**EDGECOMBE COUNTY PUBLIC SCHOOLS**

SouthWest Edgecombe High School

*STRATEGIC IMPROVEMENT PLAN*

2015-2016

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| **SCHOOL/DEPARTMENT: SouthWest High School** | |
| **MISSION:**  All stakeholders of SouthWest Edgecombe High School are dedicated to providing a quality education for students in order for them to achieve successful futures. | |
| **VISION:**  **To lead us toward our mission, our school community shares the following beliefs:**   * SWE will foster relationships among students, families, school staff, faith-based networks, and community representatives for the sake of establishing partnerships that will benefit the school and the community as a whole. **COMMUNITY** * SWE will be strengthened and enriched by the cultivation of intellectual, social, and emotional growth in an all-inclusive environment that embraces continuous improvement and positive change. **CONTINUOUS IMPROVEMENT** * SWE will collaborate with a diverse school culture of parents, students, and community stakeholders to foster positive and meaningful relationships. **RELATIONSHIPS** * SWE will ensure all stakeholders will maintain rigorous curriculum and instruction by:   + Holding faculty and staff to a high level of expectations   + Effectively utilizing PLC and common planning to continuously improve the quality of lesson planning and delivery in all classrooms   + Increasing AP/Honors course offerings, as well as, creating and maintaining opportunities for Career and Technical Education and Edgecombe Community College courses to improve career readiness. **RIGOROUS CURRICULUM & INSTRUCTION** * SWE will work to prioritize a safe school culture by promoting cultural diversity and civility, providing resources for personal and collective growth, and empowering stakeholders to be a part of the solution. **SAFE SCHOOLS** | |
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| **DATA ANALYSIS** | **NEEDS ASSESSMENT** |
| ***End-of-Year (EOY)***   |  |  |  |  | | --- | --- | --- | --- | | **READY Performance Indicators** | **2013-2014**  **Achievement (ACH)** | **2014-2015**  **Achievement (ACH)** | **(+/-)** | | English II | 53.6% | 47.3% | **- 6.3%** | | Math I | 20.0% | 10.6% | **- 9.4%** | | Biology | 41.3% | 32.8% | **- 8.5%** | | ACT |  | 36.1% |  | | ACT Workkeys |  | 37.9% |  | | Math Course Rigor |  | 87.4% |  | | 4-year Cohort Graduation Rate (CGR) |  | 80.1% |  |   ***Student Discipline Data***   |  |  |  |  | | --- | --- | --- | --- | |  | **2014-2015** | **Rate per 100 students** | **Notes** | | **Discipline Reports** | Short-term suspension rate | 36.95 | District Rate is 32.16 |   ***Student Attendance Data***   |  |  |  | | --- | --- | --- | | **2013-2014**  **School Year** | **2014-2105**  **School Year** | **(+/-)** | | 94.0% | 94.0% | **0.0%** |   ***Certified Employee Attendance Data (October 2014 - June 2015)***   |  |  | | --- | --- | | **Days Missed**  *( including professional leave)* | 662 | | **What does the analysis tell us about strengths?**  Based on the data, there is a significant opportunity for growth in all EOC areas.  **What does the analysis tell us about our gaps or opportunities for improvement?**  More instructional alignment needed in terms of curriculum, district pacing guides, CFA’s, and instructional practices.  **READY Performance Indicators Noted Declines:**   * English II **– 6.3%** * Math I **– 9.4%** * Biology **– 8.5%**   **Disciplinary Infractions**   * The majority of infractions occurred within the classroom. * The majority of classroom infractions were defiance/disrespect/insubordination. * The majority of infractions were from the freshman class.   **What is the missing data?**  No relevant data missing  **How will 2015-2016 data be collected?**   * *READY Performance Indicators:*    + Pre/Post Assessments   + Benchmark Data   + Data Notebooks   + Data dissemination during Content PLCs * *Disciplinary Infractions*:   + Continued analysis of PBIS Monthly reports   + Data dissemination during Staff meetings/PLCs   + Track number of students eligible to participate in PBIS 6week/semester rewards. * *Certified Employee Attendance Data:*   + Aaesop Monthly Reports   + Staff Attendance Incentives   **Based on the analysis, what 3-4 top priorities emerge?**   * *Math I Proficiency* * *Biology Proficiency* * *English II Proficiency* |
| **TOP PRIORITIES (3-4)** | |
| **SMART GOAL #1** | **WHAT SUCCESS LOOKS LIKE** |
| By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in Math I, from10.6% to 22%, as measured by End-of-Year (EOY) READY Performance Indicators. | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **READY Performance Indicator** | **2014-2015**  **Achievement (ACH)** | **2015-2016**  **Achievement (ACH)** | **Percentage Points**  **()** | **Percentage**  **Growth**  **()** | | Math I | 10.6% | 22.0% | **10** |  | |
| **SMART GOAL #2** | **WHAT SUCCESS LOOKS LIKE** |
| By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in Biology, from 33% to 43%, as measured by End-of-Year (EOY) READY Performance Indicators. | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **READY Performance Indicator** | **2014-2015**  **Achievement (ACH)** | **2015-2016**  **Achievement (ACH)** | **Percentage Points**  **()** | **Percentage**  **Growth**  **()** | | Biology | 33% | 43% | **10** | **15.0%** | |
| **SMART GOAL #3** | **WHAT SUCCESS LOOKS LIKE** |
| By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in English II, from 47% to 57%, as measured by End-of-Year (EOY) READY Performance Indicators. | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **READY Performance Indicator** | **2014-2015**  **Achievement (ACH)** | **2015-2016**  **Achievement (ACH)** | **Percentage Points**  **()** | **Percentage**  **Growth**  **()** | | English II | 47% | 57% | **10** |  | |
| **SMART GOAL #4 (Optional)** | **WHAT SUCCESS LOOKS LIKE** |
| SouthWest Edgecombe High certified staff will achieve a 20% decrease in absences (not including professional leave) at a number of no more than 530 instructional days by the end of 2015-2016 school year. | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Attendance** | **2014-2015** | **2015-2016** | **Less (-)**  **Absences** | **Percentage Decrease** | |  | 662 | 530 | **-132.4** | **20%** | |

**EDGECOMBE COUNTY PUBLIC SCHOOLS**

SouthWest Edgecombe High School

***Targeted Priority Areas***

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| **SMART Goal 1:** | By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in Math I, from10.6% to 22%, as measured by End-of-Year (EOY) READY Performance Indicators. | | | | | |
| **Core Value Strand** | **Actions, Strategy, Intervention** | **Timeline** | **Estimated Cost, Funding Sources and Resources** | **Person(s) Responsible** | **Evaluation of Implementation & Impact on Student Learning** | |
| **Artifacts** | **Evidence of Completion** |
| Continuous Improvement | Provide Intervention/Enrichment (I/E) daily to all students.  Implement strategic use of data in PLCs, Data Days, meetings, in an effort to re-teach, remediate, and/or enrich.  Create and administer school-wide common formative assessments for each department.  Conduct frequent formal and informal observations and provide descriptive feedback for improvement.  Research, and provide, data-supported resources, and professional development opportunities, designed to increase student achievement rates in the specified area. | October 2015  September 2015  August  2015  September 2015  August 2015 | No known associated cost at this time  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time. | Certified Staff  Students  Certified Staff  Students  Certified Staff  Administration  Administration  Certified Staff  Administration  Certified Staff | Master Schedule  PEPs  Student Work Samples  Progress Reports  Report Cards  Data Notebooks  PLC Minutes  Student Assessment Data  EVAAS Data  Walkthrough Tool  Evaluation Data  SchoolNet  Edgenuity  VIF Resource Center |  |
| Rigorous Curriculum and Instruction | *\*see Continuous Improvement strand*  *In addition,*  Utilize lesson plans and pacing guides, provided from external sources (i.e., district, state, etc.) to enrich instructional practices. | August 2015 | No known associated cost at this time. | Certified Staff | Lesson Plan Template  Pacing Guides  Data Notebooks  PLC Minutes |  |
| Relationships | Enhance collaborative relationships with ALL stakeholders (i.e., parents/guardians, teachers, students, coaches, student services, administration, etc.) | August 2015 | No known associated cost at this time. | All Staff  Parents  Students  Community Stakeholders | Parent Contact Logs  Stakeholder Attendance Rosters(open houses/PTSA meetings)  Agendas |  |

