

# South Providence School

## School Improvement Plan

### 2008-2011

Mission Statement: To Guide and Support All Students  
as they Rise from Adversity to Strength.

*“Rising From Adversity to Strength through Responsibility,  
Respect, Kindness and Safety”*

School Improvement Plan for the 2008-11 Planning Cycle

LEA: Union County Public Schools

School: South Providence School

Principal: Barry L. Ross  
Assistant Principal: Daniel R. Edwards

Site-Based Members:  
Greg Kearney (Day Treatment) - Chairperson  
Paul Reufel (High School)  
Karen Holst (Day Treatment Director.)  
Sheila Pueschel (Transition)  
Dana Pickens (Middle School)  
Jill Allen (Counselor)

**School Improvement Plan for the 2008-11 Planning Cycle**

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Goals/Strategic Priorities:

- € *High Achieving & Globally Competitive Students*
- € *21<sup>st</sup> Century Professional/Quality Teachers & Administrators*
- € *Healthy, Responsible Students/Safe Orderly Caring Schools*
- € *Effective and Efficient Operations/21<sup>st</sup> Century Systems*
- € *Leadership for Innovation for 21<sup>st</sup> Century Schools/Family and Community Involvement and Support*

<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objectives:</b>                      South Providence School will increase grade level proficiency as evidenced by an annual increase of 2.5 on the mean student score of 347.6 on the 6<sup>th</sup> grade End of Grade Math test, an annual increase of 2.5 on the mean student score of 351.0 on the 7<sup>th</sup> grade End of Grade Math test, an annual increase of 2.5 on the mean student score of 351.4 on the 8<sup>th</sup> grade End of Grade Math test.</p>
<b>Timeline</b>
<p>On-going from 2008 to 2011.</p>
<b>Person(s) Responsible</b>
<p>All middle school teachers, staff and administrators.</p>
<b>Professional Development</b>
<p>Reaching the difficult learner.                      Remediation techniques for the reluctant learner.                      Differentiated Instructional strategies.</p>
<b>Strategies/Include Use of Technology</b>
<p>Math enrichment opportunities for each middle school student.                      Additional math class scheduled during the day in middle school transition program.                      Benchmark testing.</p>

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<b>Resources Required/Budgeted</b>
EOG Test Scores. Class Scape. UCPS Middle School Curriculum Coordinator for Math.
<b>Evaluation</b>
Benchmark testing using Class Scape. EOG test scores.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>
<b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 3.0 on the mean student score of 343.0 on the 6 <sup>th</sup> grade End of Grade Reading test, an annual increase of 3.0 on the mean student score of 347.5 on the 7 <sup>th</sup> grade End of Grade Reading test, an annual increase of 3.0 on the mean student score of 349.7 on the 8 <sup>th</sup> grade End of Grade Reading test.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All middle school teachers, staff and administrators.
<b>Professional Development</b>
Differentiated Instruction. How to teach the struggling reader. Reader's Workshop.
<b>Strategies/Include Use of Technology</b>
Enroll all middle school students in an additional reading class for skill and comprehension development.

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Provide English/language arts enrichment class in additional to reading and communication skills class.
<b>Resources Required/Budgeted</b>
Funding for training in Reader's Workshop Funding for substitute teachers Class Scape
<b>Evaluation</b>
Benchmark testing using Class Scape. EOG test scores.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>
<b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 3.5 on the mean student score of 139.9 on the 8 <sup>th</sup> grade End of Grade Science test.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All middle school teachers, staff and administrators.
<b>Professional Development</b>
Bi-monthly meetings with the UCPS Science Curriculum Coordinator. Utilize SWEA's training in middle grades science and inquiry.

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Hands-on experimentation on relevant material.  
 Use of computer software to enhance content.  
 Web searches and investigations, project based presentations.

**Resources Required/Budgeted**

Money for substitutes and staff development training.  
 Science Curriculum Coordinator.

**Evaluation**

Increased EOG science scores.  
 Documentation of Science Curriculum Coordinator meetings.

**School Improvement Goal/Objectives****Goal:**

*1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.*

**Objective:**

South Providence School will increase grade level proficiency of 20% for the 7<sup>th</sup> grade writing test as indicated by an increase of 5% each year.

**Timeline**

On-going from 2008 to 2011

**Person(s) Responsible**

All middle school teachers, staff and administrators.

