

# Alamance Burlington School System

## 2012-2014 School Improvement Plan



*Rigorous instruction*

*Engagement in 21<sup>st</sup> century learning opportunities*

*Achievement in support of college/career readiness*

*Community involvement to infuse school culture*

*High quality teachers and administrators*



## School Improvement Team Membership

<b>School:</b>	<b>Hugh M. Cummings High School</b>
<b>Principal:</b>	<b>Emmet Alexander</b>
<b>Assistant Principal Representative(s):</b>	<b>Julia Johns George Robinson Alexander Aguilar Tiffany Best</b>
<b>School Improvement Team Chair:</b>	<b>Emmet Alexander</b>
<b>Classified Staff Representative(s):</b>	<b>Judy Shambley</b>
<b>Parent Representative(s):</b>	<b>Hubert Parker</b>
<b>EC Representative(s):</b>	<b>Kenneth Helms</b>
<b>ESL Representative(s):</b>	<b>James Brower</b>
<b>Certified Representatives:</b>	<b>Yeny Cooper</b>
	<b>Aeron Sizemore</b>
	<b>Shelly Pilversack</b>
	<b>Vernee Rogers</b>
	<b>Lindsey Criss</b>

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**Principal's Signature**

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**Date**

**School Vision:**

The members of the Cummings High School community will work collaboratively to provide a safe, inviting environment in which students will become lifelong learners. Through teamwork and a desire to expand the knowledge base of all students, we will provide our students with challenging and enriching educational opportunities that advance their individual talents and meet their individual needs.

**School Mission:**

To enhance the academic, cultural, moral, ethical, and social development of our students, the staff at Cummings High School will provide learning experiences, support, leadership, and challenges, which will enable our students to reach their potential and develop skills necessary to function in our ever-changing society.

## School Data Analysis

Please indicate the strengths and accomplishments of your school:

- a) As indicated by the Teacher Working Conditions Survey, teachers at Cummings High School are held to high professional standards, believe they work in a safe school environment, and share the same common vision.
- b) State end-of-course test scores were at the highest percentage in each tested subject since the school was reconstituted prior to the 2006-2007 school year.

Please indicate the areas of improvement for your school:

- a) We need to improve the attendance of the students at Cummings High School. The average attendance for the 2011-2012 school year was 90.89%.
- b) We need to meet our Annual Measureable Objectives. The students at Cummings High School met 15 of 19 targeted areas for the 2011-2012 school year.
- c) We need to increase the number of students proficient on End-of-Course tests to 80%. The composite score for Cummings High School for the 2009-2010 school year was 74.6%.
- d) We need to increase the number of students attending post-secondary educational institutions. Only 118 of the 160 graduating seniors (73.75%) attended post-secondary educational institutions.

What, if any, performance gaps exist in your school among diverse populations?

According to the Annual Measurable Objectives for Reading for Grade 10 (2011-2012)

- A performance gap between white and Hispanic populations of 10%
- A performance gap between white and black populations of 18%
- A performance gap between white and economically disadvantaged of 14%

According to the Annual Measurable Objectives for Math for Grade 10 (2011-2012)

- A performance gap between white and Hispanic populations of 9%
- A performance gap between white and black populations of 18%
- A performance gap between white and economically disadvantaged of 14%

What are the top 3-5 priorities that will be areas of focus for your school?

- 1— Decrease dropout rate by 2% and increase graduation cohort rate to 75%
- 2---Increase attendance rate to 95%

## Summary of School Improvement Goals: 2012-2014

<b>Rigorous Instruction</b>	Teachers use a variety of relevant instructional techniques, based on Common Core Standards, NC Falcon, and Anatomy of a Lesson, to assess student learning, and to develop critical thinking and problem solving skills to create successful students.
	AP courses Align teaching to Common Core and Essential Standards Curriculum Math/Literacy Training PLC Collaboration Technology Training
<b>Engagement in 21<sup>st</sup> century learning opportunities</b>	Teachers and administrators maintain a focus on providing learning opportunities that promote engagement
	Capturing Kids Hearts Decrease Discipline Referrals Character Education- (Citizenship, Responsibilities, Social Etiquette ) College and Career Readiness Preparation
<b>Achievement in support of college/career readiness</b>	Ensure that all students are educated and prepared for the 3-E areas: Enrollment, Enlistment, and Employment
	Enrolled, Enlisted or Employed Strategy for all seniors Rigorous instruction Increase AP class enrollment
<b>Community involvement to infuse school culture</b>	To increase community involvement by enhancing school culture
	Parent nights—FACE TO FACE Latino nights Graduate' LINCS Elon Academy
<b>High quality teachers and administrators</b>	Teachers and administrators will continuously hone their craft by staying abreast of current trends and practices in education through a variety of tools, resources, trainings, and observations to ensure they are meeting the needs of students.
	More feedback to teachers during observations and Rigorous Instruction Increase Number of National Board Certified Teachers Academic Coaches Beginning Teacher Induction Program

