ensure students remain on NC College Prep track.</li> <li>○ Employ blended learning strategies to differentiate instruction to address individual student needs.</li> </ul>	<ul style="list-style-type: none"> <li>○ Reading &amp; Math Boost courses</li> <li>○ RCS graduation rate</li> <li>○ Tutorial Logs created by teacher</li> <li>○ Documentation of interventions for at-risk students</li> <li>○ Number of students repeating high school courses</li> <li>○ At –risk reports</li> <li>○ Student Assistance Team</li> </ul>
<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"> <li>○ 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.</li> <li>○ Establish community partnerships, with organizations, such as United Way and local elementary schools and retirement homes, to further student learning opportunities and service.</li> </ul>	<ul style="list-style-type: none"> <li>○ Student performance on NDRT, learning style inventories, and other assessments administered.</li> <li>○ Maintain records of assessments.</li> <li>○ Log of HS Guidance sessions to explain assessment scores and offer advising to students.</li> <li>○ Digital Student Portfolios that house artifacts, such as student written products and presentations, records of students volunteer and internship hours, student resumes or curriculum vitae</li> </ul>