**Professional Development**

Writer's Workshop Training.

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Language Art's Curriculum Coordinator support and training.
<b>Strategies/Include Use of Technology</b>
Weekly writing activities. Coordination of novels and writing.
<b>Resources Required/Budgeted</b>
Funding for substitute teachers and off site training. Language arts curriculum coordinator support.
<b>Evaluation</b>
Improved 7 <sup>th</sup> grade writing scores. Student writing samples.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>
<b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 1.5 on the mean student score of 143.8 on the End of Course English I test.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>

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Monthly department meetings with curriculum coordinator.
<b>Strategies/Include Use of Technology</b>
Team planning with all English department staff and EC TA to ensure success of all students. Utilization of smart board for group and research work. Introduce MLA format throughout high school content. Utilize instruction support through media and technology department.
<b>Resources Required/Budgeted</b>
English department curriculum coordinator.
<b>Evaluation</b>
Improved English 1 EOC scores.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>
<b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 1.5 on the mean student score of 145.9 on the End of Course Civics test.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.

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**Professional Development**

Monthly department meetings with curriculum coordinator.  
Maintain content development as defined by NCDPI.

**Strategies/Include Use of Technology**

Team planning/coordination with all department staff and EC TA to ensure success of all students.  
Utilization of the smart board, iBooks for group and research work.  
Introduce MLA format throughout high school content.  
Utilize instruction support through media and technology department.

**Resources Required/Budgeted**

Computers and updated technology.  
Curriculum coordinators.

**Evaluation**

Improved test scores and higher passing rates.

**School Improvement Goal/Objectives**

**Goal:**

*1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.*

**Objective:**

South Providence School will increase grade level proficiency as evidenced by an annual increase of 1.0 on the mean student score of 150.3 on the End of Course US History test.

**Timeline**

On-going from 2008 to 2011

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<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>
Monthly department meetings with curriculum coordinators. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Team planning/coordination with all department staff and EC TA to ensure success of all students. Utilization of the smart board, iBooks for group and research work. Introduce MLA format throughout high school content. Utilize instruction support through media and technology department.
<b>Resources Required/Budgeted</b>
Computers and updated technology. Curriculum coordinators.
<b>Evaluation</b>
Improved test scores and higher passing rates.
<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 1.5 on the mean student score of 149.1 on the End of Course Physical Science test.</p>

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<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>
Utilize all science department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Team planning/coordination with all department staff and EC TA to ensure success of all students. Utilization of the smart board, iBooks for group and research work. Introduce MLA format throughout high school content. Utilize instruction support through media and technology department.
<b>Resources Required/Budgeted</b>
Funding for staff development. SWEA trainings. UCPS department meetings.
<b>Evaluation</b>
Improved test scores and higher passing rates.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible,</i>

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<p><i>contributing citizens.</i></p> <p><b>Objective:</b> South Providence School will increase grade level proficiency as evidenced by an annual increase of 2.0 on the mean student score of 143.3 on the End of Course Algebra I test.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>
Utilize all math department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Team planning/coordination with all department staff and EC TA to ensure success of all students. Utilization of the smart board, iBooks for group and research work. Introduce MLA format throughout high school content. Utilize instruction support through media and technology department.
<b>Resources Required/Budgeted</b>
Funding for staff development. SWEA trainings. UCPS department meetings.
<b>Evaluation</b>
Improved EOC test scores, passing rates and credits earned.

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<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>            South Providence School will increase grade level proficiency as evidenced by an annual increase of 1.0 on the mean student score of 145.6 on the End of Course Biology test.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>
Utilize all science department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Team planning/coordination with all department staff and EC TA to ensure success of all students. Utilization of the smart board, iBooks for group and research work. Introduce MLA format throughout high school content. Utilize instruction support through media and technology department.
<b>Resources Required/Budgeted</b>
Funding for staff development. SWEA trainings. UCPS department meetings.

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<b>Evaluation</b>
Improved EOC test scores, passing rates and credits earned.
<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>          South Providence School will increase grade level proficiency of 53.8% for the 10<sup>th</sup> grade writing test as indicated by an increase of 2% each year.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All high school teachers, staff and administrators.
<b>Professional Development</b>
Utilize all content specific and/or as appropriate department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Add elective courses to reinforce key English concepts and build writing skills. Remediation and enrichment during Learning Community. Collaboration to identify learning needs. Utilize all support staff to reinforce learning concepts. Utilize 21 <sup>st</sup> century tools in the high school English classes.

