



**2016-2017**  
**School Improvement Plan One Page Summary**

School Name: Union Pines High School

Principal: Mr. Andy McCormick, Ed.S.

School Improvement Chairperson: Ms. Cora Prude

**Three measurable points of pride:**

- Increased Total EOC GLP from 57.2% in 14-15 to 60.4% in 15-16
- Increased Math I GLP from 53.8% in 14-15 to 63.7% in 15-16
- 92% of the Class of 2016 were accepted to either 4 year or 2year colleges/universities

**Goals to improve our school in the coming year:**

- By June 2017, UPHS will increase overall GLP Performance Composite by 6% points (from 60.4% to 66.4% in 2016-2017 and from 66.4% to 72.4% in 2107-2018) as seen in the North Carolina State School Report Card.
- UPHS Graduation Rate will increase by 3% points annually: from 90.6% to 93.6% in 2017 and from 93.6% to 96.6% in 2018.
- By the end of the 2016-2017 academic year Union Pines High School student club and extracurricular activity membership should increase from 67% to 72% and from 72% to 77% in 2017-2018 as seen by club and/or team rosters

**Key Strategies to continuously improve and accomplish goals:**

- UPHS has implemented new UPWARD Program into the daily schedule to facilitate remediation and acceleration opportunities for students.
- ALL teachers will assign a minimum of ONE (1) content reading passage per week to increase targeted reading opportunities and critical analysis skills.
- UPHS will promote clubs and extracurricular activities during UPWARD Club Days.

**Board of Education and community members can assist us in reaching our goals by:**

- Maintain the current teacher allotment allowing UPHS to continue to offer upper level courses.
- Continue to support UPHS students, teachers and staff through visits and attendance at events which demonstrates the value students have to a greater community and assists in building student pride and self-esteem.

## SCHOOL IMPROVEMENT PLAN

<b>School Name</b>	<b>Union Pines High School</b>	<b>School Number</b>	<b>360</b>
<b>School Address</b>	1981 Union Church Road, Cameron, NC 28326		
<b>Principal</b>	Mr. Andy McCormick Ed.S.		
<b>District Name/State Local Education Agency (LEA) Number</b>	Moore County Schools (630)		
<b>Date of Initial School Staff Vote of Approval</b>	14-Sep-16		
<b>Date of Last Review/Update</b>			
<b>Principal Signature</b>	_____ (Signature On File)		
<b>Board of Education Authority Signature</b>	_____ (Signature On File)		

### School Vision and Mission Statement

**Vision**

The Viking Vision is to create a safe, exciting environment where students become ethical, productive citizens and life-long learners

**Mission Statement**

The Viking mission is to provide engaging experiences so that our graduates become responsible and productive global citizens.

### District and State Goal Alignment

**Moore County Schools Key Indicator of Success - 1) Learning Pathway**

*Supports State Board of Education Goal: North Carolina public schools will produce globally competitive students.*

**Moore County Schools Key Indicator of Success - 2) Community**

*Supports State Board of Education Goal: Leadership will guide innovation in North Carolina public schools.*

**Moore County Schools Key Indicator of Success - 3) Culture Pathway**

*Supports State Board of Education Goal: North Carolina Public School students will be healthy and responsible.*

**Moore County Schools Key Indicator of Success - 4) Leadership Pathway**

*Supports State Board of Education Goal: North Carolina public schools will be led by 21st Century professionals.*

*Supports State Board of Education Goal: North Carolina public schools will be governed and supported by 21st Century systems.*

