


LEA or Charter Name/Number:	821	
School Name/Number:	Clinton High School	
School Address:	340 Indian Town Rd Clinton, NC 28328	
Plan Year(s):	2018-2019	
Date prepared:	9/5/2018	
Principal Signature:		Date
School Improvement Team Membership :		
<p><i>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."</i></p>		
Principal	Mr. Stuart Daughtery	
Asst. Principal Representative	Mrs. Monica Thompson, Dr. Nicole Freeman	
Teacher Representative	Mr. Michael Ray	
Inst. Support Representative	Angela Whitehead	
Teacher Asst. Representative	Willa Jacobs	
Parent Representative	Kristi Williford	

Specific Measurable Achievable Relevant/Results-Oriented Time-bound

SMART Goal Setting 2017-2018

Strategic Priority 1: High Performing Students-To provide a rigorous, relevant curriculum designed to prepare students for a globally-competitive world.

District Goal 1: By 2019, student achievement in all tested areas will increase by 15%.

School SMART Goal 1: CHS will grow 1% to 3% in proficiency and will meet growth on tested areas by utilizing increased time for core instruction.

Rational (data indicating need) for this goal: CHS has not met or exceeded growth nor proficiency according to the state standards in the high school tested areas. A targeted focus on core instruction and utilization of the entire instructional block will increase proficiency in the areas of Biology, English II, Math 1, and the ACT.

Benefits of achieving this goal: By focusing on core instruction and utilizing the entire instructional block all students will receive quality instruction that focuses on the established state curriculum standards which will increase growth and proficiency in the high school tested areas.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Implementation and utilization of new curriculum maps and pacing guides which were developed over the summer for ELA, and Science.	Teachers	August 2018-June 2019	
2. Science teachers will utilize new Discovery Education Tech Books.	Science Teachers	August 2018-June 2019	
3. Math, Science, and English departments will continue with weekly PLCs in order to discuss student data, develop plans for addressing student needs, identify standards and strands that need reteaching or additional instruction.	Teachers, C&I Team, Administration	August 2018-June 2019	
4. Math, Science, and English departments will meet with content specialists and C&I team in order develop strategies to improve core instruction.	Teachers, C&I Team, Administration	August 2018-June 2019	

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2018-2019

Strategic Priority 1: High Performing Students-To provide a rigorous, relevant curriculum designed to prepare students for a globally-competitive world.

District Goal 1: Clinton City Schools will provide a rigorous, relevant curriculum designed to prepare students for a globally competitive world.

School SMART Goal 2: CHS will develop plans, procedures, and strategies which will increase growth and proficiency by 1% to 3% in our targeted subgroups.

Rational (data indicating need) for this goal: The significant achievement gap between the subgroups at CHS. The targeted subgroups are EL and Students with Disabilities.

Benefits of achieving this goal: Increase Student Achievement and Graduation Rate

Specific Action Steps:	Responsibility	Target Date	Completed
1. Guidelines and procedures developed and implemented for student success in the CCP program, Credit Recovery, and North Carolina Virtual Public School. Evidenced in Procedure Notebook.	C&I Team Administration	August 2018-June 2019	
2. Guidelines and procedures developed and implemented for students that are candidates the 22 Credit program. Evidenced in Procedure Notebook.	Guidance, Student Support Services	September 2018-June 2019	
3. EL sheltered Math Class established for the Foundations of Math 1 students which uses the native language of our EL students and gradually increases their English language throughout the semester.	EL Math Teacher, EL Teacher, Administration, Guidance	August 2018-June 2019	
4. Establishing and Implementing MTSS common language and understanding among faculty and staff in order to provide appropriate support to teachers and students during or training and beginning implementation process. Evidenced in School MTSS Team Meeting Notes	MTSS Coach, MTSS Team, Administration, and Teachers	August 2018-June 2019	
4. Establishing and Implementing MTSS frameworks and structures to support students struggling Academically, Behaviorally or with Attendance. Evidenced in School MTSS Team Meeting Notes	Administration, MTSS Coach,	August 2018-June 2019	

5. ROA Notebook- Monitor student accommodations in each classroom to make sure that we are providing the best accommodations to the students that have IEPs, 504s and EL Plans.	Administration, District Accountability , CTE Director, Teachers	August 2018-June 2019	

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2017-2018

Strategic Priority 2: High Performing Staff-To employ, retain, and train highly qualified staff who are motivated to affect long-term achievement and lead with twenty first century skills.

