EZEKIEL EZRA SMITH HIGH SCHOOL

2014 - 2016 SIP

E.E. Smith High School

Cumberland County School System

Melody Chalmers, Principal
1800 Seabrook Road
Fayetteville, NC 28301

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Overview

Plan Name

EZEKIEL EZRA SMITH HIGH SCHOOL 2014 - 2016 SIP

Plan Description

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Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014 - 2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 1	Organizational	$20000
2	2014 - 2016 To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 1	Academic	$0
3	2014 - 2016 To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 1	Organizational	$5000
4	2014 - 2016 To recruit, select, develop, and retain the very best personnel	Objectives: 1 Strategies: 1 Activities: 1	Organizational	$600
5	2014 - 2016 To improve our use of technology	Objectives: 1 Strategies: 1 Activities: 1	Organizational	$60000

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Goal 1: 2014 - 2016 To create a safe and caring climate that enhances learning

Measurable Objective 1:

collaborate to create a college-going environment for all of our students by 06/10/2016 as measured by a 10% increase in the number of Juniors earning a 17 or above on the statewide administration of the ACT.

Strategy 1:

Creating a College-Going Culture - The school culture will be transformed to focus on college and career readiness daily. The physical environment, staff and student behaviors, instructional activities and extracurricular events will be aligned to focus on increasing college access and college readiness. Each grade level will participate in a college tour, information regarding college entrance requirements will be included in the student handbook and posted around the school and in classrooms. ACT and SAT Trivia will be shared schoolwide each week and prizes will be rewarded as incentive for participation. AVID Test Prep will be utilized by 11th grade students during Academic Jumpstart on Tuesday's and Thursday's to prepare students for the SAT and ACT. All Seniors will be assigned a teacher advisor who will help them with their post-secondary plans to include applying to colleges, registering for required exams, and completing scholarship applications. We will offer the AVID elective course to selected students who meet the designated criteria.

Research Cited: Educators for Social Responsibility. (2009). Increasing College Access Through School-Based Models of Postsecondary Preparation, Planning, and Support. Cambridge, MA: ESR.

Activity - Creating a College-Going Culture	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school culture will be transformed to focus on college and career readiness daily. The physical environment, staff and student behaviors, instructional activities and extracurricular events will be aligned to focus on increasing college access and college readiness. Each grade level will participate in a college tour, information regarding college entrance requirements will be included in the student handbook and posted around the school and in classrooms. ACT and SAT Trivia will be shared schoolwide each week and prizes will be rewarded as incentive for participation. AVID Test Prep will be utilized by 11th grade students during Academic Jumpstart on Tuesday's and Thursday's to prepare students for the SAT and ACT. All Seniors will be assigned a teacher advisor who will help them with their post-secondary plans to include applying to colleges, registering for required exams, and completing scholarship applications. We will offer the AVID elective course to selected students who meet the designated criteria.	Career Preparation/Orientation	06/30/2014	06/10/2016	$20000	General Fund	Faculty and Staff Members

Goal 2: 2014 - 2016 To expect academic growth by all children

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Measurable Objective 1:

A 10% increase of Black or African-American students will demonstrate a proficiency and growth on grade level standards in Mathematics, Science, and in English Language Arts by 06/10/2015 as measured by End of Course Tests in English II, Math I, and Biology to close the achievement gap.

Strategy 1:

Weekly Common Assessments - Students in English II, Math I, Biology, and AVID will be required to take a Weekly Common Assessment to track and monitor their academic progress. Students will be required to maintain a data notebook that is updated weekly and reflect upon their progress each week. Students will also be required to participate in Academic Conferences with a school administrator and parent to be held at the end of the 2nd Grading Period each semester to evaluate student's progress, discuss learning goals with parents and work on next steps to improve learning during the second half of each semester. EOC teachers will collaborate on Wednesday's of each week to analyze EOC Weekly Common Assessment data.