School Improvement Team Membership	Name	Date Elected via Secret Ballot	Term (EX: 2016-17 and 2017-18)
Principal	Andrew McCormick	N/A	
Parent Representative	Jim Cameron	9/13/2016	2016-2017
Parent Representative	Jenny Hyder	9/13/2016	2016-2017 + 2017-2018
Chair	Cora Prude	6/1/2015	2016-2017 + 2017-2018
DIF	Will Herring	N/A	NA
Teacher	Joshua Casselius	6/1/2016	2017-2018
Teacher	Danielle Clothier	6/1/2016	2017-2018
Guidance Counselor	Renee Portfilio	6/1/2016	2016-2017 + 2017-2018
Teacher	Jennifer Page	6/1/2016	2017-2018
Teacher	Mary White	6/1/2016	2017-2018
Librarian	Mitzi Walker	6/1/2015	2016-2017 + 2017-2018
Teacher	Ryan Riggan	6/1/2016	2017-2018
Teacher	John Ferguson	Jun-16	2017-2018
Teacher	Therese Nickens	Jun-15	2016-2017 + 2017-2018
Teacher	Justin Blackburn	Jun-15	2016-2017 + 2017-2018
Teacher	Jennifer Cunningham	Jun-15	2016-2017 + 2017-2018
Administration	Sue Rodriguez	N/A	NA
Administration	Travis Kemp	Jun-16	N/A

Administration	Nick Capps	Jun-16	N/A
Administrative Support Staff	Kim Thompson	N/A	NA
Teacher	Michael Jones	Jun-16	2016-2017 + 2017-2018
School Improvement Plans are developed in accordance with NC General Statute 115C-105.27.			

# SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

## 1. What does an analysis of your school data and/or a comprehensive needs assessment tell you about the school's strengths?

Overall Performance Composite increased from 74 in 14-15 to 77 in 15-16. Growth improved from 85.0 in 14-15 to 90.8 in 15-16 increasing the Growth Index from 2 in 14-15 to 4.51 in 15-16. EOC CCR Performance Composite increased from 48.1% in 14-15 to 52.2% in 15-16 and the EOC GLP Performance Composite increased from 57.2% in 14-15 to 60.4% in 15-16. Math I CCR Performance increased from 43.2% 14-15 to 51.8% in 15-16 and the Math I GLP increased from 53.8% in 14-15 to 63.7% in 15-16. English II CCR Performance increased from 51.6% in 14-15 to 56.1% in 15-16 and the English II GLP Performance increased from 59.9% in 14-15 to 62.6% in 15-16. NCTWC 15-16 survey showed that 85.9% of teachers have time available to collaborate with colleagues compared to 73% in the 14-15 survey. NCTWC survey also showed that 91.9% feel they are trusted to make sound professional decisions about instruction up from 82.9% on the 14-15 survey. 97.7% of the teachers believe they are encouraged to participate in school leadership roles.

## 2. What does the data analysis and/or comprehensive needs assessment tell you about the school's gaps or opportunities for improvement?

The data shows a three year decline in the 4-year Graduation Rate from 94.53% 13-14, 92.73% 14-15, to 90.63% in 15-16. The ACT Performance Score dropped from 68.9% in 14-15 to 64.8% in 15-16. ACT Workkeys composite also dropped from 85.8% in 14-15 to 82.8% in 15-16. Biology EOC CCR Performance dropped from 50.1% in 14-15 to 48.7% in 15-16 and the GLP Performance dropped from 58.2% in 14-15 to 55.4% in 15-16. The 2016 NCTWC Survey showed that only 47.7% of teachers felt that class sizes are reasonable such that teachers have time available to meet the needs of all students. Also only 68.2% of teachers felt that students follow rules of conduct compared to 86.5% in 2014. The NCTWC showed that only 70.2% of the teachers believe that teachers consistently enforce rules for student conduct.

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

Missing Teacher EVAAS data with the % of teachers meeting or exceeding growth. Missing student and parent perceptions of the school, will complete AdvancedED surveys in September 2016. AdvancED students surveys will be administered in September 2016.

### Priority Area 1:

Student Culture

### Priority Area 2:

Faculty and Staff Culture

### Priority Area 3:

Academic GLP Performance

### Priority Area 4:

Graduation Rate

## PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

*PLAN: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).*

<b>Priority Area 1</b>	Student Culture
<b>*SMART Goal</b> <i>*Specific, Measurable, Attainable, Results-Oriented, Time bound</i>	By the end of the 2016-2017 academic year, Union Pines High School student club and extracurricular activity membership should increase from 67% to 72% and from 72% to 77% in 2017-2018 as seen by club and/or team rosters.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	Union Pines faculty and staff intends to increase club awareness by 3% each semester and add five (5) new clubs each year.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Culture Pathway

*DO: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).*

### IMPROVEMENT STRATEGY #1

Union Pines High School course scheduling for the 2016-2017 academic year will include an UPWard Program to allow at least thirty (30) minutes per week for meetings of clubs and extracurricular activities.

