



School Improvement Plan

Orange High School

2011-2012

Armond Hankins

Principal



Orange County Schools

School Improvement Plan

Executive Summary for 2011-12

Year 2 of 2

Orange High School

Our School's Three Most Significant Needs Are: (needs should be student instructional needs or needs evidenced by survey, as opposed to "wants")	Present status (score, percentage or other measure of these needs)	Target status (score, percentage or other measure of needs – target may be for the first year or for both years of the plan)	Most promising strategy (ies) to address the needs (please indicate no more than three strategies per need).
<p>1. Improve Academic Support for Black and Economically Disadvantaged Students.</p>	<p>OHS met 16 of 17 AYP Target Goals (94.1%).</p> <p>OHS did not meet the AYP Target Goal for % of Black Students Proficient in Reading (55.6%). ED students met the Reading Goal with Safe Harbor (57%).</p> <p>The % of Black (82.5%) and ED (82.6%) students proficient in Math was met with Confidence Interval.</p> <p>The Graduation Rate for Black & ED students was met with Improvement.</p>	<p>OHS will meet 100% of NCLB AYP Target Goals.</p> <p>100% of Black & ED Students tested will be at or above the AYP Target Goals in Reading (69.3%) and in Math (84.2%).</p> <p>At least 80% of Black and ED students will meet the OAI Graduation Rate.</p>	<p>a. Continued Online Staff Development through moodles. <u>Motivating Black Males to Achieve in School & In Life</u> by Baruti Kafele & <u>Teaching With Poverty In Mind</u> will familiarize staff with the causes of low achieving impoverished and black male students. OHS will continue to implement at least two strategies from <u>Teaching with Poverty in Mind</u> during the 2011-2012 school year.</p> <p>b. Teachers and Guidance Staff will use EVAAS and NCWISE to target students at-risk of failing and provide additional services in the student's area(s) of need.</p> <p>c. Panther Period review/recover will provide academic assistance inside the school day. 21st Century Crossroads Program will provide academic assistance and transportation outside the school day. The ACE (Another Choice in Education) program provides online course recovery during the school day and outside the school day.</p>



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2.	<p>Reduce the Achievement Gaps between White and Black and White and Economically Disadvantaged students in all EOC courses.</p> <p>(Note: OHS does not have enough Hispanic enrollment to qualify as a subgroup)</p>	<p>OHS % Proficient by subgroup</p> <p><u>Reading</u> Black – 55.6% Econ. Disadvantaged – 57% Whites – 81.5%</p> <p><u>Math</u> Black – 82.5% Econ. Disadvantaged – 82.6% White – 90.4%</p>	<p>Black and ED subgroups will increase their proficiency by at least the safe harbor goals.</p> <p><u>Reading</u> Black – 60.6% Econ. Disadvantaged – 62%</p> <p><u>Math</u> Black – 84.5% Econ. Disadvantaged – 84.6%</p>	a.	SOCRATES program will increase enrollment for Black students in higher level courses (Honors and AP) by at least 25%.
				b.	National Achievers Honor Society (based on the National Urban League's Campaign for African American Achievement) will support the academic and social development of the target group through networking and community service projects.
				c.	Panther Period review/recover will provide time to review NCSCOS concepts in all courses.
				D.	Use of Academic-based Saturday School program to focus on EOC's Algebra 1, Biology 1, & English 1
3.	<p>Increase Student Attendance Rate.</p>	<p>The OHS student attendance rate for the 2010-2011 school year was 94% (a 1.6% increase in student attendance).</p>	<p>OHS will meet or exceed the Orange County Schools average attendance rate of 94.4%.</p>	a.	Continue monthly student recognition for a high rate of attendance.
				b.	Create an attendance committee to monitor and address student absences from school.
				c.	Track student tardiness to school through the use of the computer sign in system in the front office and enforce the school tardy policy. Automated phone calls will be sent out through the school when a student misses a class. OHS-PAN will be implemented to give parents/guardians access to student attendance.



