

School Name: Maiden High School

Catawba County Schools

2014-2016 School Improvement Plan

Mission Statement

Catawba County Schools' mission is to teach, learn, and lead for the future.

Catawba County Schools Core Beliefs

Positive relationships are essential to the learning process and must be established and nurtured for learning to take place.

Schools must set an expectation for excellence in all areas of study through challenging and relevant curricula.

Schools must continually evolve to meet the needs of an ever-changing, global society.

All partners in education must embrace diversity and promote equity.

All students and staff are entitled to and responsible for a safe and nurturing learning environment.

All students can learn through differentiated and relevant instruction that embraces critical thinking, creativity, collaboration, and communication.

Schools and families must collaborate to educate the whole child – socially, emotionally, cognitively and physically.

Family, business, and community partnerships are essential for the success of all students.

Catawba County Schools
Board of Education

Sherry Butler.....Chairperson
Marilyn McReeVice Chairperson
Ronn Abernethy.....Member
David BrittainMember
Glenn Fulbright Member
Cathy Starnes Member
Charlie Wyant..... Member
Crystal DavisAttorney

Administration

Dr. Dan Brigman..... Superintendent
Steve Demiter..... Assistant Superintendent, Operations
Beth Isenhour Assistant Superintendent, Curriculum & Instruction
Dan Moore..... Assistant Superintendent, Human Resources

Building Leadership Team Members

The following individuals constitute Maiden High School's Building Leadership Team that **collaboratively** developed the 2014-2016 School Improvement Plan. The following **assurances** were in place in compliance with G. S. 115C-105.27 Development and Approval of School Improvement Plans:

- BLT Composition:
 - Principal
 - Assistant Principal
 - Certified Staff (Instructional Personnel)
 - Certified Instructional Support Staff (i.e. media, counselor, school social worker)
 - Teacher Assistants
 - Parents
- Their respected groups elected the representatives by secret ballot.
- The parents serving on the School Improvement Team reflect the racial and socioeconomic composition of the students enrolled in the school and **are not** members of the building level staff.
- School Improvement Team meetings are held at a convenient time to assure **substantial** parent participation.
- School Improvement Team includes representative members of the student body.
- The principal has presented the 2014-2016 School Improvement Plan to all affected staff for review and vote by secret ballot.
- A peer review representative from the Central Office has reviewed this document with the principal.

Voting results

- Total Eligible to Vote: 74

(Note: Total eligible to vote = Number of certified instructional personnel + number of teacher assistants)

(Note: The plan must be approved by a simple majority (50% + 1) of the TOTAL Eligible to Vote.)

Vote Talley: Yes 74 No 0

Additional Assurances

1. The Building Leadership Team has developed a plan to provide a duty-free lunch period for every teacher on a daily basis or as otherwise approved by the BLT.
2. The plan provides a duty-free instructional planning time for every teacher under G. S. 115C-301.1 with the goal of providing an average of at least five hours of planning time per week.
3. If the elementary school is designated as a Title I school, the 10 components required under Title I directives are included in the document.
4. The Building Leadership Team understands that meetings relative to the school improvement plan are subject to North Carolina's Open Meetings Law. To comply with the law, the public shall be notified of meetings.
5. The Building Leadership Team will ensure that the school's Professional Development Plan addresses "Training appropriate school personnel in the management of disruptive or dangerous student behavior" (Effective July 1, 2006).
6. The plan shall identify how staff development funds allocated to the school will be used.
7. The Building Leadership Team will ensure that procedures for informing staff and implementing General Statute 391.1, "Permissible use of seclusion and restraint," are reviewed.
8. The Elementary Building Leadership Team will assure that the Healthy Active Children Policy, 150 minutes of physical activity per week in elementary schools and 225 minutes per week in middle schools is upheld.
9. The school's Safe Schools Plan complies with all legal state and local policies.
10. BLTs shall review current school and district data including, but not limited to the following: CCS District Survey data, the CCS Senior Exit Survey, Bully and Harassment Surveys for Grades K-11, and the NC Teacher Working Conditions Survey data. In the event that disaggregated data point to specific school safety concerns, the BLT will be responsible for addressing those concerns in the School Improvement Plan.
11. Elected staff members may serve up to a three-year term on the BLT.
12. Parent representatives should serve a two-year term on the BLT.
13. BLT meetings shall be conducted at a time that is convenient for parents