#### Action Steps to Implement Improvement Strategy

Each Friday the UPWard Program scheduled block will be specifically used for club meetings.

Faculty members will be on hand for implemented Mentor/Mentee during UPWard Program to help promote school clubs and assist in time management strategies for students.

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#### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

Teachers will be briefed on UPWard Program goals and purpose during Back - To - School meetings.

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# PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

## Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

Union Pines High School will promote clubs and extracurricular activities.

### Action Steps to Implement Improvement Strategy

Union Pines High School website will include an enhanced 'Clubs Section'.

Union Pines High School will allow for club sponsors and members to set up informational booths at Back-To-School Parents' Night(s).

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

On campus Digital/Technology Specialist will forward techniques for digital promotion of clubs to faculty and staff through email.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

Connect Ed phone calls will include club and extracurricular event times/locations.

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# PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

Union Pines High School Faculty and Administration plan to incorporate the PBIS matrix to reward positive student behavior.

### Action Steps to Implement Improvement Strategy

Recruit clubs members and utilize extra curricular activities to provide incentives for positive student behavior.

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

Offer multiple and consistent PBIS training through early PLC meetings and faculty collaboration.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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## PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

**CHECK:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

PBIS + Club and team rosters

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

Union Pines High School will be able to offer more clubs and show larger student participation and faculty sponsorship of these clubs at both the end of the Fall Semester and at the end of the academic year.

**What does the data/evidence show regarding the results of the implemented strategies?**

*Review 1 - 2016-17 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2016-17 (Based on results evidenced December through February, how/should strategies be changed?)*

*Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)*

*Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)*

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

**ACT:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

*Review 1 - 2016-17 (Based on results evidenced August through November, should/how strategies be changed?)*

*Review 2 - 2016-17 (Based on results evidenced December through February, should/how strategies be changed?)*

*Review 3 - 2016-17 (Based on results evidenced March through June, should/how strategies be changed?)*

*Review 1 - 2017-18 (Based on results evidenced August through November, should/how strategies be changed?)*

*Review 2 - 2017-18 (Based on results evidenced December through February, should/how strategies be changed?)*

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

**PLAN:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

<b>Priority Area 1</b>	Faculty and Staff Culture
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	By the end of the 2016-2017 school year, Union Pines High School will improve atmosphere of respect and mutual respect from 84.9% to 90% and from 90% to 95% in 2017-2018 as seen on the School Working Conditions Survey distributed by the district.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	Union Pines High School Faculty and Staff will be offered an opportunity each month to collaborate and socialize informally as recorded by the instituted Hospitality Committee. Improvement will be measured utilizing mock working conditions survey.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Community

**DO:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

### IMPROVEMENT STRATEGY #1

A faculty and staff Hospitality Committee will be compiled of faculty and staff members from all departments and staff groups.

#### Action Steps to Implement Improvement Strategy

Committee will consist of a member of each curriculum department, a member of each aspect of support staff and campus facility staff.

Committee will institute a series of social opportunities and friendly traditions (i.e. football tailgate parties and 'Bucket Buddies') to offer chances for fellowship.

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#### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

Union Pines High School will promote teacher enthusiasm for student activities and events.

### Action Steps to Implement Improvement Strategy

A section of audience space should be reserved for UPHS Faculty and Staff.

Informal digital communication will be instituted to keep all UPHS Faculty and Staff abreast of campus events and activities.

Hospitality Committee funds will be allocated to secure tickets and passes to use as incentives for teacher participation in campus events.