Research Cited: Berger, R. (2014). Leaders of Their Own Learning: Transforming Schools Through Student-Engaged Assessment. (Jossey-Bass)

Activity - Weekly Common Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in English II, Math I, Biology, and AVID will be required to take a Weekly Common Assessment to track and monitor their academic progress. Students will be required to maintain a data notebook that is updated weekly and reflect upon their progress each week. Students will also be required to participate in Academic Conferences with a school administrator and parent to be held at the end of the 2nd Grading Period each semester to evaluate student's progress, discuss learning goals with parents and work on next steps to improve learning during the second half of each semester. EOC teachers will collaborate on Wednesday's of each week to analyze EOC Weekly Common Assessment data.	Direct Instruction	06/30/2014	06/10/2015	$0	No Funding Required	EOC Teachers and School Administrators

Goal 3: 2014 - 2016 To promote continuous quality improvement

Measurable Objective 1:

collaborate to refine Academic Jumpstart to provide academic interventions for struggling students during the instructional day by 06/10/2016 as measured by by an increase in student performance in all accountability areas.

Strategy 1:

Academic Jumpstart - All students will be assigned to an Academic Jumpstart session focused on the ACT, Worrkeys, AP, EOC, and VOCATS courses, Math rigor. Students will receive remediation or enrichment during AJS on Tuesday's and Thursday's from 9:55 - 10:40 to directly impact and improve outcomes in the targeted areas of the state accountability model. Feedback and data from the 2013 -2014 school year will be utilized to improve student assignment and teacher preparedness for AJS.

Research Cited: Dufour, R. & Marzano, R. J. (2011). Leaders of Learning: How District, School, and Classroom Leaders Improve Student Achievement. Bloomington,

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IN: Solution Tree Press

Activity - Academic Jumpstart	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will be assigned to an Academic Jumpstart session focused on the ACT, Worrkeys, AP, EOC, and VOCATS courses, Math rigor. Students will receive remediation or enrichment during AJS on Tuesday's and Thursday's from 9:55 - 10:40 to directly impact and improve outcomes in the targeted areas of the state accountability model. Feedback and data from the 2013 -2014 school year will be utilized to improve student assignment and teacher preparedness for AJS.	Academic Support Program	07/27/2014	06/10/2016	$5000	Other	Faculty & Staff Members

Goal 4: 2014 - 2016 To recruit, select, develop, and retain the very best personnel

Measurable Objective 1:

demonstrate a behavior of utilizing a school wide instructional framework. by 06/10/2016 as measured by classroom observations and learning walks.

Strategy 1:

Classroom Instruction That Works - The staff will be divided into Professional Learning Communities which will meet twice a month on Wednesday's during the instructional day to share, discuss, and understand the instructional practices from Classroom Instruction That Works. Each member of the School Improvement Team is assigned an instructional strategy to research, present, and lead implementation efforts during and after the PLC meeting. Each staff member will be required to post the Instructional Strategies utilized in the classroom daily and highlight the instructional strategy in their lesson plans. All staff members will have access to Clasroom Instruction That Works as a resource and learning walks will be conducted weekly to monitor and evaluate progress.

Research Cited: Marzano, R., Pickering, D., & Pollock, J. (2001). Classroom Instruction That Works. Alexandria, VA: Association for Supervision and Curriculum Development.

Activity - Classroom Instruction That Works	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The staff will be divided into Professional Learning Communities which will meet twice a month on Wednesday's during the instructional day to share, discuss, and understand the instructional practices from Classroom Instruction That Works. Each member of the School Improvement Team is assigned an instructional strategy to research, present, and lead implementation efforts during and after the PLC meeting. Each staff member will be required to post the Instructional Strategies utilized in the classroom daily and highlight the instructional strategy in their lesson plans. All staff members will have access to Clasroom Instruction That Works as a resource and learning walks will be conducted weekly to monitor and evaluate progress.	Professional Learning	07/27/2014	06/10/2016	$600	State Funds	Faculty and Staff

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Goal 5: 2014 - 2016 To improve our use of technology

Measurable Objective 1:

demonstrate a behavior of incorporating technology to improve shchoolwide processes and enhance teaching and learning by 06/10/2016 as measured by classroom observations and learning walks.

Strategy 1:

Technology Team - A Technology Team will be assembled to meet monthly to research, share, and discuss, best practices related to the integration of technology to improve instruction. The Technology Team will lead the implementation of newly purchased IPADs to idenitfy and teach best practices to faculty members during PLC Meetings. Instructional funds will be used to purchase additional IPADs for the rest of the faculty during the next two years. Classroom observations and weekly learning walks will be conducted to monitor and evaluate progress. Focus will also be given to utilizing technology to improve schoolwide processes such as disciplinary referrals, information management, public relations, and marketing.

