

School Improvement Plan 2008-2011

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Mission, Vision, and Value Statements 2008 - 2011

MISSION STATEMENT

Educating for today, empowering for tomorrow.

VISION STATEMENT

Enloe High School prepares all students for the global society by giving them a broad spectrum of opportunities to prepare for education and employment beyond high school. Enloe High School is a community dedicated to a standard of excellence in education that fosters scholarship, integrity, diversity and equity.

VALUE STATEMENT

- Faculty, staff and administration professionally fulfill duties and responsibilities.
- Students, parents, and the community demonstrate respect for faculty, staff, administration and surroundings.
- Faculty establishes appropriate expectations for student performance and uses fair and consistent grading practices to evaluate that performance.
- Faculty work collaboratively using reliable data, interventions, and meaningful relationships with students to make decisions about learning and teaching.
- Administration provides schedules and opportunities for faculty development that support teacher decisions about teaching and learning.
- Students cooperate actively with teachers to master content and skills in all classes. Parents and community support and encourage graduation for all students.
- Faculty and administration recognize the needs of diverse learners and accommodate these needs without compromising the integrity of the instructional program.

SIP GOALS

SCHOOL GOAL #1

Beginning in 2008-09 Level I and II students' period attendance rate will increase by 5% and their discipline referral rate will decrease by 10%.

SCHOOL GOAL #2

Beginning in 2008-2009, the annual % proficient of level 1 and 2 students on the English 1, Algebra 1, Biology, Civics and Economics, US History and Writing Grade 10 EOC tests, as well as subgroups not meeting AYP (African American, free and reduced lunch, and Special Ed in Math) will increase by 10% annually as measured by ABC data.

Summary of Goals, Key Processes and Action Steps 2008 - 2011

SCHOOL GOAL #1

Beginning in 2008-09 Level I and II students' period attendance rate will increase by 5% and their discipline referral rate will decrease by 10%.

GOAL MANAGER: Mat Rice

Data Justification for Goal based on a comprehensive needs assessment:

Attendance data, In School Suspension data, Discipline data

1st Key Process: Focus PLC and staff development on taking attendance, improving relationships and grading practices; and closing the achievement gap.

Process Manager: Kevin Neiley

Resources: Staff Development Funding, Early Release Days, Flexibility to access any conversions of position that the state and/or WCPSS permits, Utilization of flexibility in financial transfers, SAM, Mercury

Restrainers: Scheduling time to meet during the school day, Teachers not wanting to miss class for workshops

Measureable Process Checks: Use NCWise, SAM, and Mercury reports to inform PLCs and monitor student attendance and discipline referrals. Use exit surveys to monitor effectiveness of staff development and training.

Action Steps

1 Action Step Monitor to ensure that teachers are taking attendance daily.

2 Action Step Provide staff development and training to help build relationships between teachers and students and improve communication among the faculty.

3 Action Step Discuss the extent to which grading practices reflect true student achievement.

4 Action Step Provide training to improve classroom management and to close the achievement gap.

SCHOOL GOAL #1

Beginning in 2008-09 Level I and II students' period attendance rate will increase by 5% and their discipline referral rate will decrease by 10%.

GOAL MANAGER: Mat Rice

Data Justification for Goal based on a comprehensive needs assessment:

Attendance data, In School Suspension data, Discipline data

2nd Key Process: Increase Enloe High School community involvement

Process Manager: Mary Hamrick

Completion Date: 6/11

Resources: Parent groups such as PTSA, Athletic Boosters, Arts Guild, Teachers communicating with parents, staff development.

Restrainers: Time

Measureable Process Checks: Monitor attendance at events by keeping a roster of attendees and collecting exit surveys.

Action Steps

1 Action Step Build relationships among staff to foster relations with students and community as well as to ensure teacher retention, enhance relations with students and community through intervention groups, motivational speakers, revival of the honor roll, implementation of programs that reward students who have overcome obstacles, and mentoring programs.

2 Action Step Incentives built into the Pyramid of Intervention

3 Action Step Create attendance roster for events and exit surveys

SCHOOL GOAL #2

Beginning in 2008-2009, the annual % proficient of level 1 and 2 students on the English 1, Algebra 1, Biology, Civics and Economics, US History and Writing Grade 10 EOC tests, as well as subgroups not meeting AYP (African American, free and reduced lunch, and Special Ed in Math) will increase by 10% annually as measured by ABC data.