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<b>Resources Required/Budgeted</b>
Funding for staff development. SWEA trainings. UCPS department meetings.
<b>Evaluation</b>
Improved EOC test scores, passing rates and credits earned.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>
<b>Objective:</b> South Providence School will decrease the drop out rate for all students and for all relevant student subgroups by 5% per year through 2011.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
Adventure Education for all staff.
<b>Strategies/Include Use of Technology</b>
Encourage students to stay in school by offering opportunities in Adventure Education. Utilize mentors while in school by assigning each student a staff member mentor. Utilize community resources such as Crime Prevention and Rotary Club to provide incentives and awards for increased attendance.

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<b>Resources Required/Budgeted</b>
Utilize grant opportunities and current funding.
<b>Evaluation</b>
Decreased dropout rate and increased school attendance.
<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>            South Providence School will meet No Child Left Behind (NCLB) adequate yearly progress (AYP) proficiency goals for 6-8 grade reading of 43.2%, 43.2% and 71.6% for the respective years 2008-2011.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All middle school teachers, staff and administrators.
<b>Professional Development</b>
Utilize all content specific and/or as appropriate department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>

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<p>Remediation and enrichment during Learning Community.          Collaboration to identify learning needs.          Utilize all support staff to reinforce learning concepts.          Utilize 21<sup>st</sup> century tools in the middle school communication skills classes.          Utilize Odyssey Ware for middle school as they transition to South Providence as a remediation tool.</p>
<b>Resources Required/Budgeted</b>
<p>Funding for staff development.          SWEA trainings.          UCPS department meetings.</p>
<b>Evaluation</b>
<p>Increased reading scores, passing grades in reading and communication skills classes.</p>
<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>          South Providence School will meet No Child Left Behind (NCLB) adequate yearly progress (AYP) proficiency goals for 6-8 grade math of 77.2%, 77.2% and 88.6% for the respective years 2008-2011.</p>
<b>Timeline</b>
<p>On-going from 2008 to 2011</p>
<b>Person(s) Responsible</b>
<p>All middle school teachers, staff and administrators.</p>
<b>Professional Development</b>
<p>Utilize all content specific and/or as appropriate department and SWEA workshops.</p>

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<p>Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.</p>
<p><b>Strategies/Include Use of Technology</b></p>
<p>Remediation and enrichment during Learning Community. Collaboration to identify learning needs. Utilize all support staff to reinforce learning concepts. Utilize 21<sup>st</sup> century tools in the middle school math classes. Utilize Odyssey Ware for middle school as they transition to South Providence as a remediation tool.</p>
<p><b>Resources Required/Budgeted</b></p>
<p>Funding for staff development. SWEA trainings. UCPS department meetings.</p>
<p><b>Evaluation</b></p>
<p>Increased math scores, passing grades in math classes.</p>
<p><b>School Improvement Goal/Objectives</b></p>
<p><b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b> South Providence School will achieve the high growth standard of the North Carolina Accountability, Basic Skills and Control Plan (ABC) by 2011.</p>
<p><b>Timeline</b></p>
<p>On-going from 2008 to 2011</p>
<p><b>Person(s) Responsible</b></p>

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All teachers, staff and administrators.
<b>Professional Development</b>
Utilize all content specific and/or as appropriate department and SWEA workshops. Monthly department meetings with curriculum coordinator. Maintain content development as defined by NCDPI.
<b>Strategies/Include Use of Technology</b>
Provide a rigorous and relevant core curriculum which utilizes differentiated instructional strategies across all content areas and curriculum. Utilize 21 <sup>st</sup> century tools to provide differentiated instruction in all content areas. TQE share day participation.
<b>Resources Required/Budgeted</b>
Funding for staff development. SWEA trainings. UCPS department meetings. Increased technology in all classes.
<b>Evaluation</b>
PLC meeting notes. Lesson plans. Increased test scores and grades. CEU's.
<b>School Improvement Goal/Objectives</b>
<b>Goal:</b> <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i>

