

School Vision and Mission Statements for (insert school name)

Vision:

HPS Vision Statement: By connecting with and engaging each member of the learning community, Hickory Public Schools will ensure a high quality education for all students preparing them to become responsible, productive citizens in the 21st century;

Mission:

The Mission of Hickory High School is to empower all students to meet their full potential so that they may become knowledgeable, responsible, and ethical young adults who are prepared to meet life's challenges and responsibilities in a globally-competitive world.



School Data and Summary Analysis

Use data identified on the Data Sources tab (or from other sources) as the basis for understanding the school and identifying

Guiding Questions: Review school data and consider a variety of perspectives including overall school/student performance, sub-group performance, attendance, teacher satisfaction, instructional practice (from walk-throughs/observations), and student learning (also from walk-throughs/observations as well as data).

1. What does the analysis tell you about your schools strengths?

Our International Baccalaureate Program continues to expand. We will graduate our first diploma candidates in 2011. All students are enrolled in college prep level or higher, which shows the faculty's commitment to high expectations for all. A number of clubs and extracurricular activities thrive, enhancing the learning environment. An active and collaborative Career and Technological Education department provides students with opportunities to explore. It also opens the possibility for teachers to integrate with their discipline.

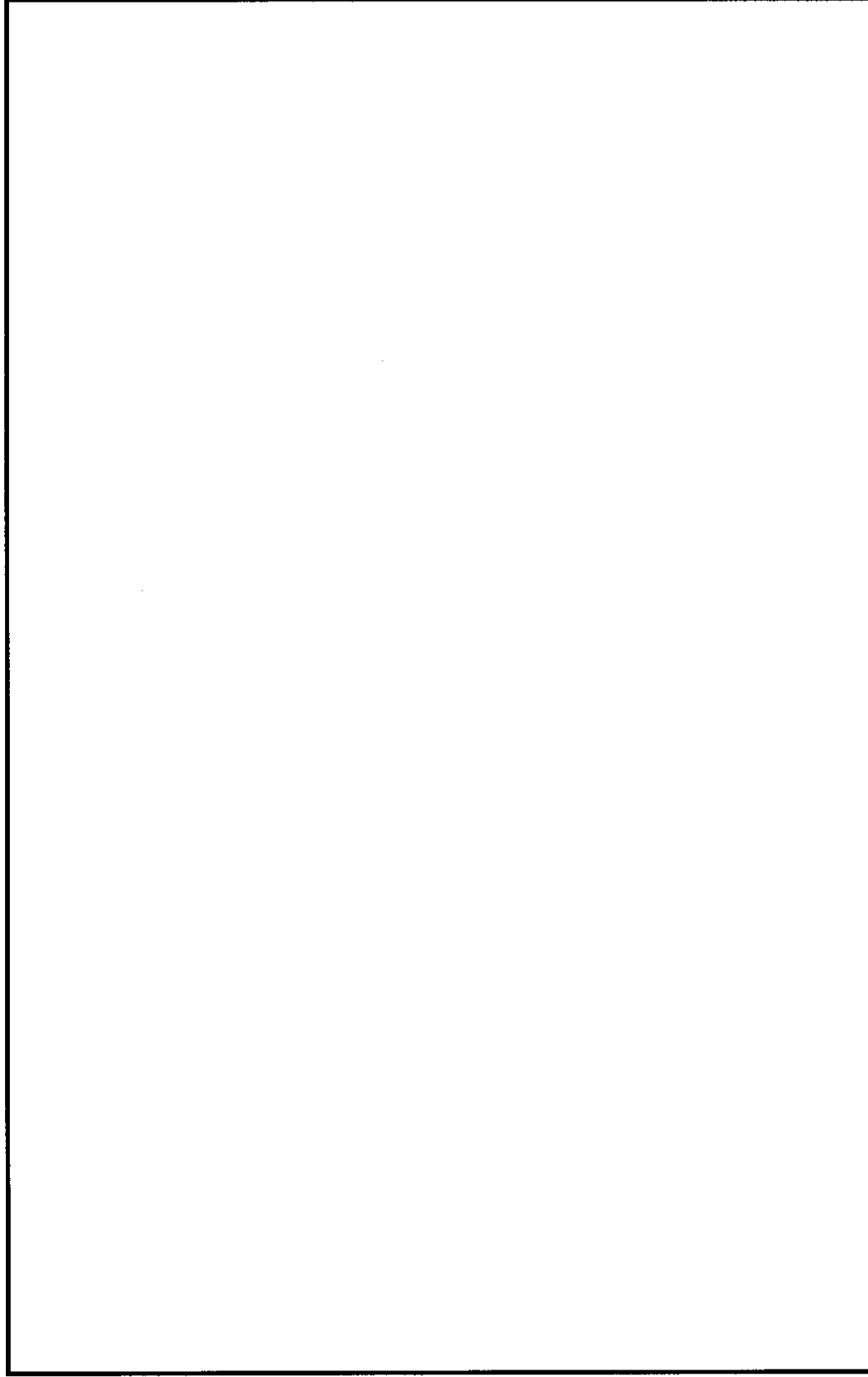
2. What does the analysis tell you about your schools gaps or opportunities for improvement?