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- SBE Priority Area: NC Public Schools Will Produce Globally Competitive Students.
 OCS Goal: OCS will provide excellent instruction to prepare students for global competitiveness.
 OHS Goal: OHS will reduce the student achievement gap in EOC courses by an amount equal to safe harbor for each course by June 2012.
 OHS Goal: OHS will improve student performance on the 2011 SAT to meet or exceed the NC 2010 average.
 OHS Goal: OHS will increase the 4 year cohort graduation rate to 80% by June 2011.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
1. Current analysis shows 91.4% proficiency for White students, 84.7% proficiency for Hispanic students, 66.9% proficiency for Black students, and 50.8% proficiency for EC students.	Review NCSCOS concepts during Panther Period.	Master Schedule	June 2010- June 2011	Review Materials	EVAAS Training	Yes
	Teachers will use EVAAS to determine students needing additional academic support.	EVAAS Panther Period Tutoring Program	October 2011- May 2012	PEP Plans Club sponsor	21 st Century Skills Training	Ongoing
	Update Pyramid of Interventions to reflect additional academic and behavioral support systems.	SOCRATES program International Club	June 2011- June 2012	SOCRATES/Panther Period Administrative oversight	Teaching With Poverty In Mind Moodle Course.	Ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/ Supplies	Professional Development	Y or N
	<p>Increase awareness of student achievement through SOCRATES and International Club meetings and communications.</p> <p>Increase enrollment of minorities in honors level and AP courses.</p> <p>Teachers will implement at least 2 strategies from the Teaching With Poverty In Mind book.</p> <p>Tutoring for at risk students offered in Saturday School and 21st Century After-School Program.</p>	<p>Participation Records</p> <p>Moodle participation records and CEU credits earned.</p> <p>21st Century Grant Administrative Intern</p> <p>PEP Plans and Parent Conference Records</p>	<p>October 2011-May 2012</p> <p>October 2011-May 2012</p>	<p>Director of Accountability and Testing</p>		<p>Ongoing</p>



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/ Supplies	Professional Development	Y or N
	Personal Education Plans (PEP)					
2. OHS students average score on the SAT improved in 2009-2010, but is still .8% below state average.	<p>SAT material will be reviewed during advisory.</p> <p>Establish COMPASS baseline data</p> <p>Links to SAT related web sites placed on the OHS web site.</p> <p>Increased PSAT enrollment</p> <p>Use of AP Potential to target potential students for advanced coursework.</p> <p>Targeted enrollment of</p>	<p>Lesson Plans</p> <p>Career Development Coordinator</p> <p>Web Site, Technology Facilitator</p> <p>PSAT</p> <p>Guidance staff, Teachers</p> <p>Online course, Letters, Parent Meetings, ALERTNOW system</p>	<p>October 2011- June 2012</p> <p>June 2012</p> <p>October 2010</p> <p>August 2010- October 2010</p> <p>September 2010 – June 2011</p> <p>October 2010- June 2011</p>	<p>Technology Specialist</p> <p>Guidance Dept.</p> <p>SAT Committee</p> <p>Internet connections</p> <p>Computers</p> <p>TVs, Computer software</p>		<p>Yes</p> <p>OHS increased in both areas the number of students tested with the PSAT and achievement data for SAT</p>



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/ Supplies	Professional Development	Y or N
	<p>students taking the SAT in the online SAT Prep Course.</p> <p>Parent/Student notification about SAT test dates and web site.</p> <p>SAT Word and Question Of The Day posted on daily scrolling TV announcements.</p>	Media Specialist		Graphing Calculators		
3. Current analysis shows a 78.6% cohort graduation rate for the class of 2010.	<p>Analysis of student transcripts to determine students not currently with their cohort.</p> <p>Development of graduation/career plans and parent conference held with each student not currently on track to graduate on time.</p>	<p>Guidance Counselors</p> <p>Career Development Coordinator,</p> <p>School Administration</p>	<p>August 2010-December 2011</p> <p>October 2010-June 2011</p> <p>November 2010-June 2011</p>	<p>Computers, NCWISE</p> <p>Transition Materials</p> <p>LINK Crew Materials</p>	LINK Crew training	<p>Yes</p> <p>2011 graduation rate for cohort group 81.2</p>



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/ Supplies	Professional Development	Y or N
	Transition Program (including HS101 and LINK Crew) for rising 9 th grade students and parents.					
Comments:						



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SBE Goal: NC Public School Students Will Be Healthy And Responsible.

OCS Goal: OCS will provide opportunities for involvement of the community in improving the health, safety and well-being of our students and their families.

OHS Goal: OHS will reduce disciplinary incidents in the 2010-2011 school year by 20% through the implementation of PBIS as evidenced in NCWISE Discipline Reports.

