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|  **Northampton County Early College****4671 NC 46 Hwy West****Gaston, NC 27832****Phone: (252) 537-2877****Fax: (252) 537-8706****Monica M. Edmonds, Principal**“Grit, Passion, and Perseverance”C:\Users\edmondsm\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\UV2TP3D8\Jacksonville_Jaguars_2013_logo[1].png

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| **Mission, Goals, and Spotlight Indicators** |

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| **Mission Statement for Northampton County Early College:** Northampton County Early College will provide students the opportunity for a dynamic learning experiences in a high school setting and college setting, a staff who is encouraging and supportive to each student, rigorous academic expectations, and opportunities for academic and personal growth. |

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| **Northampton County Early College has established the following goals in alignment with the school's mission statement:** |
|  Prepare students for college, the workforce, and life as global learners. |
| Facilitate mastery learning through the delivery of a rigorous curriculum. |
| Create a culture of respect, responsibility and accountability focused on quality teaching and learning in a understanding, safe, and caring environment. |
| Provide students the skills to earn a high school diploma and to earn an Associates degree.  |
| Offer our student the abilities to be successful university students, and to be caring citizens of our global community. |
| Build a school culture that has a focus on service learning and giving back to the community.  |
| Provide our students with highly qualified teachers that create lessons aligned with the North Carolina Standard Course of Study.  |
| Build a positive relationships between the community and school. |
| Create lesson plans that are highly engaging, differentiated, and rigorous for our students. |
| Create an environment that is focused on student learning.  |

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| **To achieve these goals, Northampton County Early College has chosen to focus on implementing these Spotlight Indicators:** |
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| **Comprehensive Plan Report** |
| A detailed report showing activity of the school team’s work on the improvement plan including assessments, plans, tasks, monitoring, and implementation for selected time periods. |
| 9/30/2016 |
| Northampton County Early College NCES - na  |
| Northampton County Schools |
| **Student Success Indicators** | Key Indicators are shown in RED. |
| **Dimension A - Instructional Excellence and Alignment** |
| **High expectations for all staff and students** |
| **Indicator** | **A1.01 - The principal models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of effective practices.(5082)** |
| **Status** |  In Plan / No Tasks Created |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | The Principal monitors teacher lesson plans using lesson plan reviews each week with at least 60% of the staff.  |
| **Plan** | Assigned to: | Not yet assigned |
| **Dimension A - Instructional Excellence and Alignment** |
| **Curriculum and instructional alignment** |
| **Indicator** | **A2.04 - Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)** |
| **Status** |  Tasks completed: 2 of 6 (33%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | All teachers are in the process of developing their curriculum using the district mandated curriculum mapping. Curriculum mapping is currently in the developmental stage since not all documents have been vetted by the district. All teachers use the standard course of study to develop their lesson plans. Lesson plans are required to be posted in classrooms and monitored by administration through lesson plan reviews on a weekly basis. The principal does lesson plan reviews each week on 60% of the staff. Teachers are expected to post I can statements, objectives/learning targets in student friendly language.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | All teachers will have units including course of study and complete units will be evidences of unpacked standards. Lesson Plans will contain Essential standards and be at the appropriate level of rigor. PLCs will meet bi-weekly to analyze and discuss student data, aligning instruction and Assessments, and to plan cross-curricular lessons based on their NC Essential Standards. Teachers will use data to drive instruction and lesson plans, agenda's, and I can statements are required to be visually available in the classroom. All classroom are engaging, students are speaking, listening, writing, and thinking daily. This is monitored through classroom walk-throughs and peer rounds.  |
|  | Target Date: | 05/25/2017 |
|  | Tasks: |
|  | 1. Teachers will complete KUDs with assistance from district individuals that are responsible for monitoring and vetting their curriculum maps.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 05/18/2017 |
|  | Comments: |  |
|  | 2. Lesson plans will be monitored on a weekly basis using the Lesson Plan Review Template completed by administration.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 08/15/2016 |
|  | Frequency: | weekly |
|  | Comments: | Lesson Plans are being monitored on a basis using Lesson Plan Review. The Template is on a google drive that is shared with each teacher. The principal reviews the lesson plans for the week and gives comments and feedback. The teacher has the opportunity to reflect and make comments. |
|  | Task Completed: | 09/06/2016 |
|  | 3. Monitor Bi-Weekly PLCs using meeting meetings and agenda's  |
|  | Assigned to: | Amy Bernazzani |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/10/2016 |
|  | Comments: |  |
|  | 4. Train teachers on Peer Observation and Debriefing Procedures.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/24/2016 |
|  | Comments: |  |