Research Cited: Editorial Projects in Education Research Center. (2011, September 1). Issues A-Z: Technology in Education. Education Week. Retrieved Month Day, Year from http://www.edweek.org/ew/issues/technology-in-education/

Activity - Technology Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Technology Team will be assembled to meet monthly to research, share, and discuss, best practices related to the integration of technology to improve instruction. The Technology Team will lead the implementation of newly purchased IPADs to idenitfy and teach best practices to faculty members during PLC Meetings. Instructional funds will be used to purchase additional IPADs for the rest of the faculty during the next two years. Classroom observations and weekly learning walks will be conducted to monitor and evaluate progress. Focus will also be given to utilizing technology to improve schoolwide processes such as disciplinary referrals, information management, public relations, and marketing.	Technology	07/27/2014	06/10/2016	$60000	State Funds	Faculty Members

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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Weekly Common Assessments	Students in English II, Math I, Biology, and AVID will be required to take a Weekly Common Assessment to track and monitor their academic progress. Students will be required to maintain a data notebook that is updated weekly and reflect upon their progress each week. Students will also be required to participate in Academic Conferences with a school administrator and parent to be held at the end of the 2nd Grading Period each semester to evaluate student's progress, discuss learning goals with parents and work on next steps to improve learning during the second half of each semester. EOC teachers will collaborate on Wednesday's of each week to analyze EOC Weekly Common Assessment data.	Direct Instruction	06/30/2014	06/10/2015	$0	EOC Teachers and School Administrators
				Total	$0	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Jumpstart	All students will be assigned to an Academic Jumpstart session focused on the ACT, Worrkeys, AP, EOC, and VOCATS courses, Math rigor. Students will receive remediation or enrichment during AJS on Tuesday's and Thursday's from 9:55 - 10:40 to directly impact and improve outcomes in the targeted areas of the state accountability model. Feedback and data from the 2013 -2014 school year will be utilized to improve student assignment and teacher preparedness for AJS.	Academic Support Program	07/27/2014	06/10/2016	$5000	Faculty & Staff Members
				Total	$5000	

State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible

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Technology Team	A Technology Team will be assembled to meet monthly to research, share, and discuss, best practices related to the integration of technology to improve instruction. The Technology Team will lead the implementation of newly purchased IPADs to idenitfy and teach best practices to faculty members during PLC Meetings. Instructional funds will be used to purchase additional IPADs for the rest of the faculty during the next two years. Classroom observations and weekly learning walks will be conducted to monitor and evaluate progress. Focus will also be given to utilizing technology to improve schoolwide processes such as disciplinary referrals, information management, public relations, and marketing.	Technology	07/27/2014	06/10/2016	$60000	Faculty Members
Classroom Instruction That Works	The staff will be divided into Professional Learning Communities which will meet twice a month on Wednesday's during the instructional day to share, discuss, and understand the instructional practices from Classroom Instruction That Works. Each member of the School Improvement Team is assigned an instructional strategy to research, present, and lead implementation efforts during and after the PLC meeting. Each staff member will be required to post the Instructional Strategies utilized in the classroom daily and highlight the instructional strategy in their lesson plans. All staff members will have access to Clasroom Instruction That Works as a resource and learning walks will be conducted weekly to monitor and evaluate progress.	Professional Learning	07/27/2014	06/10/2016	$600	Faculty and Staff
				Total	$60600	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible

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Creating a College-Going Culture	The school culture will be transformed to focus on college and career readiness daily. The physical environment, staff and student behaviors, instructional activities and extracurricular events will be aligned to focus on increasing college access and college readiness. Each grade level will participate in a college tour, information regarding college entrance requirements will be included in the student handbook and posted around the school and in classrooms. ACT and SAT Trivia will be shared schoolwide each week and prizes will be rewarded as incentive for participation. AVID Test Prep will be utilized by 11th grade students during Academic Jumpstart on Tuesday's and Thursday's to prepare students for the SAT and ACT. All Seniors will be assigned a teacher advisor who will help them with their post-secondary plans to include applying to colleges, registering for required exams, and completing scholarship applications. We will offer the AVID elective course to selected students who meet the designated criteria.	Career Preparation/Orientation	06/30/2014	06/10/2016	$20000	Faculty and Staff Members
				Total	$20000	

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LEA or Charter Name/Number:	Cumberland County Schools - 260
School Name:	Ezekiel Ezra Smith High School
School Number:	359
Plan Year(s):	2014-2016

Voting: All staff must have the opportunity to vote anonymously on the School Improvement Plan.

