

Douglas Byrd High School 2014-2016

SIP

Douglas Byrd High School
Cumberland County School System

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Overview

Plan Name

Douglas Byrd High School 2014-2016 SIP

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$300
2	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 3	Academic	\$0
3	2014-2016 To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$0
4	2014-2016 To recruit, select, develop, and retain the very best personnel	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$250

Goal 1: 2014-2016 To create a safe and caring climate that enhances learning

Measurable Objective 1:

collaborate to continue implementation of PBIS by 06/08/2015 as measured by SET scores from our annual external reviewer.

Strategy 1:

Student & Staff Reward Systems - The PBIS committee and School Improvement Team will develop a systems of rewards for both staff and students. Student awards will be based on attendance, academic achievement, and behaviors conducive to the five focus areas set by data analysis. Staff awards will be based on results of student outcomes and "people's choice" selections. Resources will come from donations from business partners, PTO, and school clubs/organizations. Monitoring will be done by the PBIS committee and staff recommendations/voting.

Activity - Communication Process	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBIS Committee will develop a plan to share data on monthly basis with the SIT and all faculty related to discipline referrals and information related to teaching social skills. 1. Monthly Discipline Referral Data related to the main 5 PBIS goals 2. Lesson Plans on Social Skill development that teachers can use in their classroom.	Policy and Process	08/25/2014	06/08/2015	\$0	No Funding Required	PBIS Team
Activity - Academic Awards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBIS committee will A, A/B honor roll and attendance celebrations each month in conjunction with the School Climate PLC.	Academic Support Program	01/23/2015	06/08/2015	\$100	General Fund	PBIS Committee & Principal
Activity - Year End Awards Ceremonies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBIS committee will plan and implement an underclassman and senior awards ceremony to recognize all academic accomplishments for the year, in conjunction with the School Climate PLC.	Academic Support Program	06/05/2015	06/11/2015	\$200	General Fund	PBIS committee and administrative staff.

Goal 2: 2014-2016 To expect academic growth by all children

Measurable Objective 1:

A 10% increase of All Students will demonstrate a proficiency and growth on grade level standards in Mathematics, Science, and in English Language Arts by 06/08/2015 as measured by all appropriate state tests.

Strategy 1:

EOC Collaborative Planning Meeting - All teachers will meet weekly. They will develop common assessments aligned with the curriculum and plan lessons based on weekly results. Teachers discuss previous week's common assessment data with other teachers in their content area and then plan remediation/enrichment lessons based on data collected. They plan for the upcoming week's common assessment. The administrative team monitors process.

Activity - Common Assessment Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In weekly Departmental Collaborative Planning meetings, teachers develop common assessments.	Other	08/25/2014	06/08/2015	\$0	No Funding Required	All Teachers & Administrative Team, C & I Team & School Support from Central Office

Activity - Collaborative Planning Guide	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Review results from the previous week's common assessment (compare and analyze growth test results). What does the data indicate?</p> <p>B. How does the assessment data impact instruction for the upcoming week? Identify standards and learning goals that need to be revisited and identify remediation strategies that will be used to support struggling students.</p> <p>C. Plan lessons for the upcoming week identifying the following</p> <p>a. What are the students going to be doing that is aligned with the identified standards?</p> <p>b. What will the teacher do that connects the standards?</p> <p>c. What formative assessment strategies will be embedded in the lessons to monitor student understanding?</p> <p>D. Develop or analyze existing common assessment(s) for the upcoming week.</p> <p>E. Specify how lessons are differentiated for all learners.</p>	Other	08/25/2014	06/08/2015	\$0	No Funding Required	EOC Teachers, Administrative Team, C&I Team, Support Staff from Central Office

Activity - Lesson Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will use data from common assessments to plan lessons a week in advance. All staff will submit lesson plans electronically using a common form, weekly to their assigned administrator for review.	Policy and Process	08/25/2014	06/08/2015	\$0	No Funding Required	All teachers/All Administrative Staff

Goal 3: 2014-2016 To promote continuous quality improvement

Measurable Objective 1:

collaborate to garner the input of all staff through administrative PLCs by 06/08/2015 as measured by having each staff member assigned to a School Improvement Correlate that will set school wide goals related their assignment.

Strategy 1:

Correlate Goal Setting - Each staff member will be assigned to one of the four administrative PLCs that meet monthly. At the beginning of the year each PLC will set goals for School Wide Improvements:

High Expectations for Success Correlate
Staff Celebrations (breakfast, lunches, etc.)
Staff Appreciation Week
Student Awards Assemblies(Year End)
Hospitality
Calendar on Webpage
Book Study Discussions
Develop Data Dashboard

Frequent Monitoring of Student Progress Correlate
Continuous Support/Staff Development for Common Core & Essential Standards
PBIS
Partners in Education
Build and Maintain Corporate Sponsorships
Donations for Person's of the Month
Persons of the Month/Year
Celebrations and Awards for Partnerships
"Amazing Acts of Good Character"
Discipline Data Reporting
Book Study Discussions
Develop Data Dashboard