|  | 5. Principal Monitors classrooms using walk-through template and provide teachers with instant feedback on lesson plans  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 08/15/2016 |
|  | Comments: | The principal does walk-throughs on a weekly basis and provides teachers instant feedback. |
|  | Task Completed: | 09/06/2016 |
|  | 6. Utilize Common Instructional Framework Protocols to ensure teachers are building the skills of speaking, listening, and writing on a daily basis in their lesson plans. We will focus on 5 CIF protocols chosen by PLC team.  |
|  | Assigned to: | Amy Bernazzani |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/31/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 2 of 6 (33%) |
| **Dimension A - Instructional Excellence and Alignment** |
| **Student support services** |
| **Indicator** | **A4.01 - The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)** |
| **Status** |  Tasks completed: 0 of 7 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 6 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 2 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | During the 2015-2016 school year, several of the schools in the district started to implement the Muli-Tiered System of Support using the state model. Our school district has trained all administrators in the district and our school will start the process of implementation at Northampton County Early College.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Students centered instruction is driven data. We use the information gathered from EVAAS system data and other indicators to tier students. PLC's are used to group students during bi-weekly PLC's to determine the best interventions or resources to ensure academic success. Through data driven conversations, our teachers will implement strategies to move students across tiers. Teachers will provide instruction aligned to North Carolina State Standards.Teachers will provide data driven/evidence based instruction and interventions. |
|  | Target Date: | 11/07/2016 |
|  | Tasks: |
|  | 1. Create matrix based on data from PLCs |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 03/06/2017 |
|  | Comments: |  |
|  | 2. Create a schedule for monitoring of research-based instructional practices |
|  | Assigned to: | Jessica Matte  |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/03/2016 |
|  | Frequency: | monthly |
|  | Comments: |  |
|  | 3. Schedule students in Fall 2017 courses based on data from PLC teams.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 03/13/2017 |
|  | Comments: |  |
|  | 4. Schedule foundation courses based on tier data.  |
|  | Assigned to: | Christopher Woofter |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 03/13/2017 |
|  | Comments: |  |
|  | 5. The School administrator will attend MTSS trainning.  |
|  | Assigned to: | Catina Hoggard |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 09/23/2016 |
|  | Frequency: | once a year |
|  | Comments: |  |
|  | 6. NCEC school instructional leadership team will become trained on the MTSS process.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 11/21/2016 |
|  | Comments: |  |
|  | 7. Train teachers on how to use EVAAS data to increase proficiency for our students.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 10/10/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 7 (0%) |
| **Indicator** | **A4.06 - ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)** |
| **Status** |  Tasks completed: 0 of 5 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 6 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 2 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | Northampton County Early College has only been established as a school since August 2016. We opened with 72 students. We are currently without a guidance counselor and have not started our Positive Behavior Intervention Support Program.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Our school established an active Positive Behavior Intervention Support Program to support the academic and emotional needs of our students. We hired a full-time counselor who teaches monthly classroom lesson on academic and emotional needs. Students that are deemed to need additional support have individualized counseling session provided by the counselor. Our school invites special speakers to come and discuss topics that our students may have faced in their lives. Our SRO will provide information that is vital to our young men and will meet bi-weekly to discuss those hot topics, for example traffic stop procedures, dress code, and etc.  |
|  | Target Date: | 01/09/2017 |
|  | Tasks: |
|  | 1. Schedule Meeting schedule with classroom teachers and counselor  |
|  | Assigned to: | Margaret Putney |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/24/2016 |
|  | Frequency: | monthly |
|  | Comments: |  |
|  | 2. Create schedule for SRO meeting with Male students |
|  | Assigned to: | Dwayne Carter  |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/24/2016 |
|  | Comments: |  |
|  | 3. Find speakers that can speak and motivate our students. |
|  | Assigned to: | Sharita Wade |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/31/2016 |
|  | Comments: |  |
|  | 4. Create a PBIS program for our school.  |
|  | Assigned to: | Sharita Wade |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 01/09/2017 |
|  | Frequency: | monthly |
|  | Comments: |  |
|  | 5. Provide training for our staff to address some of the concerns that impact our students.  |
|  | Assigned to: | Jessica Matte  |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 01/04/2017 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 5 (0%) |
| **Dimension B - Leadership Capacity** |
| **Strategic planning, mission, and vision** |
| **Indicator** | **B1.01 - The LEA has an LEA Support & Improvement Team.(5135)** |
| **Status** |  Tasks completed: 0 of 5 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | Northampton County Early College has just started the implementation of our school improvement team. Currently, the members only include the Principal and the five teachers on the staff. The priority for the month of September is to establish progress monitoring, monthly meeting dates, and to add parental representation.  |
| **Plan** | Assigned to: | Sharita Wade |
|  | How it will look when fully met: | The Leadership and School Improvement Plan team will meet twice a month to discuss the needs of the school. The Leadership team will be comprised of key stakeholders focused on creating plans and procedures for our school operations. The Leadership team willdevelop a crisis management plan for the new school. This team will be comprised of our school SRO and two two teachers from Northampton County Early College, two teachers from Gaston Elementary School, and two teachers from Northampton County Alternative School. The School Improvement Team will be comprised of all teacher at NCEC and a parent representative. This team will focus on creating the mission and vision for the school and help the principal develop, create, and monitor the 12 indicators on Indistar. The principal will be supported by the progress monitor to ensure that any indicators are being addressed. Each team member will have at least one indicator to work on for the school improvement plan. They will bring information, facts, and data to the team during the bi-weekly meeting. The SIP team will work to bring all indicators to the monitor stage.  |
|  | Target Date: | 07/28/2017 |
|  | Tasks: |
|  | 1. Establish Leadership Team and School Improvement for the school consisting of a parent representative.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/15/2016 |
|  | Target Completion Date: | 10/14/2016 |
|  | Comments: |  |
|  | 2. Establish a meeting calendar for the school year.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/15/2016 |
|  | Target Completion Date: | 09/30/2016 |
|  | Comments: |  |
|  | 3. Establish a Progress Monitor for the school improvement Team to assist the Principal. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/15/2016 |
|  | Target Completion Date: | 09/30/2016 |
|  | Comments: |  |
|  | 4. As a team create the mission and vision for the school  |
|  | Assigned to: | Amy Bernazzani |
|  | Added date: | 09/15/2016 |
|  | Target Completion Date: | 10/28/2016 |
|  | Comments: |  |
|  | 5. Create agendas and meeting schedules that will address each indicator as a team. |
|  | Assigned to: | School Improvement Team  |
|  | Added date: | 09/15/2016 |
|  | Target Completion Date: | 10/14/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 5 (0%) |
| **Indicator** | **B1.02 - The LEA selects and hires qualified principals with the necessary competencies to be change leaders.(5136)** |
| **Status** |  Tasks completed: 0 of 2 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 3 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 1 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | The Human Resource Director in the district Mark Rumley continues to work to bring qualify leadership to the district of Northampton County.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | The LEA Human Resource Director posts open positions on the state, district, and school's website to recruit highly qualified staff. The LEA attends recruitment fairs throughout the country to ensure that our district is recruiting diverse candidates. The LEA believes in building on the talented candidates that are available within the district. The LEA reviews submitted applications; the LEA calls candidates to establish initial interviews with a panel of central office staff including director, human resource, and principals. The process is debriefed by the panel to narrow the group to the most highly qualified candidates. At the conclusion of the interview process, names of the selected candidates are sent to the board for approval. The board will than approve or deny the selected candidates. If approved, selected candidatures are verbally offered position by phone and formally offered position by US mail.  |
|  | Target Date: | 10/28/2016 |
|  | Tasks: |
|  | 1. The LEA posts open positions on the state, district, and school's website to recruit highly qualified candidates.  |
|  | Assigned to: | Mark Rumley |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 09/29/2016 |
|  | Frequency: | monthly |
|  | Comments: |  |
|  | 2. The LEA attends recruitment fairs through the country to recruit high qualified staff.  |
|  | Assigned to: | Mark Rumley |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 09/29/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 2 (0%) |
| **Indicator** | **B1.03 - A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.(5137)** |
| **Status** |  Tasks completed: 0 of 1 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | The Northampton County Early College has established a leadership team including the principal and teachers of the school. We have planned to create a calendar that would meet at least twice a month to document all instructional concerns in a Google drive.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Northampton County Early College Leadership Team meets twice a month and at the conclusion of each meeting a record of minutes is uploaded to Google Drive via the meeting agenda template. As a part of our review of implementation of effective practices, each team member is responsible for reflecting on the varies communities they are leading.  |
|  | Target Date: | 11/07/2016 |
|  | Tasks: |
|  | 1. Establish Meeting Schedule for NCEC Leadership Team |
|  | Assigned to: | Sharita Wade |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/17/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 1 (0%) |
| **Dimension B - Leadership Capacity** |
| **Distributed leadership and collaboration** |
| **Indicator** | **B2.03 - The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)** |