OHS Goal: OHS will improve emergency response procedures to increase student safety and preparedness and to ensure a more efficiently run school as evidenced by logs and procedures.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
1. PBIS strategies implemented at the 9 th grade level.	Expand PBIS strategies to include 9 th and 10 th grade. PBIS Committee. Develop Panther Pride Procedures. Public celebration of positive student	Disciplinary Reports. Completed webpage. Student of the month recognition log.	September 2010-June 2011	Panther Pride Posters. Teachers. Guidance Counselors. Behavior Interventionist.	PBIS training	Yes Ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	<p>behavior for maintaining a safe and orderly environment.</p> <p>District funded Behavior Interventionist Assistant.</p> <p>Development of Advisory webpage linked to OHS webpage for all students grades 9-12.</p> <p>Proactive Advisory lessons to include bullying, sexting, cyber-stalking, etc.</p>			<p>Webpage. Technology Facilitator.</p> <p>Scrolling TV announcements.</p> <p>Media Specialist.</p>		



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
2. Emergency response procedures need to be updated and implemented.	<p>Update Safe School Plan and ensure that black box is current.</p> <p>Install AED's in strategic locations throughout the campus.</p> <p>Continue to participate in REMS Grant with school and emergency management personnel.</p> <p>Provide Diabetic, CPR, First Aid and Medication Distribution training to staff.</p>	Usage logs. Training log.	August 2010- June 2011	<p>AED</p> <p>School Nurse</p> <p>Sustainability plan.</p> <p>Crisis Team.</p> <p>Emergency Evacuation Chair. (EVACU-TRAC Chair)</p>	<p>AED, Diabetic, CPR, First Aid and Medication Distribution Training.</p> <p>HB1032 Seclusion and Restraint Training.</p> <p>EVACU-TRAC Chair Training.</p> <p>REMS Training.</p>	Yes ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	Participate in Emergency Ambulatory Evacuation Chair training. Train in permissible restraint and seclusion per NC HB 1032.					
Comments:						



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- SBE Goal:** NC Public Schools Will Be Led By 21st Century Professionals.
- OCS Goal:** OCS will recruit and support highly qualified educators who work collaboratively to enhance student achievement.
- OHS Goal:** Highly Qualified Educators will collaborate with EC teachers to provide support and materials for specific EOC Courses during the 2010-2011 School Year.
- OHS Goal:** OHS will explore alternative delivery systems to provide increased time for staff development opportunities during the 2010-2011 school year.
- OHS Goal:** OHS will support Beginning Teachers through the implementation of regular mentor/mentee meetings and contact with OCS District Mentor during the 2010-2011 school year.
- OHS Goal:** OHS will retain teachers during the 2010-2011 school year by recognizing extraordinary contributions and providing opportunities for collegial experiences.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
1. Occupational Course of Study Teachers are teaching EOC Course of Study	PLC Collaboration between highly qualified subject area teachers and EC teachers.	Department Chairs, School Administration, PLC Meeting Minutes	August 2010- June 2011		High Five Training	Yes ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
due to a state mandate driven by NCLB.		PLC Team Leader meetings	October 2010-May 2011 September 2010-June 2011			
2. Teacher Working Conditions Survey indicated a desire for more time for staff development.	<p>Survey of teachers including preferences for topics and delivery systems.</p> <p>Research the use of online training.</p> <p>Provide substitutes and funding for off campus training,</p> <p>Explore ways to increase efficient use of teacher time.</p>	<p>Teacher Satisfaction Survey.</p> <p>Staff Development Survey</p> <p>School Administration.</p> <p>Technology facilitator.</p>	<p>February 2011</p> <p>August 2010- June 2011</p>	<p>Computers</p> <p>Survey.</p> <p>Master Schedule.</p> <p>Duty Roster.</p> <p>Technology facilitator.</p> <p>School Administration</p>	<p>High Five training</p> <p>Conferences.</p> <p>Moodle Training as requested.</p>	Yes