**Note: Each area must have at least one School Improvement Goal**

## Rigorous Instruction

Goal Statement: Teachers use a variety of relevant instructional techniques, based on Common Core Standards, NC Falcon, and Anatomy of a Lesson, to assess student learning, and to develop critical thinking and problem solving skills to create successful students.	
Historical data that supports this goal: Benchmark; teacher walkthroughs; formative assessments; literacy training— focus on writing; professional development; blooms taxonomy	
Target: Address student needs to develop student achievement in critical thinking and problem-solving skills; and to develop successful students	Indicators of Measure: Anatomy of a lesson; teacher observations; teacher walkthroughs; collection of evidence; assessments; readjustment of strategies and lessons; AP courses; Align teaching to Common Core and Essential Standards Curriculum; Math/Literacy Training PLC Collaboration; Technology Training
Milestone Date: June 2013	

### Strategies

Strategy 1: : Deliver curriculum using curriculum related Common Core Standards
Explain how this strategy will be used to meet this goal: Common Core Standards will be used as a guide to ensure that students’ needs are met by providing clear goals for student learning.
Identify all resources that will be used to meet this goal: Common Core goals will be visibly displayed, and explained to students before each lesson.

Strategy 2: Student needs are met through the implementation of NC Falcon Strategies
Explain how this strategy will be used to meet this goal: Teachers will use NC Falcon strategies to assess student comprehension and to readjust teaching strategies and lessons to meet the needs of students individually and as a whole.
Identify all resources that will be used to meet this goal: learning target will be visibly displayed on board, the criteria for success,(what students will be able to do throughout the lesson, and at the end of the lesson), collecting evidence, and documenting evidence

Strategy 3: Ensure student engagement and participation through “Anatomy of a Lesson”
Explain how this strategy will be used to meet this goal: implementation of adequate lessons using the “Anatomy of a Lesson” format will ensure that 45% of the lesson encompasses student active participation.
Identify all resources that will be used to meet this goal: Teacher lesson plan will have 20%- assessing active prior knowledge; 20% - teacher input; 45%- student active participation; and 15%- identifying student success.

## Engagement in 21<sup>st</sup> Century Learning

Goal Statement: Teachers and administrators maintain a focus on providing learning opportunities that promote engagement	
Historical data that supports this goal: Previous graduation cohorts	
Target: Increase graduation rate by 80%	Indicators of Measure: Graduation cohort data
Milestone Date: June 2013	

### Strategies

Strategy 1: Increase the use of technology at CHS that promotes Higher order thinking skills
Explain how this strategy will be used to meet this goal: Offer more online technology courses that will promote students to work in groups (blogging, post boards, etc)
Identify all resources that will be used to meet this goal: Maintain updated teacher web pages to better communicate instructional expectations, study island, castle learning, e2020, NCVPS

Strategy 2: Literacy with focus in writing based on higher order thinking
Explain how this strategy will be used to meet this goal: Our school will provide opportunities for students to connect prior knowledge with new concepts, provide a strong educational stimulus to promote questioning and engagement
Identify all resources that will be used to meet this goal: Pre-assessments, direct instruction, guided instruction, independent work activities

Strategy 3: Embedded assessments that focus on our essential standards
Explain how this strategy will be used to meet this goal: Course team will design common, formative assessments- items should reflect power standards
Identify all resources that will be used to meet this goal: Minute by minute assessments, common assessments- should be a norm and administer quarterly, by semester and/or yearly

## Achievement in Support of College/Career Readiness

Goal Statement: Ensure that all students are educated and prepared for the 3-E areas: Enrollment, Enlistment, and Employment	
Historical data that supports this goal:	
Target: To increase the number of students that enrolls into a college/ university or military.	Indicators of Measure: Increased # of students: enrolling into college, students completing FASFA, students taking SAT/ACT, and enrollment into a branch of the military
Milestone Date: June 2013	