EOC data for Algebra I and English I are the only tests with average percentage passing is below the state average. These tests are taken primarily by ninth graders. Test scores also reveal a continuing achievement gap between white and minority students. The average demographic for office referrals from the 1st nine weeks was 9th grade. This would indicate that out of a school serving 9th through 12th grade, that most office referrals were for 9th graders. Based on classroom observations, teachers use very little technology. There are needs in both teacher awareness of technology and updates in available resources and technological capability. An independent review by an organization of consultants sited some needs in the area of guidance and counseling.

3. What is data is missing, and how will you go about collecting this information for future use?

I think it would be helpful to see students tracked from 9th grade entry into HHS until graduation, to see how and when dropouts occur.

4. Based upon the analysis conducted, what 3-5 top priorities emerge for the school?
Cite relevant evidence from your analysis to support these priorities.



Area for improvement and supporting data:
 Ninth Grade achievement - EOC scores in Alg. I and Eng I are the only school EOC scores that are below state averages.

School Goal 1: Implement a Freshmen transition plan for the class of 2015
Supports this district goal: Reduce student achievement gaps by 25% for 9th grade students.

Target: Increase student achievement by 10%.
Indicator: Algebra I and English I EOC scores.
Milestone date: 10-Jun-11

Goal 1 Improvement Strategies – Identify research-based strategies whenever possible.

Strategy: Research the possible implementation of a freshman academy.

Action steps:

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|---|--|
| Strategy 1: | Greensboro in February. |
| 1. Research freshmen transition strategies | 4. Survey current freshman and their parents to look for possible adjustments. |
| 2. Accompany a team of teachers to Freshman Academy sites for research. | 8. |
| 3. Attend a freshman transition conference in | |

Strategy: Meet with 8th grade students and parents to give information about high school.

Action steps:

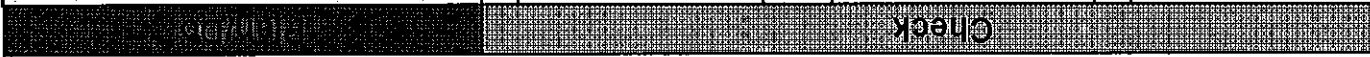
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|--|-----------|
| Strategy 2: | 5. |
| 1. Meet with middle school guidance departments. | 6. |
| 2. Set up an 8th grade parents meeting in the | 7. |
| 3. Plan a summer transition program for at-risk students of the class of 2015. | 8. |

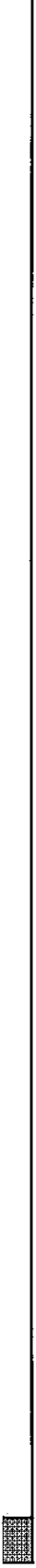
Strategy: Research the needs of 9th graders coming into high school.

Action steps: Survey our current 9th graders for feedback on their 9th grade year.

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|--|---------------------------------------|
| Strategy 3: | survey and analyze the results |
| 1. The SIT will write survey questions for 9th grade grade feedback. | 6. |
| 2. English I teachers will administer surveys | 7. |
| 3. Guidance staff will compile the results of the | 8. |

How will we fund these strategies?	
Funding source 1: School general funds	Funding amount: \$500
Funding source 2: State funds for at-risk students	Funding amount: \$500
Funding source 3: Select a funding source	
Funding source 4: Select a funding source	
Funding source 5: Select a funding source	
Review frequency: Quarterly	Total initiative funding: \$1,000
Assigned implementation team:	
What data will be used to determine whether the strategies were deployed with fidelity?	
How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)	
Surveys of freshmen students during 2011-2012 school year, EOC/Benchmark test scores of freshman, discipline data	
What does data show regarding the results of the implemented strategies?	





