



**2016-2018 School Improvement Plan
for**

Rowan County Early College High School

Patrick Hosey, Principal

School Address: 1333 Jake Alexander Blvd.

Salisbury , NC

**School Improvement Plan
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School Improvement Team

Team Role	Name	Role
SIT Chairperson:	Jeniffer Bain	teacher
Principal:	Patrick Hosey	principal
SIT Member:	Carolyn Brown	liaison
SIT Member	Kevin Aycock	teacher
SIT Member	Angie Allen	parent
SIT Member	Jason Huebner	parent
SIT Member	Jeff Kitchen	tech
SIT Member		
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SIT Member		
SIT Member		
SIT Member		
SIT Member		
SIT Member		

School Improvement Plan Assurances

STATEMENT OF ASSURANCES:

Our signatures below serve as the assurance that these steps took place during the development, discussion, and approval of our 2016-2018 school improvement plan.

The school improvement plan submitted for approval to the Rowan-Salisbury School System Board of Education has been developed in accordance with Public Law 115C-105.27. In the development of this plan, be assured that:

- representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants were elected to serve on the school improvement team by their respective groups by secret ballot;*
- parents were elected to serve on the school improvement team by the parent/teacher organization of the school (or if none exists, by the largest organization of parents formed for this purpose);*
- parents serving on the school improvement team reflect the racial and socio-economic composition of the students enrolled in this school and shall not be members of the building-level staff;*
- school improvement team meetings were held at a convenient time to assure substantial parent participation;*
- notice of time, date and location of school improvement team meetings were posted according to public meeting guidelines;*
- the principal presented the proposed school improvement plan to all assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building for review and vote; and*
- the vote for approval of the school improvement plan was by secret ballot.*

This school improvement plan represents goals and strategies for addressing improvement of student performance, and includes components that focus on: an inviting and nurturing school climate; a safe learning environment; rigorous curriculum; relevant instruction; preparing students to be globally competitive; recruitment and retention of quality staff; training for highly qualified professionals; internal and external communications; partnerships with parents; partnerships with the school community; physical and financial resources; and people and time resources.

School Principal’s Signature

Date: _____

School Improvement Team Chairperson’s Signature

Date: _____

School Vision and Mission

School Vision:	Rowan County Early College students will graduate as lifelong learners who can think critically and make valuable contributions to society. In four years, students will have the opportunity to earn both a high school diploma and an associate’s degree. Through the collaboration of school and community, every graduate will be well prepared for the demands of college, career and life.
School Mission:	The mission of Rowan County Early College is to provide a smaller academic environment that is student centered and the needs of students are met through rigor, relevance, and meaningful relationships.
School Beliefs:	We believe that every student can be successful in college and high school.
School Motto:	Every student matters.

Overview of School Performance Data – HIGH

Using your school’s Internal Ready Review Reports for the past three years, enter the appropriate overall performance information below.

MEASURE	2013-2014	2014-2015	2015-2016	2016-2017
Performance Composite CCR	56.6	59.1	52.3	
Performance Composite GLP	70.9	70.2	68.4	
ACT	85.7	92.0	85.7	
ACT WorkKeys				
Math Course Rigor	>95	>95	>95	
4-Year Graduation Rate	>95	>95	>95	
5-Year Graduation Rate	>95	>95	>95	
School Performance Grade	B	B	B	
EVAAS Growth Status	Met	Met	Not Met	
EVAAS Growth Index	n/a	1.82	-3.19	

CCR – College/Career Ready

GLP – Grade Level Proficient

Using your school’s 2015-2016 Internal Ready Review Report, enter the appropriate performance information for subjects below.

ASSESSMENT	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	CCR	GLP
EOC Biology	23.1	20.0	15.4	40.0	<5	41.5	56.9
EOC English II	12.5	12.5	10.9	60.9	<5	64.1	56.9
EOC Math I	12.5	14.1	21.9	45.3	6.3	51.6	73.4

CCR – College/Career Ready

GLP – Grade Level Proficient

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Using your school's 2015-2016 Internal Ready Review Report, enter the appropriate performance information for subjects and subgroups below.

MEASURE	ALL	FEMALE	MALE	AMIN	ASIAN	BLACK	HISP	MULTI	WHITE	EDS	LEP	SWD	AIG
EOC Biology	56.9	54.1	60.7				45.8		60.6	50.0			>95
EOC English II	75.0	80.6	67.9				62.5		84.4	71.1			>95
EOC Math I	73.4	72.2	75.0				58.3		84.4	68.9			>95
ACT Composite	85.7	82.9	90.5				61.1		>95	80.0			>95
ACT WorkKeys													
Math Course Rigor	>95	>95					>95		>95	>95			>95
4-Year CGR	>95	>95					>95		>95	>95			>95
5-Year CGR	>95	>95	>95						>95	>95			

Analysis of School Performance Data

What parts of this data catch your attention?