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<p><b>Objective:</b> South Providence School will research and implement appropriate assessment tools to enhance instruction and evaluate knowledge of attendance, graduation, promotion rates and transition strategies leading to program updates and new initiatives.</p>
<p><b>Timeline</b></p>
<p>On-going from 2008 to 2011</p>
<p><b>Person(s) Responsible</b></p>
<p>All teachers, staff and administrators.</p>
<p><b>Professional Development</b></p>
<p>Training in NCWise and data desegregation. Training in current curriculum assessment, authentic assessment and technology.</p>
<p><b>Strategies/Include Use of Technology</b></p>
<p>Research, identify and select a valid reliable assessment tool that is specifically designed to assess individual students and their needs. Complete assessment process as part of the intake process.</p>
<p><b>Resources Required/Budgeted</b></p>
<p>Funding for appropriate assessment tools. Time and staff and transportation to complete the assessments.</p>
<p><b>Evaluation</b></p>
<p>Completed assessments and integration into daily lesson planning, action plans and school timelines for graduation.</p>
<p><b>School Improvement Goal/Objectives</b></p>

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<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>          South Providence will research and investigate offerings to our high school students that provide vocational skills which are required for work in a service field and provide the necessary skills for 21<sup>st</sup> century workers.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators
<b>Professional Development</b>
Offer teachers site visits to local businesses and area services. Utilize CTE and Vocational Rehabilitation.
<b>Strategies/Include Use of Technology</b>
Teach Responsibility, Respect and Safety. Provide job skills education to appropriate students. Utilize CFNC with all students through guidance department. Utilize CDC though CTE.
<b>Resources Required/Budgeted</b>
Funding for site visits. Cooperation with Voc Rehabilitation and CTE for education and training services.
<b>Evaluation</b>
Site visit log. Scheduled classes though Voc rehabilitation and CTE.

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<b>School Improvement Goal/Objectives</b>
<p><b>Goal:</b>  <i>1. Globally Competitive Students: All students will acquire the knowledge, skills and attitudes necessary to be responsible, contributing citizens.</i></p> <p><b>Objective:</b>          South Providence School will decrease the achievement gap between our white and black high school students by 5% each year as measured by the EOC Subject tests.</p>
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
Cultural diversity and sensitivity training. Closing the Gap Conference participation by SPS staff.
<b>Strategies/Include Use of Technology</b>
Utilize the transition program to help students adjust to SPS. Provide a mentor for all students performing below grade level. Provide tutoring to all students performing below grade level. Provide counseling to any student in need. Hold frequent parent conferences for all students in need of academic support.
<b>Resources Required/Budgeted</b>
Utilize the strengths within the building. Maintain two counselors on staff.

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<b>Evaluation</b>
<p>Increased test scores for all students.          Smaller gap between subgroups.          Counselor logs.          Parent conference logs.</p>
<b>School Improvement Goal/Objectives</b>
<p><i>Goal 2. Twenty-first Century Professionals: Teachers and staff will develop twenty-first century skills, content, tools and technology.</i>  <b>Objective:</b>          Increase technology in the classroom by ensuring the submission of team 21 Grants by at least two teachers every year.</p>
<b>Timeline</b>
<p>On-going from 2008 to 2011</p>
<b>Person(s) Responsible</b>
<p>All teachers, staff and administrators.</p>
<b>Professional Development</b>
<p>Training in Smart board, Moodle, Gaggle, Streaming and NC Desk.</p>
<b>Strategies/Include Use of Technology</b>
<p>Incorporate technology in daily lesson plans.          Teach students to use the Smart Board          Utilize iBooks.          Add more consistent computer training utilizing current staff.</p>

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<b>Resources Required/Budgeted</b>
Media and technology. Teams 21 grant information. Budget line for technology.
<b>Evaluation</b>
Number of Team 21 grants submitted. Lesson plans. Purchased equipment.
<b>School Improvement Goal/Objectives</b>
<i>Goal 3. Healthy and Responsible Students: South Providence will continue to develop and implement PBIS strategies throughout the school.</i> <b>Objective:</b> Implement secondary and tertiary levels of intervention using the PBIS model.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
PBIS module 1, 2 and 3 training by leadership team. Monthly PBIS leadership team meetings with rotating membership. Staff development and refresher courses in PBIS.
<b>Strategies/Include Use of Technology</b>

