

WAKE COUNTY PUBLIC SCHOOL SYSTEM

SCHOOL IMPROVEMENT PLAN FOR 2010-2012

SCHOOL Leesville Road High School

PRINCIPAL Scott Lyons

DATE September 2011

SCHOOL IMPROVEMENT TEAM MEMBERS

Name	Area of Responsibility
Yvonne Anderson	English Teacher
Mike Arata	Parent
Gabriel Argao	Science Teacher
Cathleen Batten	Social Studies Teacher
Cheryl Burke	Parent
Laura Duckett	Math Teacher
Kathy Flor	Lead Secretary
Kay Floyd	English Teacher
Anastasia George	English as Second Language Teacher
Genie Haley	Library Media Specialist
Trudy Harris	Teacher Assistant
Philomena Karol	Student Services Counselor
Theresa Lattimore	Parent
Scott Lyons	Principal
Mark Mash	World Languages Teacher/School Improvement Chair
Jo Ellen Newhouse	Assistant Principal
Julie Pennington	Career and Technical Education Teacher
Ashley Riggs	Physical Education Teacher
Jeannine Wrayno	Fine Arts Teacher
Roxanne Wyss	Special Education Teacher

Mission Statement

To educate each student to be a responsible and productive citizen who can effectively manage future challenges.

Vision Statement

Leesville Road High School will provide students with a safe, secure and stimulating environment that is conducive to learning. The school climate will promote individuality and celebrate diversity, and will foster mutual respect among students, staff and the community. Parents and other community stakeholders will also share responsibility for the education of students at Leesville.

The Leesville Road High School community will commit itself to lifelong learning. Staff will communicate high expectations for academic achievement and character development clearly and consistently to all students. Students will leave Leesville Road High School as well-rounded, self-reliant and self-disciplined students who are prepared for future endeavors and the demands of a complex society.

Value Statements

- All students can learn.
- Learning is a lifelong process.
- Students have different learning styles.
- Learning is assessed in many ways.
- Instruction is purposeful.
- High expectations foster student achievement.
- A safe and orderly school environment supports learning.
- Character education is paramount to student development.
- Diversity is recognized and respected.
- Well-rounded students participate in academic and extracurricular activities.
- Schools are interdependent with parents and the community.
- Educators are valued professionals.

Goal # 1 – Learning and Teaching

(Key Process 1 of 2)

School Goal

By 2012, all subgroups at Leesville Road High School will meet high growth targets on End-of-Course (EOC) exams as determined by the North Carolina ABC Accountability Program.

Goal Manager

Philomena Karol

Key Process #1

(Process Managers=Yvonne Anderson, Anastasia George, Genie Haley, Roxanne Wyss)

PLTs will develop and implement differentiated instructional strategies.

Measurable Process Checks: PLTs will review and analyze assessment data quarterly in order to determine effectiveness of instruction.

Action Steps

- All staff will participate in training for differentiated instruction.
- Establish committee to refine and implement remediation programs (“Pride Period”) during the instructional day for courses with state-mandated testing.
- Establish a committee to examine and revise our school’s Response to Interventions and provide staff development on the implementation of the new Pyramid of Interventions.
- Implement purposeful scheduling of Advanced Placement (AP), honors-level, and year-long combination remedial classes to address instructional needs.
- PLTs will meet weekly on Wednesdays for at least one hour per Leesville Road High School’s established schedule to discuss student achievement data and best instructional practices.
- Increase the role of Professional Learning Teams (PLTs) in sharing “best practices” for instruction.
- Form AP committee to encourage more participation in AP exams.
- The principal and assistant principal will attend and use Education Value-Added Assessment System (EVAAS) training in order to provide meaningful data for PLTs.
- Faculty will be trained in the use of EVAAS in order to increase student achievement and improve student placement.
- Add Algebra I PLT to provide support for Algebra I students so they have a strong foundation for future courses.

Time Line

- 2010-2012

Resources

- EVAAS and Quickr (Wake County Public School System Electronic Data Storage System)
- Pride Period
- Instructional money
- Scheduling models
- College Board's AP Central Website
- NovaNET
- Sheltered Instruction Observation Protocol (SIOP) Trainer
- State-mandated testing data
- Utilize conversion of positions as allowed by Department of Public Instruction (DPI) to support instruction
- Utilize flexibility in financial transfers as permitted by DPI/WCPSS

Restrainers

- Schedule conflicts
- Limited availability of usable funds
- Time for research
- Attendance of at-risk students

Key Process #2 (Process Managers=Gabriel Argao, Laura Duckett, Philomena Karol, Ashley Riggs, Jeannine Wrayno)
Create optimal learning environment that will improve student achievement.

