
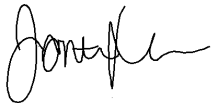


LEA	Person County Schools			
School Name/Number:	Person High School (730)			
School Address:	1010 Ridge Road, Roxboro, NC 27573			
Plan Year(s):	2021-2023			
Date prepared:	September 29, 2021			

Principal Signature:				9/29/21
				Date
				Date
Local Board Approval Signature:				Date
				Date
				Date

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....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."

Committee Position*	Name	Date Elected
Principal	Jonte Hill, Ed.D.	9/9/2021
Assistant Principal Representative	Courtnee Cox, Ed.D.	9/9/2021
Teacher Representative	Caitlyn Hamlett	11/1/2021
Teacher Representative	Auto David Jones	9/9/2021
Teacher Representative	Michael Roberts	9/9/2021
Teacher Representative	April Olson	9/9/2021
Teacher Representative	Justin Pergerson	9/9/2021
Teacher Representative	Rebecca Jackson	9/9/2021
Inst. Support Representative	Kelly Woody	9/9/2021
Inst. Support Representative	Allison Dacus	9/9/2021
Inst. Support Representative	Jennifer Whittman	9/9/2021
Teacher Assistant Representative	Robin Womack	9/9/2021
Parent Representative	Tiffany Lea	9/20/21

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Needs Assessment

Demographics

Please provide percentages for the following.

Students				Teachers				Community Members			
Gender	Specials			Gender	Age			Gender	Ethnicity		
Female	45.20%	AIG	10%	Female	18-25	56%		Female	White	70.0%	
Male	54.70%	LEP	2.42%	Male	26-35	44%		Male	Black/African American	27.0%	
Ethnicity		EC	12%	Ethnicity	36-45			Age	Hispanic/Latino	4.5%	
White	49.70%			White	46-55	78%		-19	Asian	0.4	
Black/African American	30.80%			Black/African American	56-65	22%		20-24	Native American	0.9	
Hispanic/Latino	11.30%			Hispanic/Latino	65+	0.02%		25-34	Two or more races	1.9%	
Asian	0.30%			Asian				35-44	Employment Status		
Native American	1.90%			Native Am.				45-54	Employed	62.0%	
Other	6.70%			Other				55-59	Self-employed		
Free and Reduced Lunch				Turnover Rate				60-64	Unemployed		
								65+	Retired Student		
									20.0%		

Demographic Changes and/or Trends Over Time

Use this space to explain any demographic changes you have observed over the past 3 years. If there have not been any changes, please state that as well.

Demographics have remained similar to previous years.

Safe and Orderly & Academic Achievement

Student Achievement (Insert any additional data points in the lines at the bottom of this section)						Student Behavior (Insert any additional data points in the lines at the bottom of this section)			
2021 Proficiency Measures		Growth Index	2017-2018	2018-2019	2020-2021		2018-2019	2019-2020*	2020-2021
iReadyReading	NA	EVAAS Math I Growth Index	0.02	-1.39	-2.91	Attendance Rate	86%	82%	85%
Reading EOG (GLP)	NA	EVAAS Math III Growth Index	-	-	-9.44	Dropout Rate	3.24%	not calculated due to COVID	1.90%
iReady Math	NA	EVAAS Read Growth Index	-5.66	-3.5	-4.02	Promotion Rate			
Math EOG (GLP)	NA	EVAAS Sci. Growth Index	-9.55	-11.44	-15.2	Discipline- OR (Total #)	NA	NA	NA
Science EOG (GLP)	NA					Discipline- ISS (Total #)	672	331	16
Reading EOG (CCR)	NA					Discipline- OSS (Total #)	220	114	7
Math EOG (CCR)	NA								
Science EOG (CCR)	NA								

Guiding Questions for Discussion & Reflection

- How effectively are high expectations for all staff and students promoted?
- How effectively does the school ensure implementation and delivery of a rigorous, relevant and aligned curriculum?

Subgroup Analysis

Please use the spaces below to state and analyze any subgroup trends you have noticed in the following areas.

Subgroup Analysis

Please use the spaces below to state and analyze any subgroup trends you have noticed in the following areas.

Guiding Questions for Discussion & Reflection

- How effectively does the school address achievement across all subgroups?
- How effectively does the school address attendance issues?
- How effectively does the school address issues relating to graduation/promotion [as applicable] and transition?