Positive Home School Relations Correlate
Parent Newsletters (Monthly – Web-based)
Parent/Teacher Conferences

Parent Volunteers

All Student Awards Assemblies: Attendance/Academic (Incentive Plans)

DBHS Webpage

PBIS Crisis Team

Book Study Discussions

Orientations/Open House

Develop Data Dashboard

Prom

Safe and Orderly Environment Correlate

Crisis Management Team

Safe School Plan

Fire & Tornado Evacuation Drills

Evacuation Procedures for Each Classroom

Schedule Emergency Drills (Fire, Tornado, Hurricane, Bomb Threat, Code Yellow/Red Lockdowns)

School Grounds Improvement

Pageants (Mr./Ms. DBHS)

Book Study Discussions

Develop Data Dashboard

Activity - Correlate Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each PLC will set goals at the beginning of the year in their first meeting.	Policy and Process	08/18/2014	08/22/2014	\$0	No Funding Required	Assistant Principals and all Faculty & Staff

Activity - Goal Execution	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Throughout the year each PLC will meet monthly and report progress toward goals set through a Data Dashboard. Progress will be reported at each SIT meeting at the beginning of each month.	Other	08/25/2014	06/08/2015	\$0	No Funding Required	Assistant Principals and all Faculty & Staff

Goal 4: 2014-2016 To recruit, select, develop, and retain the very best personnel

Measurable Objective 1:

collaborate to hire and retain the best employees for all positions by 06/09/2015 as measured by reducing the employee transfer/turnover over rate.

Strategy 1:

Positive School Image - The school will maintain an accurate school web page, maintain transparency with data reporting consistent with county protocol, and participate in all job fairs.

Activity - School Webpage Maintenance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school will maintain an updated webpage that highlights all positive staff and student accomplishments.	Technology	08/18/2014	06/08/2015	\$0	No Funding Required	School Technology Contact
Activity - Data Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School will report data consistent with county protocol. Highlights and celebrations will be developed for all areas of improvement. Special recognition will be given annually, at the start of each year, for the previous year.	Recruitment and Retention	08/18/2014	06/08/2015	\$0	No Funding Required	High Expectations PLC
Activity - Job Fair	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School will advertise the school in positive light at all system level scheduled job fairs.	Recruitment and Retention	08/18/2014	06/08/2015	\$0	No Funding Required	All administrators and support staff.
Activity - Lead Success Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All ILTs will meet monthly to discuss issues regarding new teachers. Training will be completed on how to improve instructional practice, classroom management, and observation/evaluation and growth plan completion.	Professional Learning	08/18/2014	06/08/2015	\$250	General Fund	Formative Assessment Coach & Assistant Principal

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Awards	PBIS committee will A, A/B honor roll and attendance celebrations each month in conjunction with the School Climate PLC.	Academic Support Program	01/23/2015	06/08/2015	\$100	PBIS Committee & Principal
Year End Awards Ceremonies	PBIS committee will plan and implement an underclassman and senior awards ceremony to recognize all academic accomplishments for the year, in conjunction with the School Climate PLC.	Academic Support Program	06/05/2015	06/11/2015	\$200	PBIS committee and administrative staff.
Lead Success Program	All ILTs will meet monthly to discuss issues regarding new teachers. Training will be completed on how to improve instructional practice, classroom management, and observation/evaluation and growth plan completion.	Professional Learning	08/18/2014	06/08/2015	\$250	Formative Assessment Coach & Assistant Principal
Total					\$550	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Collaborative Planning Guide	<p>Review results from the previous week's common assessment (compare and analyze growth test results). What does the data indicate?</p> <p>B. How does the assessment data impact instruction for the upcoming week? Identify standards and learning goals that need to be revisited and identify remediation strategies that will be used to support struggling students.</p> <p>C. Plan lessons for the upcoming week identifying the following</p> <p>a. What are the students going to be doing that is aligned with the identified standards?</p> <p>b. What will the teacher do that connects the standards?</p> <p>c. What formative assessment strategies will be embedded in the lessons to monitor student understanding?</p> <p>D. Develop or analyze existing common assessment(s) for the upcoming week.</p> <p>E. Specify how lessons are differentiated for all learners.</p>	Other	08/25/2014	06/08/2015	\$0	EOC Teachers, Administrative Team, C&I Team, Support Staff from Central Office
Job Fair	School will advertise the school in positive light at all system level scheduled job fairs.	Recruitment and Retention	08/18/2014	06/08/2015	\$0	All administrators and support staff.
Correlate Goal Setting	Each PLC will set goals at the beginning of the year in their first meeting.	Policy and Process	08/18/2014	08/22/2014	\$0	Assistant Principals and all Faculty & Staff
Communication Process	<p>PBIS Committee will develop a plan to share data on monthly basis with the SIT and all faculty related to discipline referrals and information related to teaching social skills.</p> <p>1. Monthly Discipline Referral Data related to the main 5 PBIS goals</p> <p>2. Lesson Plans on Social Skill development that teachers can use in their classroom.</p>	Policy and Process	08/25/2014	06/08/2015	\$0	PBIS Team
Common Assessment Development	In weekly Departmental Collaborative Planning meetings, teachers develop common assessments.	Other	08/25/2014	06/08/2015	\$0	All Teachers & Administrative Team, C & I Team & School Support from Central Office