Measurable Process Checks: Semester comparison of the numbers of incidents of appropriate/inappropriate behavior by students and non-school members at school events with the previous semester.

Action Steps

- Research ways to increase efficiency of “Start on Time” tardy program.
- Establish committee to develop and continually improve Freshmen Camp (“Pride Launch”).
- Expand New Student Liaison Program.
- Establish committee to examine and recommend changes to Schedule/Testing Calendar.

Resources

- Lockdown drills
- Fire drills
- Pre-selling dance tickets
- Emergency Red Bags in classrooms
- School Resource Officer (SRO)/School Safety Plan
- Supervision/coverage schedules per semester

Restrainers

- Availability of non-instructional funding
- Conflict between staff members’ personal schedules and availability for extracurricular events
- Complexity of extracurricular and co-curricular schedule
- Size of student body

Goal # 2 – Teacher Retention and Recruitment

(Key Process 1 of 1)

School Goal

By 2012, Leesville Road High School will build a healthy environment that supports teacher retention and recruitment in order that the teacher turnover rate does not exceed 10% annually.

Goal Manager

Cathleen Batten

Key Process #1 (Process Manager=Cathleen Batten)

Provide support at the school level focused on optimal teacher performance and morale.

Measurable Process Checks: Annual review of staff survey data, a review of Beginning Teacher (BT) PLT minutes, and semester review of frequency of duty assignments outside of the classroom for staff members in order to increase job satisfaction.

Action Steps

- Create committee dedicated to improving staff morale.
- Support efforts to increase communication and collegiality among faculty and staff.

Timeline

- 2010-2012

Resources

- BT-Mentor Program
- “Start on Time” Program
- Professional Learning Teams (PLTs)
- Collection of Professional Literature/Resources in Media Center
- Parent-Teacher-Student Association (PTSA) Grants
- School Resource Officer (SRO)/School Safety Plan
- Teacher Working Conditions (TWC) survey results
- WCPSS 360° Administrator Survey
- Personnel allotment
- Duty-free planning periods/lunch periods
- Thank you notes/letters of commendation to staff members

Restrainers

- Availability of funding
- Availability of human resources

Goal # 3 – Community Outreach

(Key Process 1 of 2)

School Goal

By 2012, Leesville Road High School will expand community outreach by communicating with Business Alliance and parents once every three weeks in order to support and improve student achievement.

Goal Manager

Julie Pennington

Key Process #1 (Process Manager=Julie Pennington)

Re-establish a business alliance that will be involved in a minimum of five school events by 2012.

Measurable Process Checks: Review records of Career Development Coordinator by semester, including quick survey feedback from participating businesses, in order to better connect with the business community and to reinforce 21st century skills.

Action Steps

- Create business alliance committee.
- Organize five events that will involve the business alliance.
- Maintain and expand tutor-mentor program through recruitment of professionals from the business alliance.
- Provide opportunities for guest speakers from the business alliance to enhance the instructional program.

Timeline

- 2010-2012

Resources

- Career Development Coordinator
- Professionals in community
- Business partners

Restrainers

- Availability of alliance members from the community
- Work schedules of volunteers

- Availability of space for tutorial sessions

Key Process #2 (Process Manager=Mark Mash)

Continue to improve ways to disseminate information to the community in a clear and timely manner.

Measurable Process Checks: The Leesville Road High School community will use multiple media sources at least weekly to better communicate about school events, activities and student progress.

Action Steps

- Continue to utilize and improve online master Google calendar.
- All teachers will use the Gradebook function of the Student-Parent Access Network (SPAN) and post their grades by the 1st and 15th day of every month.
- Convey information to the PTSA for distribution in the PTSA Yahoo Listserv Group.
- Support the PTSA's efforts to increase communication to the community.

Timeline

- 2010-2012

Resources

- Google Calendar and Documents
- NCWISE Gradebook
- SPAN
- School Messenger (Automated Phone System)
- Yahoo Group Listserv
- PTSA Online Newsletter ("Pride Post")
- Leesville Road High School Website (www.leesville.org)

Restrainers

- Availability of parent volunteers
- Availability of staff to sustain communication