Based upon identified results, should/how should strategies be changed?

Act



Area for improvement and supporting data:
Lower the drop-out Rate of our students

School Goal 2: Reduce student dropout rate. Improve student attendance.
Supports this district goal: Globally competitive students; healthy and responsible students
Target: Reduce student dropout rate by 10%; Increase attendance for students with 20+ absences in previous year.
Indicator: Dropout Rate as measured by state; Attendance rate
Milestone date: 20-Feb-11

Goal 2 Improvement Strategies – Identify research-based strategies whenever possible.

Strategy: Implement Capturing Kids Heart in each school within the district

Action steps:

- Strategy 1:**
- | | |
|---|---------------------------------------|
| 1. Provide training for teachers and administrators | 5. Provide feedback on implementation |
| 2. Provide on-going support of CKH in schools | |
| 3. Monitor implementation through walkthroughs | |
| 4. Model/Coach for increased performance | |

Strategy: Provide focused support of struggling students through PEPs

Action steps:

- Strategy 2:**
- | | |
|--|---|
| 1. Set vision with teachers and administrators | 4. Teachers utilize formative & benchmark assessment data |
| 2. Provide user friendly PEP tool | |
| 3. Monitor PEPs through principals (students) | |
| | |

Strategy: Conduct a book study as a faculty on motivating black males to achieve in school.

Action steps:

- Strategy 3:**
- | | |
|--|--|
| 1. Give a copy of "Motivating Black Males to Achieve in School and in Life" to staff members | 3. Share successes and role play strategies with staff |
| 2. Discuss new strategies based on material in the book. | |
| | |
| | |

How will we fund these strategies?

Funding source 1:	Other	Funding amount:	\$625
Funding source 2:	School general funds	Funding amount:	\$1,000
Funding source 3:	Select a funding source	Funding amount:	\$0
Funding source 4:	Select a funding source	Funding amount:	\$0
Funding source 5:	Select a funding source	Funding amount:	\$0
Total initiative funding:			\$1,625

Review frequency: Quarterly

Assigned implementation team: Mr. Linebarger, Mrs. Scott, Mr. Coyne, Mrs. Barringer, Mr. Saddler, Mr. Weatherford, Ms Clemons, Mrs Gosda

What data will be used to determine whether the strategies were deployed with fidelity?

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

Discipline data for school year 2010-11, teacher surveys

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



	<p>Based upon identified results, should/how should strategies be changed?</p>
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Act

Area for improvement and supporting data:

Results of outside review of the guidance department indicates that procedures should be streamlined and made clearer.

School Goal 3: Create procedures for the guidance department and scheduling process.

Supports this district goal: Reduce student achievement gaps by 25% and reduce drop-out rate.

Target:

Indicator:

Milestone date: 10-Jun-11

Goal 3 Improvement Strategies – Identify research-based strategies whenever possible.

Strategy: Implement advisory HR schedule throughout the year.

Action steps:

- 1. Meet with guidance staff to plan lesson materials for advisory/scheduling needs
- 2. Implement scheduled homeroom meetings to have teachers advise students.
- 3. Meet with parents in the spring to discuss student's scheduling requests for the following year.
- 7.
- 8.

Strategy: Work with counselors to establish procedures.

Action steps:

- 1. Establish procedures for meeting with students
- 2. Establish procedures for schedule changes.
- 3. Part time clerical help.
- 4. Assign an AP to meet regularly with Guidance
- 5.
- 6.
- 7.
- 8.

Strategy: Establish a year-long scheduling calendar.

Action steps:

- 1. Meet with scheduling consultant.
- 2. Meet with guidance staff to set scheduling
- 3. Review registration forms
- 4.
- 5.
- 6.
- 7.
- 8.

How will we fund these strategies?

- Funding source 1: School general funds
- Funding source 2: Local district funds
- Funding source 3: Select a funding source
- Funding source 4: Select a funding source
- Funding source 5: Select a funding source

Funding amount: \$200
Funding amount:
Funding amount:
Funding amount:
Funding amount:
Total initiative funding: \$200

Review frequency: Quarterly

Assigned implementation team:

What data will be used to determine whether the strategies were deployed with fidelity?

Positive and negative feedback on scheduling, number of schedule changes, number of schedule change request, teacher survey data.

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

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

Check





Act

Based upon identified results, should/how should strategies be changed?

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