Attendance Target Groups(s)
9th Grade (79%)

Dropout

Growth Subgroup Priority Areas (Math)

- *Academically & Intellectually Gifted
- *Economically Disadvantaged Students
- *White
- Two or More Races

Growth Subgroup Priority Areas (Reading)

- *Academically & Intellectually Gifted
- *Blank (Not Hispanic)
- *Economically Disadvantaged Students
- *Students with Disabilities
- *White

Promotion
Discipline
Target Groups: Male (Cost - 3.64) Black (Cost - 3.51) White (Cost - 2.73)

Adequate Resources

Teacher Working Conditions <small>com/</small> <small>(https://2020results.asqnc.com/)</small>	Professional Development	Guiding Questions for Discussion & Reflection
Identify the 2 or 3 weakest items from the 2020 NC Teacher Working Conditions Survey Results in each category listed below. (Items with the lowest % of agreement at the school level.)	List Major school-based professional development in the past 3 years	<ul style="list-style-type: none"> How effective is the school in ensuring teacher quality and experience in order to meet the needs of its students and curriculum? How effective is the school in providing quality professional development which meets identified student learning and staff needs? How successful are the school's strategies for ensuring effective coaching, support, and collaboration between staff? How effective are planning and scheduling to ensure the best use of teachers and learning time? How are school and student needs determined in terms of the budgetary process and resource allocation? What does the school do to address issues related to teacher turnover and retention?
Time (Q.2.1)	% Agreement	
The non-instructional time provided for teachers in my school is sufficient.	46%	
Teachers are protected from duties that interfere with their essential role of educating students.	30%	
Facilities & Resources (Q.3.1)		
The school environment is clean and well maintained.	68%	
The physical environment of classrooms in this school supports teaching and learning.	79%	
Teacher Leadership (Q.6.1)		
Teachers are recognized as educational experts.	55%	
The faculty has an effective process for making group decisions to solve problems.	53%	
Professional Learning Opportunities (Q.8.1)		
Professional development is differentiated to meet the individual needs of teachers.	45%	
Professional development is evaluated and results are communicated to teachers.	54%	
	*Literacy *Small Groups *Backward Design (Planning Process) *Assessment Creation *Vocabulary *Student Engagement	

Community Engagement

Relevant Parent/Community Survey Results	Guiding Questions for Discussion & Reflection
Enter any relevant feedback that has been gathered from the school community regarding parent/community involvement.	<ul style="list-style-type: none"> How effective is the school's work with families and the community? What is the school doing to bring about further improvement?

Family & Community Engagement

Strongest Areas	Areas for Improvement
Rocket Dispatch	

Other Data

Please use this space below to include any other data you feel will be useful.

Summarizing Questions				
<p><i>Review school data and consider a variety of perspectives including overall school/student performance, sub-group performance, attendance, teacher satisfaction, instructional practice (from walk-throughs/observations), and student learning (also from walk-throughs/observations as well as data). Incorporate any pertinent points from the guiding questions for discussion and reflection.</i></p>				
1. What does the analysis tell you about your schools strengths?				
<p>PHS teachers are able to plan within their subject areas and have access to multiple forms of technology. Professional development is geared toward school-wide goals and teachers have access to individualized, differentiated modules.</p>				
2. What does the analysis tell you about your schools gaps or opportunities for improvement?				
<p>Teachers need more leadership opportunities. Students must have gaps filled in numerous areas.</p>				
3. What data is missing, and how will you go about collecting this information for future use?				
4. Based upon the analysis conducted, what top priorities emerge in each goal area for the school? Cite relevant evidence from your analysis to support these priorities.				
<p>Safety - cameras needed; student achievement - EOC courses; More positive community involvement</p>				