The part of the data that caught our attention is the negative growth index. We did not meet growth, which sparked conversation about our students that are not achieving as high as projected. On a positive note the graduation rate remained at 100% and we are still out pacing other Early Colleges.

What does the data tell us? What does the data NOT tell us?

Tells us that we are doing well in growing level 3s to higher levels and the same for the students achieving 4s, but we did not do a good job in pushing our level 5s.

What good news is there to celebrate?

Our graduation and college class passing rates are high. Our students rated the school very high on the OCR survey about feeling safe at school. Our EOC scores remained very high at the top of our district. Our ACT scores are well above district and state marks

What are the problems of practice suggested by the data?

The area of concern this year is with the negative growth. This could reveal that the high achievers are not being pushed.

What are our key conclusions? What recommendations does the team have for addressing the problems of practice?

Design more engaging work, reach these underachievers

We will use various measurements to guide our movements: College class passage rates, EOC scores, SAT scores, ACT scores, PLAN scores, the results of our Self-Assessment, high school graduation rate, college admittance data, demographic information, Accuplacer results, the results from the Working Condition Survey, Discovery Education benchmark results, EVAAS reports, Method Test Prep student work and teacher data.

**School Improvement Plan Goals
Goal #1 - Literacy**

LITERACY GOAL	ALL RCEC ELA and Social Studies will create and implement literacy strategies into daily lessons			
Measureable Objective	increase growth index in ELA by 20%			
Strategy #1	Teachers will utilize the training of the LDC practices.			
Activities Needed to Accomplish Strategy #1				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Teachers will deliver the LDC regularly	July	May	n/a	ELA and SS teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Trained teachers will train others in the process	Aug	May	n/a	First trained LDC teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Strategy #2	Teachers will use Achieve 3000 in classrooms			
Activities Needed to Accomplish Strategy #2				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Place all students in Achieve 3000 and create a time for completing assignments	Sept	May	Achieve 3000	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Monitor students in achieve 3000	Sept	May	Achieve 3000	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible

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Chart growth with students during data teams.	Sept	May	Achieve 3000	ALL
Strategy #3	Utilize a data team process			
Activities Needed to Accomplish Strategy #3				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Create a data team focused on increasing scores	Sept	May	n/a	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Discuss and monitor identified "at risk" students during regularly scheduled data team meeting	Sept	May	n/a	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
PROGRESS NOTES FOR LITERACY GOAL – YEAR 1				
January 2017 Progress Report				
March 2017 Progress Report				
June 2017 Progress Report				
PROGRESS NOTES FOR LITERACY GOAL – YEAR 2				
January 2018 Progress Report				
March 2018 Progress Report				
June 2018 Progress Report				

School Improvement Plan Goals
Goal #2 –Other Academic Area(s)

OTHER ACADEMIC AREA(S) GOAL	ALL RCEC classes will create and implement student centered strategies into daily lessons to increase overall performance.			
Measureable Objective	Increase school growth index to a postive outcome			
Strategy #1	Utilize the MDC process			
Activities Needed to Accomplish Strategy #1				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Deliver the MDC lessons in classrooms	July	May	n/a	All MAT teacehrs
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Train others in MDC processes	Aug	May	n/a	First trained MDC teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Strategy #2	Utilize the data team process			
Activities Needed to Accomplish Strategy #2				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Create data team meetings for monitoring math processes	Sept	May	n/a	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Identify and regroup/reteach students that are identified in the data team process.	Sept	May	n/a	MAT
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible

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Strategy #3				
Activities Needed to Accomplish Strategy #3				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
PROGRESS NOTES FOR MATHEMATICS/OTHER CONTENT AREA GOAL – YEAR 1				
January 2017 Progress Report				
March 2017 Progress Report				
June 2017 Progress Report				
PROGRESS NOTES FOR MATHEMATICS/OTHER CONTENT AREA GOAL – YEAR 2				
January 2018 Progress Report				
March 2018 Progress Report				
June 2018 Progress Report				