District Goal 1: By 2019, teacher turnover will have been maintained at a healthy organizational rate of 10%-14%.

School SMART Goal 3: CHS will provide support and immediate constructive feedback to teachers through specific targeted efforts in order to increase and maintain the teacher turnover rate at a healthy rate of 10%- 14%.

Rational (data indicating need) for this goal: CHS teacher turnover rate is above the healthy organizational rate of 10%-14%. The Teacher Working Conditions Survey noted areas of need in required paperwork and prolonged duties that interfere with non-instructional time.

Benefits of achieving this goal: Retention and recruitment of quality teachers.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Minimize the amount of routine paperwork required of teachers. Evidenced TWC Survey	Administration, Support Staff	September 2018- June 2019	
2. Protect teachers from unnecessary prolonged duties that interfere with teacher non-instructional time. Evidenced TWC Survey	Administration, Support Staff	September 2018- June 2019	
3. Provide all teachers new to CHS a buddy teacher in their department to provide support and encouragement. Monitored by PLC Notes, Walkthroughsm, and BT Meetings	Mentor Teachers, Department Chairs, Teachers	September 2018- June 2019	
4. Immediate and constructive feedback provided to teachers about their teaching and student learning. Strategies will be put in place to support the teacher based on the feedback from the observation. Monitored by the Walkthrough Tool	Administration, C&I Team, Mentor Teachers	September 2018- June 2019	

Specific

Measurable

Achievable

Relevant/Results-Oriented

Time-bound

SMART Goal Setting 2017-2018

Strategic Priority 2: High Performing Staff-To employ, retain, and train highly qualified staff who are motivated to affect long-term achievement and lead with twenty first century skills.

District Goal 2: All Professional Development will be aligned to district strategic priorities.

School School SMART Goal 4: CHS will build teacher capacity through differentiated Professional Development that is aligned to the district strategic priorities.

Rational (data indicating need) for this goal:Teacher Working Conditions survey indicated that only 41.7% of teachers at CHS feel professional development time is appropriate, 50.8% of teachers feel that PD is differentiated, 40.3% of teachers feel follow up is provided to PD, and only 32.8% of teachers feel that PD results are evaluated and feedback provided. This will be monitored through PD Notes, PLC Notes, PDP Plans, Walkthrough Data, and an increase in the area of PD on the Teacher Working Conditions Survey.

Benefits of achieving this goal: Increased teacher capacity, encourage teachers to participate in school leadership roles, and address the specific individual needs of the teachers through differentiated PD.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Teachers are provided opportunities to attend professional development that meets their individual professional learning needs. All PD request forms are reviewed to make sure they align with district priorities prior to approval.	Administration, Teachers	September 2018- June 2019	
2. Teachers must identify the areas in which they need to grow professionally in the individual professional development plans (PDPs). Administration will help teachers identify areas of need by providing feedback on PDPS and by using the walk through tool.	Administration, Teachers	September 2018	
3. Teachers that attend professional developments will set up and facilitate PD for their CHS peers in order to build teacher leadership and capacity. Monitored by PD Notes, Schedule, and PLC Notes.	Administration, Teachers, and C&I team	September 2018- June 2019	
4. Technology - PD Provide - Digital Learning Competencies and Online Badges	Administration, Teachers, and C&I team	September 2018- June 2019	

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2018-2019

Strategic Priority 3: High Performing Communication-To develop and maintain communications and partnerships with all stakeholders

District Goal 3: Clinton City Schools will develop and maintain communications and partnership with all stakeholders.

School SMART Goal 5: Clinton High School will utilize multiple types of media to inform and disseminate pertinent school information to faculty, staff, students, parents, and the community including events,school information, safety, and updates.

Rational (data indicating need) for this goal: Well informed stakeholders are involved, engaged, and supportive of the school. The Teacher working conditions survey decreased from 98.1% in 2016 to 76.2% in 2018 in the area of the school maintaining clear, two-way communications with the community.

Benefits of achieving this goal: Increase in the area of Communication on the Teacher Working Condition Survey.Communication is the key to opportunities and stakeholder involvement.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Focused Faculty/Staff Meetings- Meetings will have an agenda, essential items are explained/discussed with focus, time is managed and reasonable. Measured by TWC	Administration	August 2018- June 2019	
2. Clear Communications provided to all faculty and staff in a timely manner. Discipline notifications to all teachers of ASD, ISS, and OSS. SIT minutes and information distributed and Google form shared with all faculty and staff to collect concerns, issues, and solutions for the SIT team.	Administration, SIT Chair and Secretary	September 2018-June 2019	
3. Establish and implement norms and expectations for the School Improvement Team, MTSS, and Student Assistance Meetings (such as Robert's Rules of Order, agreed start and end times, respects of all regardless of idea or opinion.	Administration, SIT Chair, MTSS Coach, SWAT chairperson	September 2018- June 2019	
4. Weekly CHS Newsletter to faculty which provides updates, upcoming events, and important reminders.	Principal	September 2018-June 2019	

5. Maintain Public Relations Committee- Faculty and staff members work together to make sure accurate and timely information is shared with all stakeholders through our school website, Facebook page, Twitter, Instagram, and School Messenger.	PR Committee, Administration	September 2018- June 2019	
6. Broadcasting CHS News for morning announcements and student information.	Journalism/Broadcasting Teacher and Class	September 2018- June 2019	
7. Transcript reviews and conferences to provide updated accurate information to all students about their specific graduation needs. All senior transcripts will be reviewed and plans made for each senior to be ready for graduation in June within the first 10 days of each semester. One on One meetings with each student during registration.	Counselors	September 2018- 2019	

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2017-2018

Strategic Priority 4: High Performing Learning Environments-To provide an inviting, nurturing, and safe learning environment for all students.

District Goal 4: By 2019, establish systematic process to increase use of digital content and strategies for instruction.

School SMART Goal 6. By 2018, Clinton High School staff will build teacher capacity in the Digital Learning Competencies in order for the teachers to integrate digital teaching and learning techniques into their classroom in order to effectively engage students 100% of the time with student digital literacy, and student activities within the digital world.

Rational (data indicating need) for this goal: The district Digital Learning Competencies Survey indicated a need for increased focus on building teacher capacity in the area of the NCDLCs. NC Licensure Requirements of NCDLC Credits for License renewals.

Benefits of achieving this goal: Increase in the use of Digital Tools in the Classroom as evidenced in data from the walkthrough Tool and an increase in the areas of Professional Development on the Teacher Working Conditions Survey. The increase in the use of Digital Tools will increase student achievement and growth.

Specific Action Steps:	Responsibility	Target Date	Completion
1. Monthly Professional Development in the hardware, digital learning sites, and integration of technology into the classroom.	CCS Technology, C&I Team, Administration	August 2018-June 2019	
2. All faculty and staff will participate in the CSS Learning Summit which focuses on the NC Digital Learning Competencies	CCS Technology, C&I Team	February, 2019	

<p>3. Professional development and training for all beginning and new teachers to our school on what technology is available at CHS and how to use the technology in the classroom to increase student achievement.</p>	<p>C& I Team, CCS Technology, Administration</p>	<p>August 2018-June 2019</p>	
<p>4. Digital Learning Badges- Teachers are able to earn digital content learning badges through online course completion.</p>	<p>C& I Team, CCS Technology, Administration</p>	<p>August 2018-June 2019</p>	