### Strategies

Strategy 1: To continuously educate students on the college enrollment process.
Explain how this strategy will be used to meet this goal: Exposure to numerous college opportunities and information
Identify all resources that will be used to meet this goal: *College Fair *College Application Week *FASFA Registration * SAT/ACT Registration and Preparation *PSAT & PLAN *Transcript Audits * Meeting with counselors and UNC College/Career Coordinator

Strategy 2: To provide students with exposure to the military and career related fields within the military.
Explain how this strategy will be used to meet this goal: Prepare students for entry into the military
Identify all resources that will be used to meet this goal: ASVAB & Military Recruiters/ Recruitment

Strategy 3:
Explain how this strategy will be used to meet this goal: This will ensure students have the necessary career skills needed for employment in a 21st Century Society.
Identify all resources that will be used to meet this goal: *Career Fairs *Internships with local businesses *Future for Kids *Work Keys *C-Tech Enrollment *Resume, Job Interviewing, and Completing Job Application Trainings



## Community Involvement to Infuse School Culture

Goal Statement: To increase community involvement by enhancing school culture	
Historical data that supports this goal:	
Target: 50% of Students Parents Will Be Involved In Their Child's Education	Indicators of Measure: Parental/Community Involvement
Milestone Date: June 2013	

### Strategies

Strategy 1: LINCS/Elon Academy
Explain how this strategy will be used to meet this goal: Link with community agencies and post secondary institutions to enhance students' education.
Identify all resources that will be used to meet this goal: Tutors, Dual Enrollment (Community Colleges & local universities), College Fairs, Information Sessions, College Mentors

Strategy 2: Re-Accreditation Process
Explain how this strategy will be used to meet this goal: Data will be collected by various stakeholders in the educational process to improve the relationship between school and community.
Identify all resources that will be used to meet this goal: # of respondents to complete the survey, responses from the survey, actions taken directly related to the survey responses

Strategy 3: Graduate' Program
Explain how this strategy will be used to meet this goal: To increase community and parental involvement for our increasing Hispanic population.
Identify all resources that will be used to meet this goal: Latino Parent College Night, Career and Educational Counseling for Hispanic students, Hispanic Culture Night

## High Quality Teachers and Administrators

Goal Statement: Teachers and administrators will continuously hone their craft by staying abreast of current trends and practices in education through a variety of tools, resources, trainings, and observations to ensure they are meeting the needs of students.	
Historical data that supports this goal:	
Target: To meet expected or exceed 2011-12 ABC scores	Indicators of Measure: *EOC Data *Grade Distribution *Suspension Data * *Teachscape Data *Teacher Observations Teacher working conditions survey and AYP reports
Milestone Date: June 2013	

### Strategies

Strategy 1: To provide teachers and administrators with professional development and trainings necessary to enhance overall academic achievement of all students.
Explain how this strategy will be used to meet this goal: Teachers will have necessary trainings needed to meet the academic needs of students.
Identify all resources that will be used to meet this goal: *Professional Development *Webinar Trainings *Administrative Leadership Trainings *Advanced Placement Workshops *Teacher Leadership Trainings

Strategy 2: Teachers are trained on New Common Core Standards, aligns curriculum to standards, and implements standards on daily lessons.
Explain how this strategy will be used to meet this goal: Ensures teachers are teaching Common Core Standards daily
Identify all resources that will be used to meet this goal: *Professional Development *Professional Learning Teams/Communities *Curriculum Alignment *Formative/Summative Assessment of students *Usage of Revised Bloom's Taxonomy

Strategy 3: Administrators monitors effectiveness and implementation of Common Core Standards into teachers' daily lesson.
Explain how this strategy will be used to meet this goal: Administrators will help teachers with their strengths and weakness to improve overall teacher effectiveness and student success.
Identify all resources that will be used to meet this goal: : *Teachscape *McRel *Walk-Throughs *Formal Observations *Pre/Post Teacher Conferences

## School Improvement Check Process

What does the data reveal regarding results of the implemented strategies?

Goal 1:

Goal 2:

Goal 3:

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Goal 4:

Goal 5:
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Goal 6:

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# School Improvement Act Process

**Please explain how strategies will be revised based on current data analysis.**

Goal 1:

Goal 2:

Goal 3:

Goal 4:

Goal 5:



Goal 6:

