

HAYWOOD COUNTY SCHOOLS

School Improvement Plan

SCHOOL NAME/NUMBER:

SCHOOL ADDRESS:

PLAN YEAR(S):

DATES PREPARED:



PRINCIPAL SIGNATURE: _____ Date: _____

SCHOOL IMPROVEMENT TEAM MEMBERSHIP

Committee Member	Signature	Position
Casey Conard		Principal
Amanda Burgin		Assistant Principal
Chad Carver		Assistant Principal
Ashley Pace		Lead Teacher
Kari Russell		Counselor
Angela Greene		Math Teacher
Robert Robles		English Teacher
Sue Orbock-Miller		Science Teacher
Jennifer Smathers		Social Studies Teacher
Ashley Fogg-Hyatt		Foreign Language
Amy Brown		CTE Teacher
Justin Rhinehart		CTE Teacher
Courtenay McElroy		EC Teacher

Rachel Yates		Performing Arts Teacher
Stephanie Kea		Visual Arts Teacher
Jessica Coward		Physical Education Teacher
Jesse Burdette		ROTC
Lauren Gaddy		Clerical
Katie Trantham		Teacher Assistant
Lori Clancy		Parent Representative
Haiden Woods		Student Representative

NC Priority Goal 1: Eliminate opportunity gaps by 2027

Area for Improvement and Supporting Data

Objectives:

Objective 1- Decrease the number of exclusionary discipline practices by subgroup (suspensions and expulsions)
 Objective 2- Improve school climate measures across all schools and grade levels
 Objective 3- Increase percentage of 4-year old children enrolled in state Pre-K from 22% to 34%
 Objective 4- Decrease the high school dropout rate for each subgroup
 Objective 5- Decrease number of students taking remedial courses in college
 Objective 6- Increase the number of educators of color in schools across North Carolina
 Objective 7- Increase the number of charter schools providing equitable access to economically disadvantaged students or reflecting the LEA in which they are located

Objective:

Enhance student engagement and participation in extracurricular activities, aiming for a 10% increase within the next two academic years, by leveraging our high school's resources and fostering a positive school culture that promotes well-rounded development.

Action Steps needed to complete this objective:

- Assess current extra-curricular offerings by gathering survey data regarding students current feelings towards extra-curricular offerings and what additional extra-curricular activities may be beneficial to the student population.
- Create a clear process for adding clubs and organizations that follows all board policies and is accessible to students so they are able to create clubs as they see fit.

	<ul style="list-style-type: none"> ● Implementation of processes for equitable access for all clubs to access advertisement ability throughout school channels to increase student awareness of available clubs ● Establish a student leadership team including student leaders from all extra-curricular groups that will meet collaboratively with staff to guide Tuscola High in supporting extracurriculars for all students. ● Organize a club fair once per year to showcase all available clubs and encourage students to join.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● Student and staff knowledge of clubs and organizations more prevalent throughout Tuscola High School ● Clear expectations for students and staff regarding initiating new extra-curricular activities for students ● Encouragement for younger students to get involved in extracurricular activities ● Clear vision for extra-curricular activities at Tuscola High School driven by student leaders from all organizations
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Central list of all clubs and extracurricular activities available and published for students to access. ● Increased student membership in extra-curriculars over 2 years. Initial measurement taken during 1st semester of 2024/2025 school year. ● Structured schedule for Student Leadership Council Meetings Schedule and Meeting notes from each meeting ● Increase in number of clubs actively meeting measured through meeting attendance and club notes ● Increase in students receiving a 4 year high school diploma to greater than 93% over 2 years.
Objective:	<p>To increase parent and community engagement in student academic and career planning through improved communication, parent nights, and counseling center activities, ensuring that all stakeholders, including families of first-generation college students, are informed and actively involved in supporting student success.</p>
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Develop a comprehensive communication plan that includes monthly newsletters, and a robust social media presence to keep parents informed about school events, important dates, and student achievements. ● Plan and host parent nights that focus on various aspects of student life, including academic progress, mental health, and extracurricular activities. Include sessions on how parents can support their children's education at home. ● Coordinate an annual college and career fair with representatives from local colleges, universities, trade schools, and various career fields to provide students and parents with information on post-secondary options and career paths. ● Offer workshops and resources tailored to the needs of different parent groups, such as college application assistance, financial aid information, and strategies for supporting student mental health and well-being. ● Develop specific programs and support groups for families of first-generation college students, including informational sessions on the college application process, financial aid, and navigating higher education.

Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● Increase the number of first-generation college students applying to and enrolling in post-secondary institutions by 5%. ● Improve student academic performance as reflected through Combined ACT/WorkKeys. ● Achieve at least a 10% increase in parental attendance at school events and meetings compared to the previous year.
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Maintain detailed records of parent and community attendance at all events and meetings. ● Use student participation logs, GPA records, and graduation rates to assess the impact of enhanced parent and community engagement. ● Collect and analyze data on first-generation college students' application, financial aid, and enrollment rates, and gather qualitative feedback from their families.
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	

Goal 1 Progress Updates:		
BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	

	District Team	
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NC Priority Goal 2: Improve school and district performance by 2027
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Area for Improvement and Supporting Data