Goal 1: All Person County School facilities will provide a safe, clean, caring orderly, and positive environment that supports and is conducive to learning.						
Measurable Objective 1: Person High School will collaborate to provide a safe and orderly environment for learning by 06/30/2023 as measured by successful completion of identified strategies.						
SMART Goal: PHS faculty and staff will have a 100 percent understanding and compliance of the crisis plan. This will be measured by performance during drills, staff surveys, and observation.						
Strategy 1:						
Complete School Safety Audit						
Activity #1	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Establish the school safety audit process and procedures. School Resource Officers in conjunction with PHS admin will develop the procedures and process for our new school safety audit.	Primary	10/21	6/22	Create Rubrics to score current and plan and adherence to plan during drills and real-life incidents when debriefings occur after each incident and/or drill. Install new cameras and move existing cameras as needed.	Jones, Administration, Tech Support	
Activity #2	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Complete the school safety audit and implement any necessary changes. The school safety audit will be completed, SROs and PHS admin will debrief once complete. After debriefing, school staff will implement any necessary changes.	Primary	10/21	6/22	Implementation of changes once debriefing occurs	Jones, Administration, Tech Support	
Activity #3	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Re-evaluate current camera system and upgrade and enhance as needed. The administrative staff and the camera vendor will canvas the building developing a plan to upgrade and enhance the camera system. A plan will be devised and software and hardware will be order edand installed	Primary	10/21	6/22	Ordering and installation of new camera software and equipment.	Jones, Administration, Tech Support	
Strategy 2:						
Implementation of New Crisis Plan						
Activity #1:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Provide training to all faculty and staff through table-top exercises and drills	Primary	10/21	6/22	Debriefing records	Administration	
Activity #2:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Debrief after all drills to make sure faculty and staff follow procedures. Once the debriefing meeting is complete, feedback will be given and any corrections will be made.	Primary	10/21	6/22	Debriefing records	Administration	
Activity #3	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Revise procedures and policies and provide to faculty and staff. Additional written procedures will aid staff when the crisis plan has to be implemented.	Primary	10/21	6/22	Hard copies of the revision of procedures and policies	Administration	
Strategy 3:						
Implementation of State Provided Tip Program						
Activity #1:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Re-train faculty and staff on the program. Staff training will be held in-person and virtually to make sure all staff have access to the App.	Primary	10/21	6/22	Records of number of Apps down loaded and training logs	Faculty/Staff	
Activity #2:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Introduce App and process to all students. We will provide access to the App to all students and training during the 3rd period Enrichment courses	Primary	10/21	6/22	Records of number of Apps down loaded and training logs	Faculty/Staff	
Activity #3	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Re-train administrators, counselors, social workers and other responders to the App. Add new Administrators and provide training for responding to the App. notifications. We will also run periodic test to make sure all are responding accordingly	Primary	10/21	6/22	Attendance logs from training and data from periodic test.	Faculty/Staff	
Strategy 4:						
Implementation of PBIS						
Activity #1:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Develop a PBIS plan school wide to promote positive student behavior. Take selected programs and provide training for faculty and staff. Use 3rd period Enrichment to begin the implementation of the program to students eventually incorporating PBIS in to all classes.	Primary	10/21	6/22	Committee will use surveys and discipline data to monitor progress	PBIS Committee	
Activity #2:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Use plan to form classroom management techniques and policies school-wide. Develop sources to acquire tangible/incentives for positive student behavior rewards programs. Create a PBIS Committee to create and help lead implementation of the program.	Primary	10/21	6/22	Committee will use surveys and discipline data to monitor progress	PBIS Committee	
Strategy 5:						
Implementation of DESSA						
Activity #1:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Make sure all staff have set up their teacher accounts and train staff on how to use the DESSA system	Primary	10/21	6/22	DESSA data	MTSS Team	
Activity #2:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Have teachers complete the mini DESSA ratings for their students. Teachers will analyze the results once students have completed the mini DESSA.	Primary	10/21	6/22	DESSA data	MTSS Team	
Activity #3:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	
Have teachers complete the full DESSA ratings for select students. From the ratings that are completed, if a student is identified as having some SEL concerns, it will ask teachers to complete another rating that asks a few more questions. Complete this only for those students identified. The program will only generate these for students who need it.	Primary	10/21	6/22	DESSA data	MTSS Team	
Activity #4	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible	

The PHS MTSS Team will use the data from DESSA to identify student needs. They will work with counselors, social workers, teachers, parents, and community partners as needed based on individual student needs.	Primary	10/21	6/22	DESSA data	MTSS Team
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Strategy 6:
Restorative Practices

Activity #1	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Person High School will begin to utilize practices that will assist in reducing the use of exclusionary practices.	Primary	10/21	6/22	Discipline data	Admin

Goal 2: All Person County Schools will demonstrate high levels of character, academic growth, and achievement.

Measurable Objective 1: Person High School will collaborate to provide engaging, relevant, and rigorous learning experiences that produce positive student results while addressing the individual needs of students in order for them to be college and career ready by 06/30/2023 as measured by student growth measures, Annual Measurable Objectives (AMOs), School Performance Grades, Teachers Standard 6, and Principals' Standard 6.

SMART Goal: Using data from the listed strategies and actions, Person High School will have a growth score greater than or equal to -2 for the 2021-2022 school year.

Strategy 1: English I and World History teachers will partner to plan cross-curricular instruction for an increased focus on World History related literary and informational texts to better prepare students for the English II EOC.

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Schedule aligned to provide English I and World History teachers with common planning. Students will be scheduled on an AB day system.	Instruction	08/2021	08/2022	completed master schedule for the school year. English 1 and 2 will meet two Fridays a month	Koket, Hill
Teachers will develop lesson plans in each PLC, English I & World History, using backward design that include common assessments and the teaching of informational texts. Both, when appropriate, will utilize the ACES strategy for writing assignments.	PLC Meetings	08/2021	05/2022	PLC Backward Design Plans, walkthroughs and observations; Google Classroom (ACES writing strategy).	Hall, Koket

Strategy 2: World History, Civics & Economics, and Biology teachers will utilize the premium Social Studies and Science Newsela subscriptions to provide students more opportunities to read and analyze informational texts for improved reading comprehension.

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Civics & Economics and Biology teachers are required to work on course-related Newsela articles 1 time per week, helping students dig deeper into text analysis Due to the AB schedule, World History will use Newsela one to two times a week, helping students dig deeper into text analysis.	PLC Meetings	08/2021	06/2022	Backward Design Unit Plans, PLCs, Gradebook, Google Classroom	W. Hall, Koket

Strategy 3: Enrichment Workshop allows Person High School to address student learning gaps; provide remediation and enrichment; and increase opportunities for Social-Emotional learning experiences.

Outlook: Possible regrouping by assessment levels to enrich their individual abilities to close educational gaps.

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
9th Grade - Through the Peer Group Connections (PGC) program, upperclassmen will mentor freshman with a focus on Social - Emotional Learning. On days when mentors are not working with students, teachers will utilize provided SEL lessons.	Primary Goal	08/2021	06/2022	walkthroughs, Google Classroom, PLCs, PGC Lessons	Hargrove, C. Cox
Select PGC Leaders from eligible 10th - 12th grade students. These students will have a retreat to learn the protocols and lessons for school groups.	Planning/Retreat	06/2021	8/1/2021	PGC Requirements, interviews	Hargrove, C. Cox
9th grade students will meet with PGC leaders once a week to build competencies around Social Emotional Learning and growth.	Instruction	09/2021	05/2022	Google Classroom, walkthroughs	Hargrove, Jones-Allen
Add behavioral expectations to 9th graders					
10th Grade - Teachers will create weekly lessons for the English 10 Reading for Information standards 1-8 with an assessment. Teachers will analyze the assessment results for reteaching and small groups.	Primary Goal	08/2021	05/2022	walkthroughs, Google Classroom, PLCs	Koket, A. Dacus, Hall

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
11th Grade - Using data from the CASE 21 Practice ACT, teachers will create targeted lessons that focus on the academic areas of weakness that are tested on the ACT.	Primary Goal	08/2021	05/2022	walkthroughs, Google Classroom, PLCs	C. Cox, Throckmorton
Students will take a practice ACT and the tests will be scored and analyzed by CASE 21.	Assessment	08/2021	09/2021	benchmark data	C. Cox, Throckmorton

Find a way to show how this relates to themselves and why they should care.

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
12th Grade - Teachers will create lessons focused on high school to career & college ready transition skills that include resumes, cover letters, community resources, scholarship search and applications, soft skills, and financial literacy.	Primary Goal	08/2021	05/2022	walkthroughs, Google Classroom, PLCs	Suitt,

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Students who scored at a K-9 level in all tested areas on the i-Ready Reading or Math diagnostics will work on their pathway(s) two days a week for 20 minutes in i-Ready Reading and also in i-Ready Math. Teachers will utilize i-Ready data and suggested small group lessons in i-Ready to group students and address learning gaps. An additional 20 minutes will be provided in English and Math classes.	Programs	08/2021	05/2022	i-Ready, RTI/Store!	A. Dacus
Steps				6-8 week increments for retaking diagnostics to show data for growth or decay.	Huff, Garris, Crabtree

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Students who scored at a grade 9 and above level in some or all areas of the i-Ready Reading and Math diagnostics will complete the IL20 and Imagine Math benchmarks so an individualized pathway is created to address learning gaps. They will work in IL20 and Imagine Math two days a week for 20 minutes in IL20 and also in Imagine Math. An additional 20 minutes will be provided in English and Math classes.	Programs	08/2021	06/2022	i-Ready, RTI/Store!	A. Dacus