| **Status** |  Tasks completed: 0 of 2 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | NCEC has established a duty schedule for all teachers and teachers have a established duty free lunch. The staff has been given instructional planning during their planning periods and that time is valued by the principal to ensure that teachers have time to plan and develop their lesson plans based on the needs of the students.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Northampton County Early College administration communicates with the staff through PLCs/Instructional Leadership meetings, each Sunday through the Weekly Principal Address. All core teachers are a part of our instructional leadership team and are vital to the monitoring and progress of all topics including academic progress, Professional Learning Communities, Positive Behavior Intervention Support(PBIS), PTA, and community college academic needs for their subject area. The Instructional Leadership/PLCs meetings are student and data focused. The administrator and all core teachers attend each meeting. The meeting minutes are documented on google drive and are accessible to all stakeholders.  |
|  | Target Date: | 10/31/2016 |
|  | Tasks: |
|  | 1. Create a monitoring process for the Instructional Leadership Team  |
|  | Assigned to: | Sharita Wade |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/24/2016 |
|  | Comments: |  |
|  | 2. Principal sends out weekly Principal Address to the staff.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/30/2016 |
|  | Target Completion Date: | 08/15/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 2 (0%) |
| **Dimension B - Leadership Capacity** |
| **Monitoring instruction in school** |
| **Indicator** | **B3.01 - The LEA/School monitors progress of the extended learning time programs and strategies being implemented, and uses data to inform modifications.(5147)** |
| **Status** |  Tasks completed: 0 of 1 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 3 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 1 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | Our goal at NCEC is to value our academic time and use data to modify and enrich instruction. Our limited amount of academic time with college classes makes it very difficult to allow for extended learning time during our academic day. During Spring semester we will look into opportunity for extended learning through tutorials and flex scheduling.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | At Northampton County Early College, we have established an after-school tutorial program that meets Monday and Wednesday from 3:30-6:00. We have established a flex schedule that allows for our Math I teacher to allow have a foundation of Math I course at the same time. We also use benchmark data and assignments to group students a seminar course to assist to build reading skills to prepare for English II EOC. |
|  | Target Date: | 09/15/2016 |
|  | Tasks: |
|  | 1. Teachers will create a chart weekly for after-school tutorial |
|  | Assigned to: | Christopher Woofter |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 10/03/2016 |
|  | Frequency: | weekly |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 1 (0%) |
| **Indicator** | **B3.03 - The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)** |
| **Status** |  Tasks completed: 1 of 4 (25%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | The principal has established a monitoring tool for lesson plans called Lesson Plan reviews. The principal reviews the lesson plans and provide feedback. The principal does walk-throughs weekly providing teachers with instant feedback.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | The principal trained the staff on the NC Teacher Evaluation System self-assessment at the beginning of the school year. The principal works with the teachers to establish goals that focus on the concerns of the district. The principal has established a focus on student achievement and growth. The principal focuses on the school improvement by utilizing student data to drive the decision making of the school. The principal gives constant feedback using classroom walk-throughs and teachers receive instant feedback after every walk-through. The principal has established lesson plan reviews weekly to give feedback on the lesson planning of our staff.  |
|  | Target Date: | 12/19/2016 |
|  | Tasks: |
|  | 1. Principal trained teacher on the NC Teacher Evaluation System |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 09/01/2016 |
|  | Comments: | All teachers have been trained on the NC Teacher Evaluation System as of September 1, 2016. |
|  | Task Completed: | 09/02/2016 |
|  | 2. The Principal will work with teachers to complete Professional Development Plans based on district expectations, such as a descrease of 22% of non proficient students.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 10/20/2017 |
|  | Comments: |  |
|  | 3. Establish a lesson plan review protocol to review teacher lesson plans.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 09/02/2016 |
|  | Comments: |  |
|  | 4. Establish Walkthrough Protocol the provides teachers instant feedback.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 09/02/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 1 of 4 (25%) |
| **Dimension C - Professional Capacity** |
| **Quality of professional development** |
| **Indicator** | **C2.01 - The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)** |
| **Status** |  Tasks completed: 0 of 3 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | Our school will develop strategies to analyze data and use the data to support the academic growth of our students. This data will drive the development of our School Improvement Plan. |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Northampton County Early College begins each school year by analyzing end of course and EVAAS growth data. With this data, we revise our school improvement plan to increase proficiency goals and sub-group AMO's. In addition, professional development goals are written with teachers in order to meet the needs of all learners and a focus on at-risk students for English II, Math I, and Biology. This data analysis continues when the teachers assess students. Based on these results, teachers work collaboratively to design instruction. We monitor this instruction through instructional rounds, walk-throughs and formal observations with the principal and mentors.  |