GOAL MANAGER: Ashlie Thompson

Data Justification for Goal based on a comprehensive needs assessment:

EOC data, AYP data, ABC data

1st Key Process: Implement purposeful scheduling, the Pyramid of Intervention, and the Academy of Reading.

Process Manager: Carla Joyner

Resources: Time, money, facilities, staff development, Flexibility to access any conversions position that the state and/or WCPSS permits, Utilization of flexibility in financial transfers.

Restrainers: Scheduling, Facilities, Isolation of ninth graders, money.

Measurable Process Checks: Monitor EOC data and class sizes, collect data from the failure report by class, check quarterly grade distributions, and monitor exit surveys.

Action Steps

1 Action Step Create purposeful schedules for teachers and students that address academic concerns for level 1 and 2 students, including smaller class sizes.

2 Action Step Implement the Pyramid of Interventions

3 Action Step Create a tool to monitor and track students involved in the Pyramid of Intervention and purposeful scheduling.

4 Action Step Create a 9th Grade Academy to address the needs of rising 9th graders.

5 Action Step Provide staff development in the areas of differentiation and vertical alignment

6 Action Step Create reading remediation program.

7 Action Step Create an exit survey to monitor the effectiveness of staff development and differentiation training.

Summary Sheet of Professional Development Activities 2009 - 2010

SCHOOL GOAL #1

Beginning in 2008-09 Level I and II students' period attendance rate will increase by 5% and their discipline referral rate will decrease by 10%.

SCHOOL GOAL #2

Beginning in 2008-2009, the annual % proficient of level 1 and 2 students on the English 1, Algebra 1, Biology, Civics and Economics, US History and Writing Grade 10 EOC tests will increase by 10% annually as measured by ABC data.

Activity	Participants	Goal Supported
Opening School Year 2009-2010 There will be 50-minute break out sessions on the following topics: PLTs, Grading Practices, Classroom Management, Differentiation, and Technology (Gradebook, SAM, turnitin.com, and Blackboard)	Certified Staff	Goal 1 and 2
Early Release - September 2009 Pyramid of Intervention and Panel Discussion (topic TBD)	Certified Staff	Goal 1 and 2
Early Release - October 2009 Pyramid of Intervention and Book Talk	Certified Staff	Goal 1 and 2
Early Release - December 2009 PLT Growth Plan Reflection, Data, and Panel Discussion (topic TBD)	Certified Staff	Goal 1 and 2
Early Release - February 2010 Recommendations, Panel Discussion (topic TBD), data	Certified Staff	Goal 1 and 2
Early Release - March 2010 Pyramid of Intervention, Book Talk	Certified Staff	Goal 1 and 2
Early Release - April 2010 PLT Growth Plan Reflection, Pyramid of Intervention, Grading Practices, Data	Certified Staff	Goal 1 and 2
Weekly PLT meetings Master PLT notebook should be turned in for each PLT that includes all agendas/ minutes from the year as well as common units, PLT Growth plan, and other information requested throughout the year.	Certified Staff	Goal 1 and 2

Summary Sheet of Professional Development Activities 2008 - 2009

SCHOOL GOAL #1

Beginning in 2008-09 Level I and II students' period attendance rate will increase by 5% and their discipline referral rate will decrease by 10%.

SCHOOL GOAL #2

Beginning in 2008-2009 , the annual % proficient of level 1 and 2 students on the English 1, Algebra 1, Biology, Civics and Economics, US History and Writing Grade 10 EOC tests will increase by 10% annually as measured by ABC data.

Activity	Participants	Goal Supported
Differentiation of instruction in the classroom	Certified Staff Administration and selected staff	Goal #1
Closing the Implementation Gap: Taking PLCs to the Next Level	Certified Staff	Goal #1
Developing Professional Learning Communities with an emphasis on strengthening our collaborative culture through the sharing of lesson plans and development of common assessments.	Certified Staff	Goal #1
Vertical Alignment Training	Certified Staff	Goal #1
Reading across content areas	Certified Staff	Goal #1
Understanding Poverty Training	Certified Staff	Goal #2
SAM Discipline Module Training	Certified Staff	Goal #2
Classroom Management Training	Certified Staff	Goal #2
Using NCWise Gradebook	Certified Staff	Goal #2

Wake County Public School System - School Improvement Planning
Waiver Request - 2008 - 2011 (Created 2009 - 2010)

School Name: Enloe HS

Date of Request: April - 2009

School Year: 2009 – 2010

Waiver Requested:

Early Release Day Waiver. Due to Enloe operating on a unique schedule for the 2009-2010 school year, we are requesting all available early release days be waived.