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
All Person High School students will participate in intramurals (2 to 4	SEL	09/2021	06/2022	walkthroughs	A. Dacus

(classes combined) on a schoolwide rotation to engage students socially through physical activity.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Teachers will assign a minimum of three short writing prompts a week utilizing a schoolwide rubric and paragraph-writing strategy (PREF). Teachers are required to grade at least one writing prompt a week for a classwork grade.	Literacy Initiative	08/2021	06/2022	PLCs, walkthroughs, Google Classroom	A. Dacus, Hall

Strategy 4: Person High School's literacy initiative focuses on increasing students' ability to comprehend and analyze grade level texts and improve their writing skills in regard to grammar conventions, proper sentence and paragraph structure, and writing purpose so they are career and college ready.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
All English classes plan instruction to meet the requirements of Writing Standards 1-3, which includes the writing process and the following types of writing: narrative, informative/explanatory, and argument. They will also teach students how to research and properly cite sources as outlined in Writing Standards 5-6. All classes will utilize MLA Format when teaching students how to format a manuscript and cite research. All teachers will incorporate weekly writing assignments into their instruction, use a rubric to assess, and provide student feedback. All teachers must hold students accountable for basic punctuation, capitalization, spelling, and proper sentence structure.	Literacy Initiative	08/2021	06/2022	PLCs, walkthroughs, Google Classroom	A. Dacus, Hall
Step 1: All teachers utilize the rubric for PREF strategy that was given to Enrichment Workshop teachers.	Literacy Initiative	08/2021	06/2022	PLCs, walkthroughs, Google Classroom	A. Dacus, Hall

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
When teachers ask students to respond to a writing prompt about a text or media that requires them to cite evidence, they must assign the ACES strategy (Answer the question, Cite Evidence, Explain and expand.)	Literacy Initiative	08/2021	06/2022	walkthroughs, PLCs, Google Classroom	A. Dacus, Hall
Step 1: Provide a visual reference for citation of evidence to be posted in all classrooms. English department can share a reference. Goal 2 team can have copies made and distributed to all faculty/staff.	Literacy Initiative	08/2021	06/2022	distribute the resource and make sure it is posted	Anaya, Vilines-Torain, Woody

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Vocabulary instruction must be focused on tier 2 (high frequency across content areas) and tier 3 (content-specific) vocabulary terms with multiple exposures to these terms throughout the course.	Literacy Initiative	08/2021	06/2022	walkthroughs, PLCs, Google Classroom	A. Dacus or Hall, Sanders, Throckmorton by content area
Step 1: School-wide list of tier 2 vocabulary terms that should be utilized in all courses. Departments provide their common terms and sub-team (Anaya, Vilines-Torain, Woody) will compile list of terms to be shared with all departments.	Literacy Initiative	08/2021	06/2022	walkthroughs, PLCs, Google Classroom	Anaya, Vilines-Torain, Woody

Strategy 5: Using data to provide targeted and focused interventions, including but not limited to small groups, to students identified in Tiers 2 and 3 in order to improve student success in all areas.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
CTE will use Schoolnet Benchmarks for State Assessment Courses.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	Hubbard

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Math I will use NC Check-Ins.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Math III will use CASE 21 benchmarks.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
English I will use CASE 21 benchmarks.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
English II will use CASE 21 benchmarks.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Biology will use NC Check-Ins and CASE 21 benchmarks.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Juniors will take 2 CASE ACT Prep benchmarks.	Benchmarks	08/2021	06/2022	Data, walkthroughs, PLCs, intervention plans	MTSS Team

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Enrichment Workshop 11, English, Math, and Science teachers will use yearly results and Pre-ACT data to inform instruction in tested content areas: English, Reading, Science, Math, and Writing. All content areas and CTE teachers will provide students opportunities to read grade level texts and opportunities to write.	ACT	08/2021	06/2022	Data, walkthroughs, PLCs	C. Cox, A. Dacus

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
I-Ready diagnostic data will be used to determine student gaps in specific areas of Reading and Math as well as grade level proficiency along with scripted targeted lessons for small groups.	Programs	08/2021	06/2022	I-Ready and RI-Store'd data, intervention plans, Math & English PLCs	A. Dacus