**Progress Monitoring**

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| **Date** | **Data** | **Progress Towards Goal** | | **Next Steps** |
| **Areas of Growth** | **Areas for Improvement** |
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**EDGECOMBE COUNTY PUBLIC SCHOOLS**

SouthWest Edgecombe High School

***Targeted Priority Areas***

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| **SMART Goal 2:** | By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in Biology, from 33% to 43%, as measured by End-of-Year (EOY) READY Performance Indicators. | | | | | |
| **Core Value Strand** | **Actions, Strategy, Intervention** | **Timeline** | **Estimated Cost, Funding Sources and Resources** | **Person(s) Responsible** | **Evaluation of Implementation & Impact on Student Learning** | |
| **Artifacts** | **Evidence** |
| Continuous Improvement | Provide Intervention/Enrichment (I/E) daily to all students.  Implement strategic use of data in PLCs, Data Days, meetings, in an effort to re-teach, remediate, and/or enrich.  Create and administer school-wide common formative assessments for each department.  Conduct frequent formal and informal observations and provide descriptive feedback for improvement.  Research, and provide, data-supported resources, and professional development opportunities, designed to increase student achievement rates in the specified area. | October 2015  September 2015  August  2015  September 2015  August 2015 | No known associated cost at this time  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time. | Certified Staff  Students  Certified Staff  Students  Certified Staff  Administration  Administration  Certified Staff  Administration  Certified Staff | Master Schedule  PEPs  Student Work Samples  Progress Reports  Report Cards  Data Notebooks  PLC Minutes  Student Assessment Data  EVAAS Data  Walkthrough Tool  Evaluation Data  SchoolNet  Edgenuity  VIF Resource Center |  |
| Rigorous Curriculum and Instruction | *\*see Continuous Improvement strand*  *In addition,*  Utilize lesson plans and pacing guides, provided from external sources (i.e., district, state, etc.) to enrich instructional practices. | August 2015 | No known associated cost at this time. | Certified Staff | Lesson Plan Template  Pacing Guides  Data Notebooks  PLC Minutes |  |
| Relationships | Enhance collaborative relationships with ALL stakeholders (i.e., parents/guardians, teachers, students, coaches, student services, administration, etc.) | August 2015 | No known associated cost at this time. | All Staff  Parents  Students  Community Stakeholders | Parent Contact Logs  Stakeholder Attendance Rosters  Agendas |

**Progress Monitoring**

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| **Date** | **Data** | **Progress Towards Goal** | | **Next Steps** |
| **Areas of Growth** | **Areas for Improvement** |
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**EDGECOMBE COUNTY PUBLIC SCHOOLS**