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<p>Begin each student's experience at SPS though the transition program with the development of Action Plans for each student.          Use of pre-correcting strategies for desired behaviors.          Assigned learning communities with attached mentors.          Development of secondary and tertiary intervention team.          Reward and recognition systems for desired staff and student behaviors.          Phoenix Feedback coupons.</p>
<b>Resources Required/Budgeted</b>
<p>Substitutes for training days.          Time for meetings.          District level PBIS trainers.          Funding for rewards and incentives for staff and students.</p>
<b>Evaluation</b>
<p>Leadership team meeting notes.          Listed Phoenix Feedback winners.</p>

<b>School Improvement Goal/Objectives</b>
<p><b><i>Goal 3. Healthy and Responsible Students: South Providence will continue to develop and implement PBIS strategies throughout the school.</i></b>  <b>Objective:</b>          Study and implement the Nurtured Heart Approach by Howard Glasser and apply those concepts throughout South Providence School and its programs.</p>
<b>Timeline</b>
<p>On-going from 2008 to 2011</p>
<b>Person(s) Responsible</b>
<p>All teachers, staff and administrators.</p>

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<b>Professional Development</b>
<p>Book study on the Nurtured Heart Approach. Ongoing emphasis presented by staff and leadership team ay monthly faculty meetings.</p>
<b>Strategies/Include Use of Technology</b>
<p>Utilize PLC meetings to discuss the Nurtured Heart Approach and how it is being implemented by staff. Analyze our communications with each other and our students providing honest feedback as professionals. Develop the strengths of our students as well as ourselves. Focus on the positive, find and shape the desired behaviors by promoting the strengths and appropriate behaviors of our students and ourselves. Develop a Moodle Page and establish a Nurtured Heart Blog with staff.</p>
<b>Resources Required/Budgeted</b>
<p>Open-minded staff and a willingness to change and grow. Nurtured Heart books.</p>
<b>Evaluation</b>
<p>Completion of the Nurtured Heart book study. Development of the Moodle page and ongoing blog.</p>

<b>School Improvement Goal/Objectives</b>
<p><b><i>Goal 4. Leadership for Innovation: Develop Leadership Capacity through a culture that embraces change and promotes dynamic continuous improvement.</i></b> <b>Objective:</b> Develop a fully functioning leadership team that guides the culture and embraces change within the school while promoting continuous improvement.</p>
<b>Timeline</b>
<p>On-going from 2008 to 2011</p>

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<b>Person(s) Responsible</b>
All leadership team members and administrators.
<b>Professional Development</b>
Training in Professional Learning Communities. PBIS module 1, 2 and 3 training by leadership team. Staff development and refresher courses in PBIS.
<b>Strategies/Include Use of Technology</b>
Seek out volunteers from each program area who are interested in leadership opportunities and willing to serve. Leadership team members serve as representative voices from their respective departments. Set aside monthly meeting times. Utilize data from academics, discipline, and surveys (parent, teacher and student) to determine goals and objectives. Encourage staff leadership and ownership of processes through implementation.
<b>Resources Required/Budgeted</b>
Funding for out of county staff development. UCPS PBIS trainers. Time for meetings and follow-up with teams.
<b>Evaluation</b>
Leadership team meeting notes. Challenges presented by staff.
<b>School Improvement Goal/Objectives</b>
<b>Goal 4. Leadership for Innovation: Teacher retention and turnover.</b> <b>Objective:</b> South Providence will maintain the successful retention rate of high quality classroom teachers (as defined by NCLB) and as evidenced by a maximum rate of one turnover per program (high, middle, day treatment) per year.
<b>Timeline</b>

### School Improvement Plan for the 2008-11 Planning Cycle

**LEA:** Union County Public Schools

**School:** South Providence School

On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All leadership team members and administrators.
<b>Professional Development</b>
Adventure based counselor training.
<b>Strategies/Include Use of Technology</b>
Use teacher survey results to initiate positive changes in areas of job stress and teacher morale. Increase teacher's job satisfaction through implementation of secondary and tertiary intervention levels for increased student progress and success in areas of both academic and behavior. Increase retention of highly qualified staff by continuing to build awareness within the educational community of SPS as a high quality leader in an alternative educational setting. Increase job satisfaction by providing an innovative tool (adventure based counseling) for developing relationships with students.
<b>Resources Required/Budgeted</b>
Counselor trained in adventure based counseling. Leadership team. Incentives and awards.
<b>Evaluation</b>
Retention rate. Adventure based counseling participation.
<b>School Improvement Goal/Objectives</b>
<b><i>Goal 5. Governed and Supported by 21<sup>st</sup> Century Systems Financial planning and budgeting focused on resource attainment and maximizing student achievement.</i></b> <b>Objective:</b> To provide opportunities for input from teams, planning and leadership through budget allocations as determined by the leadership team.
<b>Timeline</b>