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

### Action Steps to Implement Improvement Strategy

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

**CHECK:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

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

**What does the data/evidence show regarding the results of the implemented strategies?**

*Review 1 - 2016-17 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2016-17 (Based on results evidenced December through February, how/should strategies be changed?)*

*Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)*

*Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)*

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

**ACT:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

*Review 1 - 2016-17 (Based on results evidenced August through November, should/how strategies be changed?)*

*Review 2 - 2016-17 (Based on results evidenced December through February, should/how strategies be changed?)*

*Review 3 - 2016-17 (Based on results evidenced March through June, should/how strategies be changed?)*

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*Review 2 - 2017-18 (Based on results evidenced December through February, should/how strategies be changed?)*

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)



## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

*PLAN: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).*

<b>Priority Area 1</b>	Academic GLP Performance
<b>*SMART Goal</b> <i>*Specific, Measurable, Attainable, Results-Oriented, Timebound</i>	By June 2017, Union Pines High School will increase overall GLP Performance Composite by 6% (from 60.4% to 66.4% in 2016-2017 and from 66.4% to 72.4% in 2017-2018) as seen in the North Carolina State School Report Card.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	The success will be monitored annually per the released data on the NC State Report Card achieving 66>4% GLP Performance.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

*DO: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).*

### IMPROVEMENT STRATEGY #1

Union Pines High School will implement and UPWard program into the daily schedule to allow for remediation and acceleration opportunities for students.

#### Action Steps to Implement Improvement Strategy

Introduce and explain scheduling to students during class meetings at the start of the academic year.

Monitor implementation through administration walk-throughs

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#### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

Offer specific strategies and requirements for UPWard time during scheduled Professional Development times.

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## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

All teachers should assign a minimum of one (1) content reading passages per week to increase critical thinking skills and overall Lexile Levels.

### Action Steps to Implement Improvement Strategy

1) Secure NEWSLEA License to provide leveled reading passages.

2) Provide short quizzes to check for students understanding and comprehension.

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

Offer Professional Development on teaching critical reading applications in all courses.

Provide teachers with Lexile Level scores from 2015-2016

Provide teachers with researched based literacy and performance based strategies to improve critical reading

### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

### Action Steps to Implement Improvement Strategy

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

**CHECK:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

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

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**What does the data/evidence show regarding the results of the implemented strategies?**

*Review 1 - 2016-17 (Based on results evidenced August through November, how/should strategies be changed?)*

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*Review 2 - 2016-17 (Based on results evidenced December through February, how/should strategies be changed?)*

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*Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)*

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*Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)*

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*Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)*

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(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

**ACT:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

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(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

**PLAN:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

<b>Priority Area 1</b>	Graduation Rate
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	Union Pines will increase the rate of graduation by 3%, from 90.6% to 93.6% in 2017 and from 93.6% to 96.6% in 2018.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	Potential twelfth grade failures will be monitored closely at the semester break and the graduating classes of 2017 and 2018 will determine growth and goal success.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

**DO:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

### IMPROVEMENT STRATEGY #1

Union Pines faculty and staff will participate in a Mentor/Mentee program to ensure no student is without personal guidance throughout his/her time at UPHS.

#### Action Steps to Implement Improvement Strategy

Faculty members will be assigned specific sections of students to monitor and mentor for four (4) years to facilitate personalized graduation goals.

Struggling students will be ensured remediation time in all classes throughout the academic year.

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#### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

Mentoring strategies will be offered to teachers in Homeroom Grade Level Professional Development.

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## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

Utilize recent Sandhills Promise incentive to motivate students with potential financial difficulties to enroll in advanced and college courses to ensure their continued success (post-graduation).

### Action Steps to Implement Improvement Strategy

Guidance staff will work with Mentors to educate upperclassmen of options for advanced and college courses and Sandhills Promise options.

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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# PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

### Action Steps to Implement Improvement Strategy

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### Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

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### Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

**CHECK:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

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

**What does the data/evidence show regarding the results of the implemented strategies?**

*Review 1 - 2016-17 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2016-17 (Based on results evidenced December through February, how/should strategies be changed?)*

*Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)*

*Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)*

*Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)*

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

**ACT:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

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

*Review 1 - 2016-17 (Based on results evidenced August through November, should/how strategies be changed?)*

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*Review 2 - 2016-17 (Based on results evidenced December through February, should/how strategies be changed?)*

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*Review 3 - 2016-17 (Based on results evidenced March through June, should/how strategies be changed?)*

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*Review 1 - 2017-18 (Based on results evidenced August through November, should/how strategies be changed?)*

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*Review 2 - 2017-18 (Based on results evidenced December through February, should/how strategies be changed?)*

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(New SIP will be developed based on end of year results to begin the next two year planning cycle.)