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
<p>During the 2010-11 school year, teachers received a duty free instructional planning time on a daily basis as staffing allowed.</p> <p>The OHS staff agreed to rotate lunch duty equal to one week per month.</p>	<p>Comply with NC GS 115-C: Provide a minimum of a 60 minute duty free instructional planning time for every teacher on a daily basis.</p> <p>Implement a duty free lunch for every teacher 3 out of 4 weeks each month.</p>	.				
<p>3. 9.3% of OHS Faculty are Beginning Teachers.</p>	<p>Formalize the mentor/mentee relationship with a specific structure.</p> <p>Monthly BT meetings</p>	<p>School Administration. Mentors. + /- evaluation sheet at the conclusion of each session.</p>	<p>September 2010- June 2011 November 2010-May 2011</p>	<p>School Administration. Teacher Mentors. Guest Speakers.</p>		<p>Yes</p>



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	with guest speakers.					
4. During the 2009-2010 school year, OHS reported an 11.6% turnover rate.	<p>Recognize teacher contributions through award presentations at monthly staff meetings.</p> <p>Awards Criteria includes: <i>Panther Pride</i> award recognition based on peer recommendation, <i>BIG shoe</i> – for “going the extra mile”, <i>Plunger</i> – for “taking the plunge” to try something new, <i>Gumby</i> – for being</p>	<p>Record of teacher recognitions.</p> <p>Faculty meeting agendas.</p>	September 2010- June2011	<p>Panther Pride Certificates. BIG shoe. Plunger. Gumby. Starfish.</p> <p>Teacher of the Month Certificates</p>		Yes ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	"flexible", and <i>Starfish</i> – for "making a difference in the life of a student."					
Comments:						



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SBE Priority Area: Leadership Will Guide Innovation in NC Public Schools.

OCS Goal: OCS district leaders will promote a culture that embraces constructive change and focuses on continuous improvement.

OHS Goal: PLC Collaboration will be recognized and supported through team celebrations of goal attainment during the 2010-2011 school year.

OHS Goal: During the 2010-2011 school year, OHS will partner with community organizations to provide opportunities for student support and increase academic success.

OHS Goal: OHS will collaborate with community colleges and public universities to provide enhanced 21st Century educational opportunities for students and teachers.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
1. PLC Matrix results reflected a need for team recognition of SMART goal attainment.	Publically recognize PLC teams for PLC Concepts and progress toward meeting goals.	PLC Matrix School Administration.	September 2010-June 2011	Administration. Business partnership	High Five training.	Yes ongoing
2. OHS has limited opportunities after	Partner with Orange Crossroads Baptist	Participation logs. EOC test results.	October 2010-May 2011	Transportation. Grant.		Yes/ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
school hours for academic support for at-risk students.	Church to facilitate the 21 st Century Grant.	Lower dropout rate. Record of discipline referrals.				
3. During the 2009-2010 school year, OHS offered courses through NCVPS, and UNCGi-school.	Add STEM and Student Success Courses through Learn and Earn Online. Partner with UNC World View to provide enhanced 21 st Century educational opportunities for students and teachers. Model UN Club Global Issues Course	Course enrollment. Course completion rate.	September 2010-June 2011	Computers DLA Internet Access UNC /Duke Partnership Club sponsor. Teacher.	World View 21 st Century Training	Yes/ongoing
Comments:						



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Orange High School – Orange County Schools

- SBE Priority Area: NC Public Schools Will Be Governed And Supported By 21st Century Systems.
- OCS Goal: OCS will be supported by effective and efficient operations.
- OHS Goal: By utilizing the Read: Outloud software, teacher planning time will become more effective by January 2011 evidenced by teacher responses on the teacher working conditions survey.
- OHS Goal: OHS will communicate with parents and students more efficiently and effectively through the use of departmental and individual web pages linked to the official OHS website by January 2011.
- OHS Goal: OHS will increase efficient access to student information through the use of NCWISE by at least 85% of the faculty by June 2011.
- OHS Goal: OHS will increase effective staff development by April 2011 through the use of technology as evidenced by at least 62% participation in an online moodle and other technology applications.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished Y or N
		Tools	Timeline	Materials/Supplies	Professional Development	
1. Teachers currently use planning time to read tests to students who require that modification.	OHS Faculty and affected students will be trained to use the <u>Read: Outloud</u> software.	Survey results from the teacher working conditions. Documentation of monthly usage.	By January 2011	Software Computers Technology Specialist CTE staff	Training to use the <u>Read: Outloud</u> software.	Yes/ongoing