**School Improvement Plan for the 2008-11 Planning Cycle**

**LEA:** Union County Public Schools

**School:** South Providence School

On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All leadership team members and administrators with input from all program areas.
<b>Professional Development</b>
Training in budget resources and requirements.
<b>Strategies/Include Use of Technology</b>
Provide leadership team with copies of allocations. Discuss the needs of the program and determine priorities by program areas.
<b>Resources Required/Budgeted</b>
Allocations.
<b>Evaluation</b>
Meeting notes which discuss budget. Budget goals and line items with priority listing. Completed spending for each year.
<b>School Improvement Goal/Objectives</b>
<b><i>Goal 4. Family and Community Involvement and Support: Meet the needs of all stakeholders involved with South Providence School.</i></b> <b><u>Objective:</u></b> Increase parent survey levels of overall satisfaction with SPS program.
<b>Timeline</b>
On-going from 2008 to 2011

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<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
PBIS and Nurtured Heart.
<b>Strategies/Include Use of Technology</b>
<p>Continue parent night programs to foster relationships and understanding of the SPS program to encourage parent involvement, understanding and satisfaction.</p> <p>Continue home school visits which enable parents to meet with staff at a location closer to parents.</p> <p>Begin investigating home visits instead of parent nights to get all parents involved when parents are unable to attend.</p> <p>Ensure all students are assigned a mentor to foster appropriate relationships between students, parents and staff.</p> <p>Provide a variety of extracurricular activities during the day to meet the needs of the student and encourage parent support of the program.</p> <p>Consider a schedule that provides for club time each day.</p> <p>Begin developing a quarterly e-letter to keep parents informed of events at SPS.</p> <p>Establish SPS social networking sites-Face book.</p>
<b>Resources Required/Budgeted</b>
<p>Travel and time for home visits.</p> <p>Mentoring staff.</p> <p>Time in the schedule for extracurricular activities.</p> <p>E-Newsletter and writers.</p>
<b>Evaluation</b>
<p>Scheduled clubs.</p> <p>E-Newsletters.</p> <p>Documentation of parent nights and home visits.</p>

***Goal 4. Family and Community Involvement and Support: Meet the needs of all stakeholders involved with South Providence School.***

**Objective:**

Increase staff survey levels of overall satisfaction with SPS program.

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**School:** South Providence School

<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
PBIS and Nurtured Heart.
<b>Strategies/Include Use of Technology</b>
<p>Ensure that all staff is involved in the program through equitable delegation of responsibilities by documentation follow through of assigned tasks.</p> <p>Utilize Moodle pages to communicate and input ideas to ensure progress made in each area by specific staff/teams.</p> <p>Foster an atmosphere of teamwork and shared ownership through many opportunities for staff to celebrate successes and achievement together throughout the year.</p> <p>Staff reward committee will meet biweekly to address staff morale and provide positive reinforcement of staff on an ongoing basis.</p> <p>Schedule opportunities for staff to engage in appropriate social activities on a volunteer basis and after school hours.</p> <p>Continue to build leadership team and assign opportunities for leadership by rotating persons on key committees to get all involved.</p> <p>Utilize the strength of all staff to teach and train each other.</p> <p>Utilize maintenance and track work orders to maintain an orderly and safe school environment.</p> <p>Communicate with administration when problems found in school environment.</p> <p>Expectations of staff remain consistent and high.</p>
<b>Resources Required/Budgeted</b>
<p>Meeting times and staff reward committee.</p> <p>Funding for staff recognitions and rewards.</p> <p>Teacher handbooks.</p> <p>Collaboration of all stakeholders involved in this educational community.</p>
<b>Evaluation</b>
Team meeting notes.

### School Improvement Plan for the 2008-11 Planning Cycle

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Documentation of teacher rewards and awards.  
Documentation of committee membership.  
Documentation of completed work orders.

***Goal 4. Family and Community Involvement and Support: Meet the needs of all stakeholders involved with South Providence School.***

**Objective:**

Increase student survey levels of overall satisfaction with SPS program.

**Timeline**

On-going from 2008 to 2011

**Person(s) Responsible**

All teachers, staff and administrators.

**Professional Development**

PBIS and Nurtured Heart.  
Motivating the difficult learner.  
Differentiated instruction.  
Reader's writer's workshop.  
Authentic assessment.  
Bullying awareness training.

**Strategies/Include Use of Technology**

Secure funding sources from grants, agencies, and school system to allow for student incentives, awards and rewards which promote academic and behavioral success.  
Foster healthy relationships between students and staff which encourage school attendance and satisfaction.  
Provide rigorous educational activities which challenge the students and require higher order thinking skills.  
Utilize project based instruction and authentic assessment to foster high levels of instructional success.  
Supervise all areas of the school to ensure school safety.  
Provide bullying awareness and be keenly aware of student's relationships.

## School Improvement Plan for the 2008-11 Planning Cycle

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<b>Resources Required/Budgeted</b>
Instructional supply money. Staff supervision.
<b>Evaluation</b>
Completed projects. Bully awareness lessons. Decrease in inappropriate activities. Increase in survey question that students feel safe at school.

<i><b>Goal 3. Healthy and Responsible Students: Safe and Orderly Schools: To provide care, welfare, safety, and security of all students and staff at South Providence School.</b></i>
<b>Objective:</b> Provide staff with the tools to maintain a safe and orderly environment.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
Nonviolent Crisis Intervention training and refreshers. Ongoing training in PBIS and Nurtured Heart strategies.
<b>Strategies/Include Use of Technology</b>
Implement Nurtured Heart and PBIS strategies to reduce disruptive behavior. Implement effective communication skills as presented by the above programs and NVCI.

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**School:** South Providence School

<b>Resources Required/Budgeted</b>
Trainers in NVCI. NVCI workbooks.
<b>Evaluation</b>
Course registration and completion by rotating staff members.
<i><b>Goal 3. Healthy and Responsible Students: Safe and Orderly Schools: To provide care, welfare, safety, and security of all students and staff at South Providence School.</b></i>
<b>Objective:</b> Plan and implement all emergency procedures relative to maintaining a safe and orderly environment
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
Annual reviews of the safe school plan, emergency procedures and drills.
<b>Strategies/Include Use of Technology</b>
All students will enter through metal detector and greeted by team of staff every day. Utilize surveillance cameras throughout the building and monitor those cameras through the main office. Report all safety concerns to maintenance immediately as identified. Complete monthly safety walk through and annual comprehensive safety reviews. Partner with Waxhaw PD for lock down drills, back up coverage and drills. Maintain uniforms for students to reduce contraband in the building. Provide monthly fire drills. Provide training on emergency lock down procedures and at least one lock down drill per semester.

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Practice at least one tornado drill. Provide all staff and classrooms with Emergency handbooks.
<b>Resources Required/Budgeted</b>
Emergency handbooks. Waxhaw PD partnership. SRO. Emergency systems.
<b>Evaluation</b>
Completed drills. Posted emergency handbooks. Uniforms in effect. Completed safety reviews.
<b><i>Goal 3. Healthy and Responsible Students: Safe and Orderly Schools: To provide care, welfare, safety, and security of all students and staff at South Providence School.</i></b>
<b><u>Objective:</u></b> Provide all staff with information and training on bullying and gang prevention.
<b>Timeline</b>
On-going from 2008 to 2011
<b>Person(s) Responsible</b>
All teachers, staff and administrators.
<b>Professional Development</b>
Training on bullying and gang awareness. Drug free coordinator on bullying.

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<b>Strategies/Include Use of Technology</b>
Utilize UCSO for gang awareness training by bringing gang officers to share information and train teachers. Utilize UCSO Drug Free Schools Coordinator to provide training for staff and resources to combat bullying. Highly supervise areas known for gang and bullying activities at SPS. Report all episodes of bullying and document all incidents which are gang related.
<b>Resources Required/Budgeted</b>
UCSO Gang officers. Drug Free Schools Coordinator.
<b>Evaluation</b>
Completion of training. Documentation of any bullying and gang activity.

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Signature of Principal/Date Signed

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Signature of SIT Chair/Date Signed