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Imagine Math data from benchmarks and lessons will be used to determine student gaps in specific areas for targeted small groups.	Programs	08/2021	06/2022	Imagine Math and RI-Store'd, intervention plans, Math PLCs	A. Dacus

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
IL120 will use data from benchmarks and lessons to determine student gaps in specific areas for targeted small groups.	Programs	08/2021	06/2022	IL120 and RII Stove'd, intervention plans, English PLCs	A. Dacus
Steps: Data will be analyzed and conferences will be scheduled with students to discuss results. Results will drive instruction and program progression. Teachers will encourage and actively monitor student participation in the programs.	Programs	09/2021	06/2022	PLCs, Data Meetings (minutes), RII: Stove'd	A. Dacus
Activity: The data room in the Media Center will include data walls for English 1-4, Math 1, and Biology. Data walls in room 143 will include state-tested areas in the CTE department: Agricultural Mechanics II, Principles of Business & Finance, Marketing Applications, Career Management, Principles of Family & Human Services, Food and Nutrition 1 and 2, Foundations of Health Science, Health Science 1, Automotive Service Fundamentals, Automotive Service 1 & 2.	Data Rooms	09/2021	06/2022	PLCs, Data Meetings (minutes), RII: Stove'd	A. Dacus
Steps: The needed materials/supplies for the data room will be acquired. Beginning of the Year benchmarks will be scheduled and administered. Based on the benchmark data, teachers will create notecards. Notecards will be organized on the data boards. Teachers will monitor student progress on benchmarks that follow. Teachers will discuss instructional strategies and data within their PLCs. Teachers will re-organize notecards on data boards and analyze for instructional purposes.	Data Rooms	09/2021	06/2022	PLCs, Data Meetings (minutes), RII: Stove'd	A. Dacus
Activity: **Testing Culture**			06/2022		Roberts, Glover, R. Jones, Carter
Activity: Students who score "Not Proficient" on the Biology, Math 1, Math III, and English II EOC exam will receive an INC in the course. Students will receive remediation and retest in order to earn their final grade.	Remediation		06/2022	Data	Rodio, Kolet
Activity: Teachers will plan and develop remediation, summer-school lessons for students failing courses at the end of year.	Remediation			Data,	C. Cox
Activity: The MTSS team will create and execute an incentives plan that includes progress in programs and assessments.	Incentives	10/2021	05/2022	Data - Ready, IL120, Imagine Math, student tickets	A. Dacus
SMART Goal: Graduation Rate					
Strategy 1: Strategy: Person High School will achieve a 90% graduation rate during the 2021-2022 academic school year.					
Activity: Special Programs Coordinator uses data to identify students who are off-cohort. Identified students work with SPC, counselors, EC staff, etc. in order to work towards graduating with their 9th grade entry cohort.	Position	8/2021	6/2022	Referrals, semester credit checks	Woody-SPC
Activity: Rocket Academy utilizes online platform (Edgenuity) and hybrid scheduling of students to recover credits. Students meet with SPC to create an individual plan for getting back on track with their entry cohort. Additional support and smaller setting for students is provided.	Program	8/2021	6/2022	Monitor number of credits recovered/earned each semester. Meeting with students quarterly to monitor progress.	Woody-SPC
Activity: 22 Credit Diploma - Referral process in place for counselors/EC dept. to identify students who are off cohort, but could benefit from graduating with the NC required 22 credits vs. PHS required 28 credits. Referrals are reviewed by SPC and Principal/Assistant Principal.	Referral/Application Process	8/2021	6/2022	Monitor progress of Class of 2022 students who are approved for 22 credit diploma quarterly. Review percentage of 2022 cohort students who were approved for 22 credit diploma and graduate with Class of 2022.	Woody-SPC (referrals from counselors, EC Dept.)
Activity: Voluntary Placement at PCLA - Students/families requesting additional support via a small, self-contained educational setting will be evaluated for placement at PCLA. Board approved Voluntary Placement procedures are followed.	Referral/Request/Alternate Placement	8/2021	6/2022	Requests from students and families are reviewed as received. Progress closely monitored by PCLA staff daily and bi-weekly by SPC.	Woody-SPC; Rodio, AP
SMART Goal: CTE - Completers, Credentials					
Strategy 1: Strategy: Increase the number of CTE Concentrators so that 80% of the PHS Class of 2022 are identified as concentrators.					
Activity: CTE teachers will promote their CTE Pathway so that students understand and recognize the importance of completing their Plan of Study.	Completers	8/2021	5/2022	Students' Plan of Study	CTE Teachers Counselors
Steps: CTE teachers and counselors will receive information about CTE	Completers	8/2021	5/2022	Students' Plan of Study	CTE Teachers

Measurable Objective 1: Person High School will collaborate to use effective techniques to recruit and retain a quality workforce and use innovative strategies by 06/30/2023 as measured by staff surveys, employee turnover rate, position vacancies, Teacher Working Conditions Survey, staff development offerings, and student growth.