Building Leadership Team

Name	Position or Role	Term Expiration Date	Signature	Date of Official Sign-off
Rob Bliss	Principal		On File	9/16/14
Caine Houser	Assistant Principal		On File	9/16/14
Melissa Gemes	Assistant Principal		On File	9/16/14
Jason Adams	BLT Chairperson	June 2017	On File	9/16/14
Claire Hoots	Teacher	June 2015	On File	9/16/14
Cheri Paysour	Teacher	June 2017	On File	9/16/14
Col. Eric Steward	Teacher	June 2015	On File	9/16/14
Bill Vaughan	Teacher	June 2015	On File	9/16/14
Michele Holler	Teacher	June 2016	On File	9/16/14
Kelly Shehan	Teacher	June 2016	On File	9/16/14
Christel Murray	Counselor	June 2015	On File	9/16/14
Stephanie McDaniel	Teacher	June 2015	On File	9/16/14
Rhonda Bohemier	Teacher Assistant	June 2017	On File	9/16/14
Rodney Dellinger	Parent	June 2016	On File	9/16/14
Michele Gibson	Parent	June 2016	On File	9/16/14
Tamisha Streeter	Student	June 2015	On File	9/16/14
Emerald Reinhardt	Student	June 2015	On File	9/16/14
Tony Hernandez	Student	June 2015	On File	9/16/14
Madison Norket	Student	June 2015	On File	9/16/14

Accountability Data

Year	AYP Status	EVAAS Growth Index			School Performance Grade
2013-14	Met 17 out of 53 target goals.	___ Exceeds Growth	X Meets Growth	___ Does Not Meet Growth	
2014-15	Met ___ out of ___ target goals.	___ Exceeds Growth	___ Meets Growth	___ Does Not Meet Growth	___

High School Accountability Data				
Year	ACT Overall	WorkKeys	Math Rigor	Graduation Cohort Rate
2013-14	56.3	75.8	>95	87.4%
2014-15				

Synthesized Narrative of School

Maiden High School, located in Catawba County, North Carolina has a student population of 880 students, based on the 8th month Principal's Monthly Report (PMR) for 2013-2014. In examining our school, we note the following strengths based on North Carolina Accountability testing data, No Child Left Behind Adequate Yearly Progress (AYP) data, demographic data, district-generated survey data, EVAAS data, attendance data from Power School, discipline data from the North Carolina Crime and Violence Report, information from the North Carolina Teacher Working Conditions Survey, Teacher Quality data and additional information.

Identified Strength	Supporting Evidence and Reflection	Data Source
Met Expected Growth based on the NC Accountability Model	Our EOC scores reflect that our growth was +1.5.	EVAAS
Strong Community Support	30 Active Band Boosters; 10 Active AFJROTC Boosters; 26 Active Athletic Boosters; 26 Tremendous 24 Members; 15 Super 10 Members (These programs are designed to recognize businesses/individuals that financially support Maiden High School. Tremendous Twenty-four participants donate \$250 per school year. Super 10 participants donate \$1000 per year.)	Booster club enrollment records; Tremendous 24 and Super 10 membership logs
Use of technology for instruction	85.36% of seniors agreed on the 2014 CCS Senior Exit Survey that the student's courses allowed the student to use tools such as calculators, computers, etc. to access and process information	CCS District Senior Exit Survey

Self Assessment (continued)

Our examination of the aforementioned data sources also leads us to recognize the following areas requiring focus within the School Improvement Plan. These weaknesses serve as the impetus for our school's **SMART Goals** that will span the 2014-2015 and 2015-2016 school years.

Identified Weakness	Supporting Evidence	Data Source
Graduation Cohort Rate	Our cohort rate decreased from 93.1% in 2013 to 87.4% in 2014.	NCDPI's Accountability Model
Proficiency rates compared to other district schools	MHS's Performance Composite was 4 th out of the district's 5 traditional high schools. We also ranked 4 th in Math I, Biology and English II scores, again, compared with the other traditional high schools in our district. This is using the College –Career Readiness and Grade Level Performance results.	Accountability Performance Indicators provided by NCDPI
Advanced Placement Test performance	Our Advanced Placement Score Summary for 2014 indicates that only 7% of our total AP exams taken resulted in the score of a 4 or 5 and only 19% resulted in the score of a 3.	AP Test data report

Summarization of SMART Goals for Maiden High School

District SMART Goal One: Academic Excellence Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

School Measurable Strategy: By June 2015, Maiden High School will increase its graduation cohort rate from 87.4% to 90%, increase the overall proficiency in Biology, English II and Math I by 2 percentage points, and increase the percentage of students scoring 4 or 5 on AP exams from 7.7% to 12%.