|  | Target Date: | 09/12/2016 |
|  | Tasks: |
|  | 1. Instructional Team create student prediction reports to schedules students in Math I, Biology, and English II. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 09/15/2016 |
|  | Comments: |  |
|  | 2. Teachers will present data after each benchmark to CNI team.  |
|  | Assigned to: | Felisha Whitaker  |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 11/14/2016 |
|  | Comments: |  |
|  | 3. Analyze data during PLCs/Instructional Leadership team to establish re-teaching needs and strategies to assist struggling students.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/29/2016 |
|  | Target Completion Date: | 11/14/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 3 (0%) |
| **Dimension C - Professional Capacity** |
| **Talent recruitment and retention** |
| **Indicator** | **C3.04 - The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)** |
| **Status** |  Tasks completed: 0 of 4 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | Currently, NECE has only been established for several months. Recruitment was based on the elimination of 3 positions at Northampton County High School. Due to that opportunity, the principal was able to recruit three valued teachers from the school. The recruitment process for the first year consisted of Teach for America recruitment and external recruitment.  |
| **Plan** | Assigned to: | Jessica Matte  |
|  | How it will look when fully met: | We post vacancies on the district webpage and the North Carolina department of public instruction webpage. The principal uses job fairs to recruit teachers from across the country. The principal evaluated teachers using the NCEES program. The school created a hospitality committee to reward system to teacher’s monthly. The PTO and the administrative team will create a reward for the week of teacher appreciation and attempt to reward the teachers throughout the school year. We have a end of year celebration for our staff to celebrate the school year.  |
|  | Target Date: | 05/25/2017 |
|  | Tasks: |
|  | 1. Create a hospitality committee, dues, and establish events for the year.  |
|  | Assigned to: | Jessica Matte  |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 10/28/2016 |
|  | Comments: |  |
|  | 2. Principal attends job fairs when vacancies occur.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 06/29/2017 |
|  | Comments: |  |
|  | 3. PTO and principal establishes a reward system for staff during teacher appreciation week.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 11/18/2016 |
|  | Comments: |  |
|  | 4. Set up a interview committee develop interview questions based on the job vacancies and a rating system to determine who is the best candidate for the position. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 10/28/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 4 (0%) |
| **Dimension E - Families and Community** |
| **Family Engagement** |
| **Indicator** | **E1.06 - The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)** |
| **Status** |  Tasks completed: 0 of 6 (0%) |
| **Assessment** | Level of Development: | Initial: Limited Development 09/10/2016 |
|  | Index: | 9 | (Priority Score x Opportunity Score) |
|  | Priority Score: | 3 | (3 - highest, 2 - medium, 1 - lowest) |
|  | Opportunity Score: | 3 | (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions) |
|  | Describe current level of development: | The first priority for NCEC is to establish a PTO, to create opportunities for parents to involved with our School Improvement team, to constantly provide important information to our families through weekly phone messages, to create a website, and create opportunities for our parents through Parent Nights.  |
| **Plan** | Assigned to: | Monica Edmonds |
|  | How it will look when fully met: | Northampton County Early College has an establish PTO that has created leadership and parental involvement with the parents of the school. Our parents are provided the opportunities to share in the school experiences with Parent Night's, Curriculum Nights, and opportunities to see students perform and showcase their talents. There is a parent representative on the School Improvement Team that ensures parent stakeholders are involved in the decision making process at the school. The principal has established weekly school phones messages. This has provided parents information about school news, upcoming events, and highlights of the week. We have a school webpage that highlights our classes, district and provide valuable information about school happenings.   |
|  | Target Date: | 12/16/2016 |
|  | Tasks: |
|  | 1. -Establish a date for parents in the month of September for our first parent meeting and in this meeting will attempt to start the process for recruitment for PTO. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 09/16/2016 |
|  | Comments: |  |
|  | 2. Create a Calendar of events for the year that showcase our students.  |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 11/18/2016 |
|  | Comments: |  |
|  | 3. Recruit a parent that will be a representative on the school improvement team. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 10/28/2016 |
|  | Comments: |  |
|  | 4. Complete the webpage for the school. |
|  | Assigned to: | Sharita Wade |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 12/16/2016 |
|  | Comments: |  |
|  | 5. Provide weekly announcements to parents. |
|  | Assigned to: | Monica Edmonds |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 09/30/2016 |
|  | Comments: |  |
|  | 6. -Create samples of sets for problems in math and other classes to assist parents with homework.  |
|  | Assigned to: | Amy Bernazzani |
|  | Added date: | 09/12/2016 |
|  | Target Completion Date: | 11/25/2016 |
|  | Comments: |  |
| **Implement** | Percent Task Complete: |  Tasks completed: 0 of 6 (0%) |

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