SMART Goal: Person High School will work towards increasing staff morale by 5% each year based on the baseline data collected during the 2021 academic school year.

Strategy 1:

Person High School will create, administer, and analyze semester based staff working condition surveys to address staff morale.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
The Goal 3 SIP subcommittee will create a mini working conditions survey to access factors that may be negative and positively impacting staff morale at Person High School.	Step	08/2021	08/2022	Creation of Survey	Blanks, Olson
A mini working conditions survey will be administered to all faculty and staff at Person High School in November of 2021 with a response rate of \geq 85%.	Step	08/2021	08/2022	Completion of Survey	Blanks, Olson
The greatest three areas of opportunity along with action steps to address each area will be presented to the PHS Leadership Team during the December 2021 meeting.	Step	08/2021	08/2022	Refined SIP that includes survey priority areas.	Blanks, Olson

Strategy 2:

Person High School will work to consistently celebrate the contributions of faculty and staff.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Person High School will have a committee, PHS Sunshine Committee, that will celebrate the birthdays, life events, accomplishments, etc of faculty and staff members throughout the school year.	Step	08/2021	08/2022	Celebratory Events	Kim Davis
A "Teacher of the Month" will be chosen by peers each month to recognize their contributions to fellow colleagues and to Person High School.	Step	08/2021	08/2022	The Black Book	C. Cox
A "Teacher Highlight" will be incorporated into Staff Announcements each week to assist faculty in building building community.	Step	08/2021	08/2022	Staff Announcements	C. Cox

Strategy 2:

Person High School will devise a year long new teacher orientation program for incoming staff.

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Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
The Rocket New Teacher Orientation program will be created to ease the transition for all teachers new to the profession and/or new to Person High School.	Step	08/2021	08/2022	Monthly Orientation for New Teachers	Jennings

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
All teachers new to the profession and new to Person High School will be partnered with an in-house mentor to aid in their transition.	Step	08/2021	08/2022	Feedback on Mentor Program	Jennings

Strategy 3:
 Person High School will assist in support new and existing teachers by prioritizing the development of PLCs when able.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Person High School will work to create PLC teams in departments, when able, in order to provide increased teacher support while building the school community.	Step	08/2021	08/2022	Master Board	Koket

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
In conjunction with instructional support staff, teachers will be provided PLC planning days, to assist teachers to implement backward design planning and targeted small groups.	Step	08/2021	08/2022	Feedback from Planning Day Sessions	Hill

SMART Goal: Recruit Quality Workforce						
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Strategy 1:
 Person High School will utilize Indeed, college partnerships, employee referrals, and social media to assist in recruiting a quality workforce.

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
PHS hiring will partner with local colleges and universities to provide information on our job opportunities, meet with students interested in entering the education field, and develop partnerships that may lead to having students teachers at Person High School.	Step	08/2021	08/2022	Meeting Logs	C. Cox

Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Person High School will utilize social media and employment websites (i.e. Indeed) to engage potential candidates.	Step	08/2021	08/2022	Employment Statistics	C. Cox