District SMART Goal Two: Equity Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

School Measurable Strategy: Prior to the beginning of the 2015-2016 school year, Maiden High School will increase its recruiting by 50% for certified staff positions in an attempt to achieve greater diversity.

District SMART Goal Three: Communication Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

School Measurable Strategy: By June 2015, Maiden High School will use at least 2 communication devices consistently to improve its communications with all stakeholders.

SMART Goal #1 1st Quarter Deployment Plan 2014-2015

District SMART GOAL: Academic Excellence:

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

Measurable Strategy: By June 2015, Maiden High School will increase its graduation cohort rate from 87.4% to 90%, increase the overall proficiency in Biology, English II and Math I by 2 percentage points, and increase the percentage of students scoring 4 or 5 on AP exams from 7.7% to 12%.

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Strengthen relationships with students through the use of the Mentor/Mentee program	Teachers	Teachers will make at least 5 contacts with their mentee as documented in the Monthly Report and submitted to the principal or assistant principal(s).	10 / 29 / 2014
2.	Strengthen relationships between parents and teachers	Teachers	Teachers will make 15 contacts per month (phone, email or in person) as documented in the Monthly Report and submitted to the principal or assistant principal(s).	10 / 29 / 2014
3.	Provide mentoring to the Junior Star Group (graduating juniors) throughout the school year to ensure that each student graduates with his/her cohort.	School Counselor	Counselor who serves as the Junior Star Group's "homeroom" teacher will review and conference with each student regarding his/her grades, attendance and discipline data on a bi-weekly basis throughout the school year.	10 / 29 / 2014
4.	60% of the student population will be involved in extra-curricular and co-curricular activities.	Club Advisors/Coaches	Students involved in extracurricular activities will provide information regarding their involvement in clubs, extra and co-curricular activities. Names will be cross referenced with rosters from the various organizations.	10 / 29 / 2014

5.	Attendance contracts will be written for all students who accumulate 8 absences each semester	School Counselors and Data Manager	Guidance counselors and data manager will review student attendance on a weekly basis and will create an attendance contract for any student who has accrued 8 absences.	10 / 29 / 2014
6.	Students who are at-risk of dropping out of school (who have missed 15% of school and have failed more than 1 class the previous semester) will be informed of the Minimum Credit Diploma option	School Counselors	Each counselor will document conferences.	10 / 29 / 2014

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	School Administration and BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	None
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Teachers new to Maiden High School will need to be trained on how to complete the Monthly Report.
Parent & Community Involvement during this quarter	Parents will be contacted by staff.
How is technology an integral part of the strategy's deployment?	Power School reports will be used.
Persons responsible for the development of steps	School Administration and BLT

Evaluation	Quarter 1
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>Power School reports in reference to attendance and grades.</p>

Reflection	Quarter 1
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #2 1st Quarter Deployment Plan 2014-2015

District SMART GOAL: Equity

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

Measurable Strategy: Prior to the beginning of the 2015-2016 school year, Maiden High School will increase its recruiting of certified teachers by 50% in an attempt to achieve greater diversity.

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	A task force will be created to establish strategies for recruiting, hiring and retaining a more diverse instructional and instructional support staff.	Administration	Documentation containing minutes from meetings and a roster of committee members will be submitted to the administration.	10 / 29 / 2014
2.	Attendance at CCS recruiting fairs and job fairs at colleges.	Administration	Attendance at job fairs	10 / 29 / 2014

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	School Administration and BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	None
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	None
Parent & Community Involvement during this quarter	None

How is technology an integral part of the strategy's deployment?	Not applicable
Persons responsible for the development of steps	School Administration and BLT

Evaluation	Quarter 1
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	Minutes from the task force meetings.

Reflection	Quarter 1
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input type="checkbox"/> NO. If no, check the appropriate action below. <input type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

SMART Goal #3 1st Quarter Deployment Plan 2014-2015

District SMART GOAL: Communication

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

Measurable Strategy: By June 2015, Maiden High School will use a at least 2 communication devices to improve its communications consistently with all stakeholders.