School Improvement Plan Goals
Goal #3 – Engaging Student Work

ENGAGING STUDENT WORK GOAL	Create engaging student work that will challenge and push all students.			
Measureable Objective	Higher visible engagement for all students.			
Strategy #1	Utilize the skills that were taught to teachers during the Schlechty training.			
Activities Needed to Accomplish Strategy #1				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Attend district pd for Schlechty	Aug	May	n/a	Selected teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Utilize skills from workshop to re-design the lessons given to students.	Aug	May	n/a	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Share skills from workshop with entire staff during PLC meetings	Aug	May	n/a	Selected teachers
Strategy #2	PLC examine the engagement			
Activities Needed to Accomplish Strategy #2				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Review work assigned to students	Aug	May	n/a	ALL
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Team members will make suggestions of student work during PLC meetings	Aug	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible

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Strategy #3	Visit other teachers that have had success with engagement.			
Activities Needed to Accomplish Strategy #3				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Use the Go See model to see other teachers who exhibit good instruction	Aug	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Share with PLC the quality of work seen	Aug	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
PROGRESS NOTES FOR ENGAGING STUDENT WORK GOAL – YEAR 1				
January 2017 Progress Report				
March 2017 Progress Report				
June 2017 Progress Report				
PROGRESS NOTES FOR ENGAGING STUDENT WORK GOAL – YEAR 2				
January 2018 Progress Report				
March 2018 Progress Report				
June 2018 Progress Report				

**School Improvement Plan Goals
Goal #4 – Parental Involvement**

PARENTAL INVOLVEMENT GOAL	Increase parental involvement at RCEC			
Measureable Objective	Target of at least 75 % attendance for all town hall monthly meetings			
Strategy #1	Maintain clear communication with parents			
Activities Needed to Accomplish Strategy #1				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Town hall meetings once a month	Aug	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Keep the meetings to the point and revelant	Aug	May	n/a	Admin
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Strategy #2	Utilize technology to assist in alerting parents of meetings			
Activities Needed to Accomplish Strategy #2				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Connect ED	July	May	ConnectEd	Admin
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
WEB page	July	May	Webpage	WebMaster
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Parent portals	July	May	Powerschool	Webmaster

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Strategy #3	Teacher conferences			
Activities Needed to Accomplish Strategy #3				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Teachers will hold parent conferences regularly.	July	May	n/a	ALI
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Student led conferences	July	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
PROGRESS NOTES FOR PARENTAL INVOLVEMENT GOAL – YEAR 1				
January 2017 Progress Report				
March 2017 Progress Report				
June 2017 Progress Report				
PROGRESS NOTES FOR PARENTAL INVOLVEMENT GOAL – YEAR 2				
January 2018 Progress Report				
March 2018 Progress Report				
June 2018 Progress Report				

School Improvement Plan Goals
Goal #5 – School Safety

SCHOOL SAFETY GOAL	Create a safe physical and cyber environment for all students			
Measureable Objective	Maintain a continued safe environment			
Strategy #1	Meet for monthly safety meetings			
Activities Needed to Accomplish Strategy #1				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Cerate and practice school saftey	Oct	May	n/a	Select teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Work with the college to have a seamless plan for students in college classes	Oct	May	n/a	Select teachers
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Strategy #2	Online safety for students			
Activities Needed to Accomplish Strategy #2				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Use some of the Friday's to help students with their online safety issues	july	May	n/a	TF
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
How to handle online bullying	Aug	May	n/a	TF, Cojnselor
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible

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Strategy #3	Commucate with students while out in college classes			
Activities Needed to Accomplish Strategy #3				
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Set up a remind 101 to alert all students	Oct	May	Remind 101	ALI
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
Maintian an accurate data base of studnet numbers	Oct	May	n/a	All
Activity Name	Start Date	End Date	Resources Needed	Staff Responsible
PROGRESS NOTES FOR SCHOOL SAFETY GOAL – YEAR 1				
January 2017 Progress Report				
March 2017 Progress Report				
June 2017 Progress Report				
PROGRESS NOTES FOR SCHOOL SAFETY GOAL – YEAR 2				
January 2018 Progress Report				
March 2018 Progress Report				
June 2018 Progress Report				

School Improvement Plan Goals – Other Required Components

Component #1 – Plan to Improvement the 95% Participation Rate

- Our school is not required to develop a plan to meet the 95% participation rate for state testing.
 - Our school’s plan for meeting the 95% participation rate for state testing is attached to the 2016-2018 School Improvement Plan.
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Component #2 – NC STAR Improvement Plan Goals

- Our school is not required to complete a plan in the NC STAR system.
- Our school has completed the required components in the NC STAR system.