

## School Improvement Team Voting

**LEA or Charter Name/Number:** Cumberland County Schools - 260

**School Name:** Alger B. Wilkins High School

**School Number:** 374

**Plan Year(s):** 2020-2021

**Voting:** All staff must have the opportunity to vote anonymously on the School Improvement plan

**# For:** 22

**#Against:** 0

**Percentage For:** 100%

**Date Approved by Vote:** September 8th, 2020

## 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. Unless the local board of education has adopted an election policy, parents shall be elected by parents of children enrolled in the school in an election conducted by the parent and teacher organization of the school or, if none exists, by the largest organization of parents formed for this purpose. Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be member of the building-level staff."*

<b>Committee Position*</b>	<b>Name</b>	<b>Year Elected</b>
Principal	Valerie Johnson-Martin	2016
Assistant Principal	Michael Bain	2016
Teacher Representative	Tannelaine Wilson	2020
Inst. Support Representative	Kacheckia Dewitt	2020
Teacher Assistant Representative	Shamonica Feaster	2019
Parent Representative		
Additional Representative	Wayne Johnson	2019
Additional Representative	Sean Bowen	2019
Additional Representative	Marvelyn Gomez-Campbell	2020
Additional Representative	Evelyn Rivera	2020
Additional Representative	Michelle Dillon	2019
Additional Representative	Mason Norris	2020
Additional Representative	Elwood Flemming	2019
Additional Representative	Natasha Thompson	2020
Additional Representative	Zakira Cruz	2017
Additional Representative	Lamont Deberry	2020
Additional Representative	Nore Brantley	2020
Additional Representative	Barnisha Ragin	2020
Additional Representative		

\*Add to the list as needed. Each group may have more than one representative.

## Title II Plan

**Instructions:** Complete each cell highlighted in red (content controls will also appear in red when you hover the cursor over them). Refer to the SAMPLE Title II Plan located on page 5 for examples.

**School:** Alger B. Wilkins High School

**Year:** 2020-2021

### Description of the Plan

<b>Purpose:</b>	The purpose of this plan is to provide teachers with the strategies needed to remain successful in the virtual as well as the traditional classroom setting with a specific focus on student success and professional growth.
-----------------	---

### Budget Amount

#### AMOUNT

Total Allocation:

1,000

### Budget Breakdown

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

#### Staff Development 1

Teachers will read and participate in an in-house Book Study on equity and teaching students in poverty, for our professional development this year. Teachers will participate in and read the books, "Ruby Payne, Frameworks of poverty," and "Restorative Justice Practices". Teachers will also attend workshops, and complete learning walks at other high schools to help supplement instruction. This may be virtual or traditional depending on our school status. (Plan B or Plan C) Substitutes will be needed for class coverage during learning walks under the traditional plan at other campuses.

	<u>DESCRIPTION</u>	<u>AMOUNT</u>
<b>Personnel:</b>	All classroom teachers, counselors and administrators	
<b>Training Materials:</b>	Ruby Payne – Framework for Understanding Poverty	\$340.00
	Lorraine Stutzman Amstutz - Restorative Justice Practices.	\$200.00
<b>Registration/Fees:</b>	None	
<b>Travel:</b>		
<b>Mileage/Airfare:</b>	None	
<b>Lodging/Meals:</b>	None	
<b>Consulting Services:</b>	None	
<b>Follow-up Activities:</b>	Breakfast and Snacks during meetings and presentations.	\$100.00
<b>Total for staff development 1:</b>		\$635.60

**Budget Breakdown**

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

**Staff Development 2**

Instructional Plan Days  
 The purpose of the staff development is to allow teacher time to analyze various types of data to improve targeted teaching, remediation groups, and differentiation. This staff development will take place during the regular school day.

	<u>DESCRIPTION</u>	<u>AMOUNT</u>
<b>Personnel:</b>	Substitutes for EOC Teachers each semester 4 substitutes X 1 day each semester	\$300.00
<b>Training Materials:</b>		
<b>Registration/Fees:</b>		
<b>Travel:</b>		
<b>Mileage/Airfare:</b>		
<b>Lodging/Meals:</b>		
<b>Consulting Services:</b>		
<b>Follow-up Activities:</b>	Snacks during Instructional Plan days	\$100.00
	<b>Total for staff development 2:</b>	\$400.00
	<b>Grand Total</b>	\$1035.60

## District Wide Components

<b>Duty Free Lunch</b>	Please indicate if your School Improvement Team will vote for your teachers to have duty free lunch by indicating yes (Y) or no (N) in the box to the right.	N
<b>Duty Free Planning Time</b>	<p>Please describe approximately how much planning time your teachers have during a week:                      All teachers have 90 minutes of planning time daily.                      90 minutes per day X 5 days = 450 minutes of planning time weekly.</p>	
<b>PBIS School</b>	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right:	Y
<b>PBIS rating from previous year</b>	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	Green Ribbon
<b>Parental/Family Engagement</b>	<p>Please describe your parent/family engagement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</p> <p><b>Monthly PTA Meetings</b>  <b>Bi-Monthly Senior Parent Meetings that correspond with Monthly PTA Meetings.</b>  <b>The first parent conference meeting will be virtually, October 15th, 2020.</b>  <b>Four parent conference meetings have been scheduled to include our multi-cultural festival and our planned Curriculum night activities. We do realize these activities may be virtual this year due to COVID-19.</b>  <b>In addition, senior parent meetings will be held monthly to ensure parents are aware of the progress of senior students who are expected to graduate. We want to ensure that parents have every opportunity to meet with teachers to assess student goals and progress.</b>  <b>Parents can schedule meetings to speak with teachers during their individual planning times and meetings with members of guidance at any time.</b>  <b>PTA Meetings are scheduled monthly to increase parent involvement.</b></p>	
<b>Safe and Orderly Schools</b>	<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</p>	

	<p>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 extraordinarily 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>
<p><b>Review of the SIP plan and notification of changes</b></p>	<p>As 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 changed.</p>

## Title I Schoolwide Components

The required Title I schoolwide components listed below are implemented and assurance documentation is available at all identified Title I school sites.

**Comprehensive Needs Assessment:** The comprehensive needs assessment begins the process for planning/reviewing the schoolwide program. The school must gather data about the school, its population (students, teachers, and community), the areas of strength and weakness in terms of student achievement, and other data necessary to understand what should be the focus of the school improvement plan.

**Schoolwide reform strategies:** Instructional strategies and initiatives in the comprehensive plan must be based on scientifically based research, strengthen the core academic program, increase the quality and quantity of learning time, and address the learning needs of all students in the school.

**Instruction by highly qualified teachers:** High poverty, low-performing schools are sometimes staffed with disproportionately high numbers of teachers who are not highly qualified. To address the disproportionality, the ESEA requires that all teachers of core academic subjects and instructional paraprofessionals (employees of a LEA who provide instructional support) in a schoolwide program school meet with qualifications required by section 1119. Student achievement increases in schools where teaching and learning have the highest priority and students achieve at higher levels when taught by teachers who know their subject matter and are skilled in teaching it.

**High-quality and ongoing professional development:** Teachers and other staff in schoolwide program schools must be equipped to face the challenge of helping all students meet the State's academic achievement standards. To do this, they must be familiar with the goals and objectives of the schoolwide plan, and receive the sustained, high-quality professional development required to implement them. The statute requires that professional development be extended, as appropriate, to those who partner with teachers to support student achievement, such as principals, paraprofessionals, and parents.

**Strategies to increase parental/family engagement:** Research continues to demonstrate that successful schools have significant and sustained levels of parental/family engagement. Therefore, it is important that schoolwide plans contain strategies to involve parents/families in the school community. Additionally, state law requires parent representation on every school's improvement team, and federal requirements specify that each school must develop: 1) an approach for communication with parents/families, 2) activities to involve parents/families, and 3) an approach for training parents/families to better understand how to help their children excel in school.

**Strategies to attract highly qualified teachers to high-needs schools:** Although recruiting and retaining highly qualified teachers is an ongoing challenge in high poverty schools, low-performing students in these schools have a special need for excellent teachers. Therefore, the schoolwide plan should describe the strategies it will use to attract and retain highly qualified teachers.

**Plans for assisting preschool students in the successful transition from early childhood programs to local elementary schoolwide programs:** This component emphasizes the value of creating a coherent and seamless educational program for at-risk students. Early childhood programs provide a foundation for later academic success, and effective schoolwide programs capitalize on this strong start.

**Measures to include teachers in decisions regarding the use of academic assessments:** In addition to State assessment results, teachers need current and ongoing assessment data that describe student achievement. These data often come from less formal assessments such as observation, performance assessments, or end-of-course tests. The schoolwide program should provide teachers with professional development that increases their understanding of the appropriate uses of multiple assessment measures and how to use assessment results to improve instruction.

**Activities to ensure that students who experience difficulty attaining proficiency receive effective and timely additional assistance:** The schoolwide program school must identify students who need additional learning time to meet standards and provide them with timely additional assistance that is tailored to their needs. This assistance must be available to all students in the school who need it.

**Coordination and integration of Federal, State, and local services and programs:** Schoolwide program schools are expected to use the flexibility available to them to integrate services and programs with the aim of upgrading the entire educational program and helping all students reach proficient and advanced levels of achievement. In addition to coordinating and integrating services, schoolwide program schools may combine most Federal, State, and local funds to provide those services. Exercising this option maximizes the impact of the resources available to carry out the schoolwide program.