# For	100
# Against	0
Percentage For	100%
Date approved by Vote:	27-Aug-14

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Year elected
Principal	Melody Chalmers	
Assistant Principal Representative	Terry Burks	2013
Teacher Representative	Connie Monroe	2013
Inst. Support Representative	Lynda Wilson	2014
Teacher Assistant Representative		
Parent Representative	Rhonda Cherry	2013
Additional Representative	Tamela Rappold	2013
Additional Representative	Jason Edwards	2014
Additional Representative	Ginean Royal	2013
Additional Representative	Dorothy Woodfork	2014
Additional Representative	Jonathon Nunn	2014
Additional Representative	Margaret Johnson	2014
Additional Representative	Lytonia Whitaker	2013
Additional Representative	Potterressia Barnes	2013
Additional Representative	Marcus Thomas	2014
Additional Representative	Donna Craig	2013

Remediation Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:	E. E. Smith High School
Year:	2014-2016

Description of the Plan

Purpose:	The purpose of this plan is to provide supplemental instruction to at-risk students to ensure mastery of course objectives and/or specific graduation requirements.
Delivery:	This purpose will be achieved through one-on-one tutoring, small group tutoring, and instructional technology support.
Students Served:	All students will be served through Academic Jumpstart.

Budget Amount

	AMOUNT
Total Allocation:	$17,383.35

Budget Breakdown

		AMOUNT
Personnel:		

	EOC Collaboration Meetings (2 per semester)	$4,000.00
	Math I Tutors during Academic Jumpstart	$4,000.00
Materials & Supplies:	Avid Test Prep Online	$8,000.00
		AMOUNT
Transportation:	EOC Night Transportation (2 per semester)	$1,383.35

Grand Total:	$17,383.35

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
Y	Student Activity Log
	Other (If yes, specify in the box below):

Title II Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:	E. E. Smith High School
Year:	2014-2015

Description of the Plan

Purpose:	The purpose of this plan is to provide a detailed description of staff development expenditures.

Budget Amount

	AMOUNT
Total Allocation:	$1,520.00

Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development 1

The purpose of the staff development is to allow the School Improvement Team time to analyze schoolwide inititatives and 1st Semestet data to improve instruction. This staff development will take place on Saturday in February 2015.

	Description	**AMOUNT**
Personnel:		
Training materials:		
Registration/Fees:		
Travel:		
Mileage/Airfare:		
Lodging/Meals:	Facility and Meals	760
Consulting Services:		
Follow up activities		
	Total for staff development 1: This cell will automatically total for you	$760.00

Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development 2

The purpose of the staff development is to allow the School Improvement Team time to analyze 2nd Semestet data and to plan for the upcoming school year.

	Description	AMOUNT
Personnel:		
Training materials:		
Registration/Fees:		
Travel:		
Mileage/Airfare:		
Lodging/Meals:	Facility and Meals	760
Consulting Services:		
Follow up activities		
	Total for staff development 2: This cell will automatically total for you	$760.00

District Wide Components

Duty Free Lunch		**Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.**	Y
Duty free planning time		**Please describe approximately how much planning time your teachers have during a week:** Our teachers have a 90 minute planning period every day.	
PBIS school		**Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.**	N
PBIS rating from previous year		**Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:**	
Parental Involvement		**Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.): Parent Teacher Conferences are scheduled each semester and PTA Meetings are held on the 4th Thursday of each month at 6:00 pm. The prinicpals in the E. E. Smith Attendance Area also collaborate to host a District Parent Night to share District Wide information with our parents. This year's event is scheduled on October 28, 2014.**	

Safe and Orderly schools	The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.
Review of the SIP plan and notification of changes	As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.