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Goal Execution	Throughout the year each PLC will meet monthly and report progress toward goals set through a Data Dashboard. Progress will be reported at each SIT meeting at the beginning of each month.	Other	08/25/2014	06/08/2015	\$0	Assistant Principals and all Faculty & Staff
Data Reporting	School will report data consistent with county protocol. Highlights and celebrations will be developed for all areas of improvement. Special recognition will be given annually, at the start of each year, for the previous year.	Recruitment and Retention	08/18/2014	06/08/2015	\$0	High Expectations PLC
Lesson Planning	Staff will use data from common assessments to plan lessons a week in advance. All staff will submit lesson plans electronically using a common form, weekly to their assigned administrator for review.	Policy and Process	08/25/2014	06/08/2015	\$0	All teachers/All Administrative Staff
School Webpage Maintenance	The school will maintain an updated webpage that highlights all positive staff and student accomplishments.	Technology	08/18/2014	06/08/2015	\$0	School Technology Contact
Total					\$0	

**LEA or Charter
Name/Number:**

Cumberland County Schools - 260

School Name:

Douglas Byrd High School

School Number:

322

Plan Year(s):

2014-2016

Voting: All staff must have the opportunity to vote anonymously on the School Improvement Plan.

For

110

Against

1

Percentage For

99%

Date approved by Vote:

8/19/2014

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot...Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Year elected
Principal	Daniel Krumanocker	2009
Assistant Principal Representative	Joe Peek	2014
Teacher Representative	Pat Barnard, cte	2013
Inst. Support Representative	Jennifer Walker	2013
Teacher Assistant Representative	Glenda Farmer	2013
Parent Representative	Dawn Gregory	2014
Additional Representative	Sally Perry, instructional support/math	2013
Additional Representative	Cheryl Lee, English	2014
Additional Representative	Gary Chadwell, social studies	2013
Additional Representative	Jennifer Ramirez, science	2013
Additional Representative	Robert Baker, cultural arts	2012
Additional Representative	Robin Long, pe	2013
Additional Representative	Shanique Morgan, cte/TOY	2014
Additional Representative	Mary Ingram, ec	2014

Remediation Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Douglas Byrd High School
 Year: 2014-2016

Description of the Plan

Purpose:	To provide additional time on task for students at risk of not reaching proficiency/growth on the EOC tests in the areas of Math I, Eng. II and Biology.
Delivery:	Students will receive additional time on task during teacher planning periods, students will be pulled for 45 minutes to receive additional support. This will take place 7 days prior to the first day of EOC testing, each semester.
Students Served:	Teacher recommendations and EVAAS performance predictors.

Budget Amount

AMOUNT

Total Allocation:

\$22,305.70

Budget Breakdown

AMOUNT

Personnel:

Eng. II - 3 Teachers/Semester - 7 days/Semester - \$477/Day -
 cost of planning period

\$6,678.00

	Math I - 4 Teachers/Semester - 7 days/Semester - \$477/Day - cost of planning period	\$6,678.00
	Biology - 3 Teachers/Semester - 7 days/Semester - \$477/Day - cost of planning period	\$6,678.00
Materials & Supplies:	Paper & Copier Supplies/Replace manuals NC Coach	\$2,271.70
		AMOUNT
Transportation:		

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Grand Total:	
	\$22,305.70

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
Y	Student Activity Log
Y	Other (If yes, specify in the box below): EVAAS Reports

Title II Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:	Douglas Byrd High School
Year:	2014-2015

Description of the Plan

Purpose:	The purpose of this plan is to provide a detailed description of staff development expenditures.
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Budget Amount

Total Allocation:	<u>AMOUNT</u> \$2,250.00
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Budget Breakdown

Briefly describe the title of and purpose for the staff development:

**Staff Development
1**

Send EOC (Biology, Math I, 7 English II teachers) to an ASCD conference to enrich their teacher pedagogy.

Description

AMOUNT

Personnel:		
Training materials:		
Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		
Follow up activities		
Total for staff development 1: This cell will automatically total for you		\$2,250.00

District Wide Components

District Wide Components		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	Yes
Duty free planning time	Please describe approximately how much planning time your teachers have during a week: 450 Minutes per/week	
PBIS school	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.	Yes
PBIS rating from previous year	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	Model
Parental Involvement	Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.): Parent Teacher Conferences (2 weeks in the 1st/2nd Semesters), Monthly Booster Club meetings - dates vary, Monthly SIT meetings, Parent Involvement Coordinator meets weekly with parents to address ongoing attendance concerns.	

Safe and Orderly schools	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
Review of the SIP plan and notification of changes	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>