Objectives:	<p>Objective 1- Allocate financial, business and technology resources according to State and Federal laws and State Board of Education policies</p> <p>Objective 2- Increase the percentage of grades 3-8 math and ELA EOG subgroup test scores meeting the ESSA Yearly Measures of Interim Progress</p> <p>Objective 3- Increase the percentage of students proficient in math by subgroup</p> <p>Objective 4- Increase the percentage of students proficient in reading by the end of 3rd grade</p> <p>Objective 5- Increase the percentage of high school reading subgroup test scores meeting the ESSA Yearly Measures of Interim Progress</p> <p>Objective 6- Increase the percentage of students proficient in science by subgroup</p> <p>Objective 7- Increase number of schools meeting or exceeding growth measure by subgroup</p>
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Objective:	Strengthen school-wide instructional practices by leveraging the expertise of our strongest instructors to mentor and support all staff, fostering a culture of continuous improvement and academic excellence.
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Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Provide teachers with professional development on analyzing student assessment data to inform instruction. Regularly review data to identify areas of need and adjust instructional strategies accordingly. ● Offer training and ongoing support for integrating technology tools that enhance teaching and learning. Focus on tools that support differentiated instruction, formative assessment, and student engagement. ● Select a group of experienced and highly effective teachers to serve as mentors. These teachers should be recognized for their instructional expertise and leadership skills.
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Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● Students experience more dynamic and effective teaching, increasing their engagement and motivation in the classroom. ● Teachers develop more effective teaching strategies and techniques through mentorship and support from expert instructors. ● Increased support and professional development lead to greater confidence among teachers in their instructional practices. ● The overall quality of instruction improves across the school, contributing to a more consistent and high standard of education ● The school develops a robust professional development system that effectively supports ongoing teacher growth and development.
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How will you measure your outcomes?	<ul style="list-style-type: none"> ● North Carolina Teacher Working Conditions Survey ● A list of mentors selected based on data, experience, and history of Accomplished or Distinguished
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	<p>scores on summative observations</p> <ul style="list-style-type: none"> ● Improvement in school wide standardized test scores and growth over a 2 year period ● Improved teacher retention over a 2 year period, not including retirements from THS
Objective:	Implement routine data meetings to ensure that teachers have a comprehensive understanding of their individual students' needs and can tailor their instructional strategies accordingly, thereby enhancing student outcomes and continuing our school's high academic standards.
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Establish a regular schedule for data meetings and create a standardized agenda template. Ensure all teachers are informed of the schedule and agenda items. ● Implement or refine data collection tools and reporting formats for assessment data. Ensure teachers are trained on how to use these tools effectively. ● Conduct the first set of data meetings using the established schedule and agenda. Focus on reviewing data trends, discussing individual student needs, and planning interventions. ● Develop and execute action plans based on data discussions, including targeted interventions for students. Monitor the progress of these interventions and make adjustments as needed. ● Collect feedback from teachers on the effectiveness of the data meetings and the impact on student outcomes. Use this feedback to make necessary adjustments to the meeting structure, data tools, or intervention strategies.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● All EOC teachers will have their students' data and meet at least monthly about student progress. ● There will be an increase in the frequency and quality of collaborative efforts among teachers, such as co-planning and sharing best practices during data meetings. ● Over a two year period, achievement gaps among different student subgroups (e.g., by ethnicity, socioeconomic status) will decrease by at least 5% due to targeted interventions identified in data meetings. ● Tuscola will improve School Performance Grade from 77 to greater than 80 for 2 consecutive years.
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Teachers are given all of their students testing history for their given subject. Attendance at meetings will be recorded. ● Logs of collaborative meetings, shared resources and lesson plans, teacher surveys on collaboration, and meeting notes. ● Analysis of subgroup performance data on standardized tests, report cards, and end-of-year assessments. ● Performance will be measured by yearly standardized test scores and school performance reports.
Objective:	Increase administrative visibility and engagement in classrooms, transitions, and extracurricular activities.
Action Steps needed to complete this	<ul style="list-style-type: none"> ● Create building assignment responsibility spreadsheet detailing which buildings administrators are responsible for each day

objective:	<ul style="list-style-type: none"> Organize instructional rounds where small groups of teachers visit different classrooms to observe teaching practices. Debrief sessions should follow these rounds to discuss observations and share best practices.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> Foster a supportive and collaborative educational environment within Tuscola High School Promote standards based and data driven instructions and high levels of student engagement, Create a culture of instructional excellence throughout all classrooms at Tuscola.
How will you measure your outcomes?	<ul style="list-style-type: none"> Continued growth in EOC courses based on Proficiency and North Carolina Growth Measures Brief check in assessments for administrators to complete when doing classroom walkthroughs Administrator check in document that will allow us to measure consistency of check-in's

Goal 2 Progress Updates:		
BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	

NC Priority Goal 3: Increase educator preparedness to meet the needs of every student by 2027
Area for Improvement and Supporting Data

Objectives:	Objective 1- Increase the number of culturally-relevant, equity-focused resources for educators Objective 2- Increase the number of mentors available to beginning educators Objective 3- Strengthen relationships between educator preparation programs (EPPs), districts, and schools to foster collaboration and better teaching practice Objective 4- Increase opportunities for educator engagement inside and outside of school
Objective:	Increase opportunities for educator engagement both within and beyond the school environment, to enhance overall educator preparedness and teaching practices.
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Facilitate motivational and educational opportunities centered on servant leadership to empower staff and foster a collaborative school culture. ● Distribute literature that promotes engagement and encourages healthy life practices both within and beyond the classroom environment. ● Provide training and implement ML resources to ensure all students have equitable access to content across all subject areas. ● Establish a peer mentorship program that supports continuous professional development and encourages sharing of best practices among staff members.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● Increased qualified mentors that go through the mentor training program ● Increase the percentage of ML students that graduate with their cohort ● Increased teacher efficacy as measured in the NCTWCS
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Book Club notes, discussion, and attendance ● ML graduation percentage will increase ● NCTWCS
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	
Objective:	
Action Steps needed	

to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	

Goal 3 Progress Updates:

BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	