SouthWest Edgecombe High School

***Targeted Priority Areas***

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| **SMART Goal 3:** | By the end of the 2015-2016 school year, SouthWest Edgecombe High will create a culture of high instructional expectations, leading to at least a 10 point increase in overall student performance in English II, from 47% to 57%, as measured by End-of-Year (EOY) READY Performance Indicators. | | | | | |
| **Core Value Strand** | **Actions, Strategy, Intervention** | **Timeline** | **Estimated Cost, Funding Sources and Resources** | **Person(s) Responsible** | **Evaluation of Implementation & Impact on Student Learning** | |
| **Artifacts** | **Evidence** |
| Continuous Improvement | Provide Intervention/Enrichment (I/E) daily to all students.  Implement strategic use of data in PLCs, Data Days, meetings, in an effort to re-teach, remediate, and/or enrich.  Create and administer school-wide common formative assessments for each department.  Conduct frequent formal and informal observations and provide descriptive feedback for improvement.  Research, and provide, data-supported resources, and professional development opportunities, designed to increase student achievement rates in the specified area. | October 2015  September 2015  August  2015  September 2015  August 2015 | No known associated cost at this time  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time.  No known associated cost at this time. | Certified Staff  Students  Certified Staff  Students  Certified Staff  Administration  Administration  Certified Staff  Administration  Certified Staff | Master Schedule  PEPs  Student Work Samples  Progress Reports  Report Cards  Data Notebooks  PLC Minutes  Student Assessment Data  EVAAS Data  Walkthrough Tool  Evaluation Data  SchoolNet  Edgenuity  VIF Resource Center |  |
| Rigorous Curriculum and Instruction | *\*see Continuous Improvement strand*  *In addition,*  Utilize lesson plans and pacing guides, provided from external sources (i.e., district, state, etc.) to enrich instructional practices. | August 2015 | No known associated cost at this time. | Certified Staff | Lesson Plan Template  Pacing Guides  Data Notebooks  PLC Minutes |
| Relationships | Enhance collaborative relationships with ALL stakeholders (i.e., parents/guardians, teachers, students, coaches, student services, administration, etc.) | August 2015 | No known associated cost at this time. | All Staff  Parents  Students  Community Stakeholders | Parent Contact Logs  Stakeholder Attendance Rosters  Agendas |

**Progress Monitoring**

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| **Date** | **Data** | **Progress Towards Goal** | | **Next Steps** |
| **Areas of Growth** | **Areas for Improvement** |
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**EDGECOMBE COUNTY PUBLIC SCHOOLS**

SouthWest Edgecombe High School

***Targeted Priority Areas***

**Priority Area #4:**

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| **SMART Goal 4:** | SouthWest Edgecombe High certified staff will achieve a 20% decrease in absences (not including professional leave) at a number of no more than 530 instructional days by the end of 2015-2016 school year. | | | | | |
| **Core Value Strand** | **Actions, Strategy, Intervention** | **Timeline** | **Estimated Cost, Funding Sources and Resources** | **Person(s) Responsible** | **Evaluation of Implementation & Impact on Student Learning** | |
| **Artifacts** | **Evidence** |
| Continuous Improvement | Frequently analyze certified staff attendance data.  Share monthly attendance data at faculty meetings and PLCs. | August 2015  October 2015 | No known associated cost at this time.  No known associated cost at this time. | Administration  Administration | Staff Handbook  ECPS Board Policies  Aesop Reports  Meeting Agendas/Minutes  Aesop Reports |  |
| Relationships | Implement an incentive plan:   * PBIS Tickets for Staff Members   + Duty-Free   + Off-Campus Lunch   + Classroom Supplies/   Manipulatives   * Departmental Awards * Perfect Attendance Awards * Race to the Top Grant *(pending approval)* | August 2015 | Varies based on PBIS Fund.  School General Fund | Administration  Staff | Newsletter  Certificates  Meeting Agendas/Minutes |

**Progress Monitoring**

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| **Date** | **Data** | **Progress Towards Goal** | | **Next Steps** |
| **Areas of Growth** | **Areas for Improvement** |
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**SouthWest Edgecombe High School**

**2014-2015 School Improvement Plan**

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| **ECPS CORE VALUE: COMMUNITY**  We believe the school and community should work collaboratively in supporting the learning community by fostering open and direct communication. We all share the responsibility for educating our students / citizens.  The school will aim to streamline the school’s reporting system and procedures, including requiring forms and reports to be in electronic form when possible.  **Goal 1: Communicate effectively with all stakeholders.** | | | |
| **Strategic Initiative** | **Timeline** | **Person Responsible** | **Implementation Evidence** |
| **1.1 Improve internal communication**   * Produce a weekly electronic newsletter that highlights upcoming events, best practices, and research based instructional strategies for our school community (SWE Weekly Bulletin). * Develop and maintain a school-wide Google master calendar.     **1.2 Improve external communication**   * Conduct school-wide Open Houses * Utilize the Connect Ed system to inform our school community of school events. * Utilize the school’s marquee to advertise events and accomplishments. * Utilize a parent contact log for teachers to keep in their data notebooks.   *(continued)*   * Utilize the school’s website as a communications tool to our school community. * Implement Parent Portal. | August 2015 - June 2016 (weekly)    September 2015 - June 2016 (monthly)    August 17, August 20, 2015    August 2015 - June 2016  (weekly)    August 2015 - June 2016  (as needed)    August 2015 - June 2016  (weekly)    August 2015 - June 2016      September 24, 2015 | Administration        All Staff        All Staff      Administration    Administration    Staff  Administration &  All teachers    All Staff | Completed weekly newsletters        Completed monthly calendars        Attendance rosters      Connect Ed Reports      marquee    data notebook  Completed parent contact logs      Updated Website |

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| **ECPS CORE VALUE: RELATIONSHIPS**  We believe a strong, positive, caring relationship with all school stakeholders and community members is the key to success.  **Goal 2: To embrace positive relationships with all stakeholders.** | | | |
| **Strategic Initiative** | **Timeline** | **Person Responsible** | **Implementation Evidence** |
| **2.1 Enhance collaborative relationships with all stakeholders**   * Implement PBIS initiatives with students and staff. * Highlight teachers as the Star Teacher of the Month. * Highlight students as the Student of the Month. * Create business partnerships within the school community. * Utilize a parent contact log to ensure teachers are communicating regularly with parents.   *(continued)* | March 19, 2015    September 2015 - June 2016      September 2015 - June 2016    August 2015 - June 2016    August 2015 - June 2016 | All staff      All Staff      All Staff    All Staff  All Staff | Completed PBIS Notebook      Roster of selected winners      Rosters of selected winners    Partnership rosters      Completed parent contact logs |

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| **ECPS CORE VALUE: SAFE SCHOOLS**    We believe that students excel in a secure, nurturing environment. They must have a physically, emotionally, and intellectually safe atmosphere, which promotes student success.  **Goal 3: Provide a safe, orderly, and caring environment that promotes student success.** | | | |
| **Strategic Initiative** | **Timeline** | **Person Responsible** | **Implementation Evidence** |
| **3.1 Assess and address safety and security needs**   * Enforce and publicize school-wide discipline plan for all infractions. * Conduct staff crisis training in order to know and understand lockdown procedures. * Conduct crisis drills with law enforcement. * Implement and monitor duty schedule.     **3.2 Strengthen district policies and procedures**   * Enforce Positive Behavior Intervention Support implementation.   *(continued)*   * Assess the school’s climate using the Teacher Working Conditions Survey to ensure that every classroom has the supportive environment necessary to help students achieve at high levels. | August 2015 & January 2016 (Grade level assemblies)    August 19, 2015      September 15, 2015  August, 2015    August 2014 - June 2015      August 2015 - June 2016 | All Staff      Administration    All Staff    All Staff      All Staff      Administration &  School Improvement Team | Decreased amount of referrals  Plan placed in student handbook and posted on the school’s website  Attendance Roster      Completed drill & adherence to the school’s crisis plan    Completed duty schedule for fall and spring semesters  Positive Behavior Intervention Support rewards and decreased amount of referrals    Completed survey |

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| **ECPS CORE VALUE: CONTINUOUS IMPROVEMENT**    We believe that improvement is a process and not a destination. ECPS must have a strategic process to continuously evaluate each step of the learning process, operating efficiency, and monitoring framework so that our school culture continues to improve in a thoughtful, planned way.  **Goal 4: Build and sustain a school culture based on high expectations and continuous improvement.** | | | |
| **Strategic Initiative** | **Timeline** | **Person Responsible** | **Implementation Evidence** |
| **4.1 Develop systemic strategic processes for improvement**   * Enforce the Edgecombe County Public Schools Expectations for Continued Improvement and High Student Growth * Develop/use Personalized Education Plans to improve the output of students at risk of failing * Implement strategic use of data in Professional Learning Communities and Faculty meetings in an effort to reteach, remediate, and/or enrich   + Identify students in danger of not graduating in 4 years   + Utilize Edgenuity to help students gain high school credits   *(continued)*   * + Utilize HillRap program to increase reading proficiency in identified students * Administer school-wide Common Formative Assessments for each department. Assessment data will be used to remediate, re-teach, and enrich during I/E | August 2015 - June 2016        October 2015 - June 2016      August 2015 - June 2016          December 2015 – June 2016  September 2015 – June 2016 | Administration  All Staff      Certified Staff      All Staff                  Certified Staff        Certified Staff | Teachers will meet or exceed growth as determined by EVAAS      Completed PEPs      PLC minutes, benchmark data, pre-test and post-test data, common assessments, EVAAS data, lesson plans, teacher data notebooks, EOC and NC Final Exam scores  Teachers will meet or exceed growth as determined by EVAAS      Teachers will meet or exceed growth as determined by EVAAS    Teachers will meet or exceed growth as determined by EVAAS |

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| **ECPS CORE VALUE: RIGOROUS CURRICULUM AND INSTRUCTION**    We believe in providing all students with an opportunity to share their knowledge, solve problems, and question learning through collaborative environments.  We believe it is our responsibility to develop well-educated, critical thinkers that are focused on being college and career ready.  We believe in a challenging and diverse curriculum that encourages the creativity, innovation, and risk taking necessary to succeed in a global community.    **Goal 5: Provide all students with rigorous curriculum and instruction in an academically rich environment that is committed to student success.** | | | |
| **Strategic Initiative** | **Timeline** | **Person Responsible** | **Implementation Evidence** |
| **5.1 Develop highly effective instructional leaders**   * Use of Teach Like A Champion strategies in weekly classroom activities * Utilize lesson plans and pacing guides posted by the Central Office to enrich our instructional practices     **5.2 Provide quality educational experiences**   * Conduct formal and informal walkthroughs and provide relevant feedback * Require all teachers to focus on Standard 4 (facilitate learning) on their Professional Development Plan in an effort to enrich our instructional practices * Implement strategies from the school’s literacy plan to increase literacy across the curriculum * Develop and support a college going culture   + College Fairs   + College Visits   + College Advisor   + Announce college acceptances   + NCAA Clearinghouse   + FAFSA Workshops   + College Roundup   + Military Opportunities      * Implement global awareness into all curriculums      * Conduct content specific Common Core/Essential Standards Professional Development       **5.3 Develop and implement protocols for data analysis for decision making**   * Implement and utilize teacher data notebooks * Implement data days to review data from all sources in order to reteach and remediate   + School-wide data   + Subject area data   + Individual teacher data   + Individual student data      * Utilize Professional Learning Community meetings as a time to review departmental data and to discuss best practices | September 2015 - June 2016      August 2015 - June 2016          September 2015 - June 2015      September 2015 - June 2016        August 2014 - June 2015        August 2015 - June 2016              August 2015 - June 2016    September 2015 - June 2016              August 2015 - June 2016  Each Semester          August 2015 - June 2016 | All Staff      All Staff          Administration      All certified teachers        All Staff        All Staff  Student Services            All Staff    Administration  Department Heads  Instructional Staff          All certified teachers    Administration  Testing Coordinator  Teachers of Common Core Math I, Biology, English II      Certified Staff | Lesson Plans  Observation data    High quality lesson plans          Weekly walkthrough goals  Teachers will meet or exceed growth as determined by EVAAS    Completed PDPs  Teachers will meet or exceed growth as determined by EVAAS    Completed literacy plan  Lesson plans      College fairs  College visits  Attendance Rosters            Completed VIF Modules  Global Committee Meeting Minutes    Agendas and minutes  Attendance rosters  Teachers will meet or exceed growth as determined by EVAAS        Updated weekly data notebooks    Agenda and minutes  Teachers will meet or exceed growth as determined by EVAAS        Agenda and minutes |