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Instructional and instructional support staff will download the "SchoolWay" application on their smart phones and will receive the training necessary to implement this communication tool.	Instructional technology facilitators Instructional staff Instructional support staff	80% of instructional and instructional support staff who have a smart phone will download the app and 100% will be trained in the use of "SchoolWay".	10 / 29 / 2014
2.	All instructional and instructional support staff will update or create a webpage and upload the page to the school's website	Principal Instructional staff	100% of instructional and instructional support staff will create or update their web page.	10 / 29 / 2014
3.	The electronic school marquis will be updated on a weekly basis.	Sharon Goodson	A log of announcements posted on the sign will serve as the documentation/measure for this action step.	10 / 29 / 2014
4.	Curricular, co-curricular and extra- curricular announcements will be made during sporting events.	Principal or designee	A log of announcements shared at athletic events log	10 / 29 / 2014
5.	School Messenger will be used to provide information to stakeholders	Principal or designee	A log of School Messenger messages will serve as the documentation for this action step.	10 / 29 / 2014
6.	All instructional and instructional support personnel will submit logs containing a minimum of 15 parent contacts in the Monthly Report. These will include emails, phone conferences and face to face conferences.	Assistant Principal (creates and maintains this log) All instructional and instructional support staff	100% of all instructional and instructional support staff will submit monthly logs.	10 / 29 / 2014

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	Administration, instructional staff and instructional support staff
Financial Resources Needed this quarter (Include \$ figures and funding sources)	None
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	SchoolWay training and training on webpage design for instructional and instructional support staff.
Parent & Community Involvement during this quarter	Parents and community are target audience for this goal.
How is technology an integral part of the strategy's deployment?	Multiple technological platforms are the tools for completing these action steps.
Persons responsible for the development of steps	School Administration and BLT

Evaluation	Quarter 1
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	Data from the SchoolWay website, Maiden High School web page, log of announcements, School Messenger website, and Monthly Report logs.

Reflection	Quarter 1
1. What does the data tell us? 2. What cannot be gleaned from the data? 3. What improvements have been made to this point? 4. What are the opportunities for improvement?	
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input type="checkbox"/> NO. If no, check the appropriate action below. <input type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

SMART Goal #1 2nd Quarter Deployment Plan 2014-2015

District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

Measurable Strategy: .

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 2
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 2
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #2 2nd Quarter Deployment Plan 2014-2015

District SMART GOAL: Equity

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

Measurable Strategy:

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 2
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 2
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #3 2nd Quarter Deployment Plan 2014-2015

District SMART GOAL: Communication

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

Measurable Strategy:

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 2
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 2
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #1 3rd Quarter Deployment Plan 2014-2015

District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

Measurable Strategy:

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 3
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 3
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #2 3rd Quarter Deployment Plan 2014-2015

District SMART GOAL: Equity

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

Measurable Strategy: .

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 3
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 3
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #3 3rd Quarter Deployment Plan 2014-2015

District SMART GOAL: Communication

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

Measurable Strategy:

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person Responsible for ensuring the strategy is deployed.	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 3
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 3
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

SMART Goal #1 4th Quarter Deployment Plan 2014-2015

District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

Measurable Strategy:

Steps	Action Steps			Person Responsible	Measure(s)	Action Step Completion Date
1.	Administration will attend job fairs at traditional minority universities.	Administration	The attendance at the job fairs.		10 / 29 //2014	
2.						/ /
3.						/ /
4.						/ /
5.						/ /
6.						/ /
7.						/ /

Planning	Quarter 4
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 4
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 4
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input type="checkbox"/> NO. If no, check the appropriate action below.

Measurable Strategy Met?	<input type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.
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SMART Goal #2 4th Quarter Deployment Plan 2014-2015

District SMART GOAL: Equity

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

Measurable Strategy: .

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 4
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 4
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 4
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p>

Measurable Strategy Met?	<input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.
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SMART Goal #3 4th Quarter Deployment Plan 2014-2015

District SMART GOAL: Communication
 Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

Measurable Strategy: .

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.				/ /
2.				/ /
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 4
Person responsible for ensuring the strategy is deployed	
Financial Resources Needed this quarter (Include \$ figures and funding sources)	

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	
Parent & Community Involvement during this quarter	
How is technology an integral part of the strategy's deployment?	
Persons responsible for the development of steps	

Evaluation	Quarter 4
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	

Reflection	Quarter 4
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	
	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p>

Measurable Strategy Met?	<input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.
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Waiver Requests

School-Based Management and Accountability Program School-Based Waiver Request for 2014-2016

LEA: Catawba County Schools

LEA Code: 180

School Name/School Code: _____

Requests for Waiver	
Type	Class size waiver in Grades 4-12 (This excludes class limitation in Grades K-3)
Legal Reference	North Carolina General Statutes Section 115C-301(c) Maximum Class Size
Rationale	The waiver will allow flexibility to ad hoc grouping in both skill and content areas. It will allow for more effective use of staffing, focusing on individual strengths of the faculty/staff.
Congruency	More effective teaching/learning will occur as schools are able to operate the master schedule with fluidity,

to Student Achievement	moving students in and out of skill groups as assessment indicates. The waiver also diminishes the possibility of whole-school reorganization if student enrollment is significantly higher than student projections.
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Appendix

Frequently Used Educational Acronyms

ACT	National Standardized Test Used by Colleges and Universities as Part of the Application Process
ADA-	Americans with Disabilities Act
AESOP-	Substitute Management System
AIG-	Academically/Intellectually Gifted
AP-	Assistant Principal
AP-	Advanced Placement
AR-	Accelerated Reader
ASCA-	American School Counselors' Association
AUP-	Acceptable Use Policy
AMO-	Annual Measurable Objectives
BIP-	Behavior Intervention Plan
BLT-	Building Leadership Team
BOE-	Board of Education
BT-	Beginning Teacher
BTI-	Beginning Teacher Induction

CCP-	College and Career Promise
CCR-	College Career Ready
CCS-	Catawba County Schools
CDC-	Career Development Coordinator
CDSA-	Children’s Developmental Services Agency
CECAS-	Comprehensive Exceptional Children Accountability System
CEU-	Continuing Education Credit
CFNC-	College Foundation of North Carolina
CGR-	Cohort Graduation Rate
COMPASS-	Children Overcoming Monumental Personal and Academic Stressors for Success
CTE-	Career and Technical Education
CVCC-	Catawba Valley Community College
DLT-	District Leadership Team
DOP-	Dropout Prevention
DPI-	Department of Public Instruction
DSS-	Department of Social Services
EAP-	Employee Assistance Program
ED-	Economically Disadvantaged
EEO/AA-	Equal Employment Opportunity/Affirmative Action
ELL-	English Language Learner
EOC-	End-of-Course Test (9-12)
EOG-	End-of-Grade Test (3-8)
ERATE-	Federal Program for Technology Connectivity Reimbursement
E.S.T.E.E.M.-	Empowering Students Through Education, Employment, and Mentorships
ESL-	English as a Second Language
EVAAS-	Educational Value-Added Assessment System
FAPE-	Free and Appropriate Public Education
FERPA-	Family Education Rights and Privacy Act
FMLA-	Family Medical Leave Act
FRL-	Free and Reduced Lunch

FY-	Fiscal Year
GED-	General Educational Development Program
GLP-	Grade Level Proficiency
HQ-	Highly Qualified
HRMS-	Human Resource Management System
IDEA-	Individuals with Disabilities Education Act
IEP-	Individual Education Plan
MCD-	Minimum Credit Diploma
MTSS-	Multi Tiered System of Support
NAEP-	National Assessment of Educational Progress
NASW-	National Academy of Social Workers
NBCT-	National Board Certified Teacher
NBPTS-	National Board for Professional Teaching Standards
NCE-	Normal Curve Equivalency
NCFE-	North Carolina Final Exams
NCHSAA-	North Carolina High School Athletic Association
NCLB-	No Child Left Behind
NCTEP-	North Carolina Teacher Evaluation Program
NCSIP-	North Carolina State Improvement Project
NCVPS-	North Carolina Virtual Public School
NOM-	National Origin Minority
OCR-	Office of Civil Rights
PAT-	Parent as Teachers
PBIS-	Positive Behavior Intervention Support
PD-	Professional Development
PDP	Professional Development Plan
PEP-	Personalized Educational Plan
PIO-	Public Information Officer
PLC-	Professional Learning Communities
PSAT-	Pre-Scholastic Assessment Test
RALC-	Regional Alternative Licensing Center

RC-	Reading Counts
RESA-	Regional Educational Service Alliance
RSS-	"Really Simple Syndication" used to subscribe to information through the internet
RTA-	Read to Achieve
RTI-	Responsiveness to Instruction
SADFSCA-	Safe and Drug-Free Schools Communities Act
SAT-	Scholastic Aptitude Test
SCOS-	Standard Course of Study
SD-	Staff Development
SD-9A-	Prior Approval Form for Staff Development (aka: the pink sheet)
SEA-	State Education Agency
SIP-	School Improvement Plan
SST-	Student Success Team
SLD-	Specific Learning Disabled
SLMC-	School Library Media Center
SPC-	Special Populations Coordinator
SPG-	School Performance Grade
SRO-	School Resource Officer
SWD-	Student with Disabilities
TA-	Teacher Assistant
TAAC	Teacher Assistants' Advisory Council
TAC	Teacher's Advisory Council
VOCATS-	Vocational Competency Achievement Tracking System
WorkKeys	Career Readiness Instrument