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
		Empirical data/feedback from Dept. Chairs.				
2. Less than 100% of OHS Departments have complete, functional, up-to-date web pages.	Determine expectations for departmental and individual teacher website content. Develop and post web pages.	Free online web templates. MS WORD software	August 2010 - June 2011	Website Templates MS WORD software	Training to develop web pages.	ongoing
3. Faculty has limited resources to access student information including class schedules, grades and attendance.	Guidance staff will be trained to help with student scheduling. Teachers will document student attendance each class period. Teachers will use	Additional NCWISE access for scheduling. NCWISE student attendance reports. NCWISE generated progress reports and report cards. Documentation of	August 2010- June 2011	NCWISE Computers	NCWISE Training. Smart Board training as requested.	Yes



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Accomplished
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	NCWISE to record student academic progress.	access and increased use of NCWISE.				
4. Staff Development is delivered after school, during teacher planning times or on teacher workdays.	<p>Create an online moodle course.</p> <p>At least 62% of the staff will complete the online course.</p> <p>Smart board training will be provided for all interested staff.</p>	<p>Survey results from Teacher working conditions survey.</p> <p>Documentation of CEU certificates.</p>	June 2012	<p><u>Teaching with Poverty in Mind</u> by Eric Jensen</p> <p>Moodle Course Technology specialist School Administration</p>	Completion of online Moodle Course.	Yes/ongoing
Comments:						

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Category	At Risk Student Funding	Instructional Supplies/ Materials	Media	Title I	Disadvantaged Student Supplemental Funding	Local Technology	Total
Projected Allotment	\$ 55,340.20	\$ 38,072.32	\$ 8,008.00			\$ 23,480.00	\$ 124,900.52
Travel/ Subsistence/ Registration							\$ -
Stipends	\$ 5,000.00						\$ 5,000.00
Substitutes	\$ 2,000.00						\$ 2,000.00
Salaries Including Benefits							\$ -
Non-capitalized equipment						\$ 23,480.00	\$ 23,480.00
Capitalized equipment							\$ -
Materials and Supplies	\$ 21,012.55	\$ 38,072.32	\$ 8,008.00				\$ 67,092.87
Tutoring	\$ 23,327.65						\$ 23,327.65
Professional Development	\$ 4,000.00						\$ 4,000.00
Other: Bus Transportation							\$ -
Other:							\$ -
Other:							\$ -
Totals	\$ 55,340.20	\$ 38,072.32	\$ 8,008.00	\$ -	\$ -	\$ 23,480.00	\$ 124,900.52



Orange County Schools

2011-2012 School Improvement Team

Orange High School

Name	Title	Signature	Date
Armond Hankins	Principal		9-28-11
Jason Burt	Assistant Principal		2/28/11
Bryant Colson	Parent - Chairman		9/30/11
Angela Burnette	Parent		9/28/11
Amanda Strong	Parent (EC)		9/28/11
Montrey DeLoatch	Sr. Class Representative		9/28/11
Blake Hall	Jr. Class Representative		9/27/11
Wyn Payton	Guidance Counselor		9/25/2011
Mitch Cox	English Teacher		9/27/11
Hilary Bowers	Math Teacher		9-27-11
Teresa Whitfield	Science Teacher		9-27-11
Marc Sprintz	Social Studies Teacher		9/28/11
Pam Barry	Exceptional Children Teacher		9/27/11
Evelyn DeLoatch	Career Development Coordinator		9/28/11
Jane Williams	Cultural Arts Teacher		9/28/11
Bobby Shriner	Phys Ed/Healthful Living Teacher		9/28/11
Jodi Riley	Classified Representative		9/23/2011
Tina Walker	Technology Facilitator - Secretary		9/28/2011
William Carter	World Languages Teacher		9/28-2011



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 Submission Document for 2011-12
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A. School Approval

This school improvement plan has been developed in accordance with all statutory and local board requirements. This plan includes Southern Association School Improvement Plan, Title I, Safe Schools and Title II. The school staff approved the plan by a vote of 73 for and 0 against.

Principal *[Signature]*

Date 10/13/11

School Improvement Team Chair *Bryant M. Colson*

Date 10/13/11

B. Superintendent's Recommendation

The plan meets all State requirements and is recommended for board approval

The plan as submitted is recommended for board rejection based upon the following reasons:

Superintendent's signature *B. Peter Rhoads*

Date 11-9-11

C. Board Action

The plan is accepted

The plan is accepted with the following modifications

The plan is rejected based upon the following reasons

Board chair signature *Laura Coffey*

Date 11/07/2011