Policy to be Waived:

How will this waiver impact school improvement?

In order for our school to monitor the 1000 hours of instruction as required under General Statute 115C-84.2, we will be using our weekly early dismissal days for PLC's. We believe we will be able to meet our school improvement plans without any additional time out of the classroom thus providing uninterrupted instructional time for both students and faculty.

Please indicate the type of waiver:

- State
- Local

Waiver requested on: 2009-04-07

Waiver status:

Approved on:

Administrator Notes:

Waiver Request - 2008 - 2011 (Created 2008 - 2009)

School Name: Enloe HS

Date of Request: March - 2008

School Year: 2007 – 2008

Waiver Requested:

Enloe High School is seeking to alter the bell schedule. The opening bell will ring 5 minutes earlier to accommodate flexibility within the school day for the work of professional learning communities. Schools must account for 1,000 hours of instruction in 180 days.

Policy to be Waived:

Current School Board approved bell schedules

How will this waiver impact school improvement?

Approval of this waiver will allow high schools to accumulate 15 hours of extra instructional time in order to provide time for early release or late arrival for the work of professional learning communities. Transportation can accommodate this change (ringing the opening bell 5 minutes earlier) by utilizing the current three-tier bus schedule.

Please indicate the type of waiver:

- State
- Local

Waiver requested on: 2008-03-11

Waiver status: APPROVED

Approved on: June 3, 2008

Administrator Notes: Local Waiver Inactive for the 2009-2010 school year. Donna Hargans (04-01-09)

Wake County Public School System - School Improvement Planning

Waiver Request - 2008 - 2011 (Created 2008 - 2009)

School Name: Enloe HS

Date of Request: March - 2008

School Year: 2008 - 2009

Waiver Requested:

Enloe High School requests a waiver regarding class size.

Policy to be Waived:

GS115C-301

How will this waiver impact school improvement?

Enloe High School requests a waiver regarding class size in our effort to meet scheduling and programming needs that support student achievement.

Please indicate the type of waiver:

- State
- Local

Waiver requested on: 2008-03-11

Waiver status: APPROVED

Approved on: August 2008

Administrator Notes: Effective July 1, 2008- June 30, 2011 for grades 4-12. State Waiver

Core Team Election Results 2009 - 2010

Administration

Beth Cochran
Ashlie Thompson
Carla Joyner

CTE Department

Natasha Deese
Patricia Taylor

English Department

Ann Ayscue
Jim Boggs

Healthful Living Dept

Vickie Peoples
Chris Haugen
Ron Clark

Math Department

Lauren Brooks

Media Center

Geraldine Bowen

PTSA Parents

Mary Hamrick
Christine Kushner

Science

Rhonda Smith
Mary Warren

Second Languages Dept

**Raymond Samuels

Social Studies Dept

**Kevin Neiley
Joe Gates

Student Services

Sarah Oxendine
Kadeidra Carr

Special Education

Kathleen Daniel
Brent Miller

Student Representative

George Ramsey

Visual & Performing Arts

Elizabeth Huss

**School Improvement Team Co-Chair

Core Team Election Results 2008 - 2009

Administration

- Beth Cochran
- Ashlie Thompson
- Chrystal Regan
- Joan Tolomeo

CTE

- Jennifer Chaddock

Dance

- Glenda Mackie
- Courtney Greer

English

- Jim Boggs
- Tom Bauso

ESL

- Russell May

Healthful Living

- Rebecca Clark

Math

- Blair Lyttle
- Lauren Brooks
- Carla Joyner

Media Center

- Geraldine Bowen

Parent PTSA Representatives

- Mary Hamrick
- Renee McCoy-Caldwell

V&P Arts

- Elizabeth Huss

Science

- Rhonda Smith
- James Lamberth

Social Studies

- Joe Gates
- Joe Hoffman
- **Kevin Neiley

Special Education

- Kathleen Daniel
- Kimberly Schlink

Student Services

- Ryan Haymore

Support Staff

- Laura Rosen
- Nancy Stewart

World Languages

- **Amanda Fletcher
- **Raymond Samuels

**School Improvement Team Co-Chair