Goal 4: All Person County Schools will encourage and promote family, community, and business involvement.					
Measurable Objective: Person High School will collaborate to promote a climate that fosters community engagement by 06/30/2023 as measured by stakeholder feedback.					
SMART Goal: Improve family, business, and community involvement by creating at least two family/community events and organizing athletic team outreach activities for the 2021-2022 academic school year.					
Strategy 1:					
Event #1 will be implemented during the 2021-22 academic school year and its purpose is to put incentives into place to bring parents/community members to PHS.					
Activity #1:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Trunk-or-Treat-Clubs and Teachers will set up their decorated vehicles in the carver side parking lot and allow the community to come through and learn about programs here and get candy	Primary	10/28/21	10/28/21	Informational entry form for prize raffle	Student council/Mrs. Jackson
224 Community Members came to the trunk or treat					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Invite teachers and clubs to participate-An blurb will be placed in Staff Announcements, and also an entry form will be placed in Teacher mailboxes	Step	October 1, 2021	October 28, 2021	Sign up list of teachers and clubs participating	Student council/Mrs. Jackson
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Advertise to the community by placing an ad in the paper and on the school's facebook page.	Step	October 1, 2021	October 27, 2021	Have students create flyers to hang at businesses and elementary/middle schools in Person County	Student council/Mrs. Jackson
Activity #2:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Meet & Greet - invite students to come to express how donations from community have affected them. Heavy hiders as a thank you to sponsors. Run a thank you note in the paper. PTO officers. Recognize with certificate. Business that donate will be mentioned in staff announcements and rocket dispatch	Primary	September 2021	May 2022	Count business that attend	Hall, Martin
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
make a list of businesses to recognize-Local businesses will be contacted to make sure they would like to participate and Teachers will keep track by using a google form.	Step	September 13, 2021	May 20, 2022	Google form for teachers to complete so that businesses can be tracked	Hall, Martin
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Have PHS food classes make food for "meet and greet"-Small food such as crackers, fruit, cake, cookies, miniholidays will be requested from the PHS food classes.	Step	September 13, 2021	May 20, 2022	After list has been made, we will estimate attendees to plan food	Hall, Martin
Activity #3:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Homecoming Parade-Students will gather and walk down carver and main st to celebrate our students. The community will gather and participate by watching the parade	Primary	Oct. 1 2021	Oct. 1 2021	Monitor clubs entering parade	Jackson
Completed with 21 entries Completed on 10/1/21 Clubs: JROTC/Tradition/FFA/JV Cheerleaders/Varsity Cheerleaders/Firetruck/Homecoming Girls/Volleyball					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Invite teachers and clubs to participate-An blurb will be placed in Staff Announcements, and also an entry form will be placed in Teacher mailboxes	Step	October 1, 2021	October 1, 2021	Sign up list of teachers and clubs participating	Mrs. Jackson
Strategy 2: Community Giveback					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
ROTC Annual Christmas Giveaway	Primary	November 2021	December 2021	Elementary school student sign up	Myers
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
-ROTC will collect names of Elementary school students who are struggling and provide a present for them. The community, person high staff, and students can donate gifts.	Step	November 1, 2021	December 3, 2021	Provide list of items needed in the Rocket Dispatch and the Staff Announcements. ROTC can also advertise for specific items.	Myers
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Turkey Giveaway-Donations of Turkeys will be given out to families that need them and will provide as many as we have available	Primary	November 2021	November 2022	Families served	Whitt
Whitman to create sign and Staff Announcement					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Student Services	Step	November 1, 2021	November 18, 2021	Collect a list of names based on known need and provide them with a turkey and some of the fixings for a nice Thanksgiving meal	Whitt
Strategy 1: RocketCares - Food & Clothing-Person High School collects food and clothing donations and gives them to students who are less fortunate. These donations can come from the community, school staff, students, or businesses					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Storage of Food and Clothing-A location to store the food and clothing will be determined with the help of Administration	Step	August 2021	June 2022	Decide location	Hall, Whitt
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Students will be selected for rocket cares through teacher and counselor recommendations and student request	Step	August 2021	June 2022	Teacher/Counselor Recommendations and students request	Hall, Whitt
Strategy 2: Turkey Give Away -Turkeys will be given out to families that need them and will provide as many as we have available					
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Storage/Cost/Delivery of Turkeys-The location, cost, and delivery of the turkeys will be determined before the families are selected	Step	November 2021	November 2021	Decide location	Hall, Whitt

Activity	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Family Selection-Families will request or be recommended by staff or community members	Step	November 2021	November 2022	Family request/recommendations	Hall, Whit
Strategy 3:					
Christmas Giving Tree - list of items will be posted on a tree for teachers and/or students or clubs to purchase items for PHS students who are less fortunate.					
Student selection-Students will request be recommended for the giving tree.	Step	November 1, 2021	December 17, 2021	Student requests/recommendations	Hall, Whit
Gifting-The gifts will be distributed to the students before the holiday season	Step	December 1st	December 17th	Giving Gifts	Hall, Whit
Strategy 4:					
Back to School Drive-Donations of school supplies of all types will be collected. We will then store these items and distribute them to students in need at the beginning of the 2022-2023 school year					
Collected items for drive-From community members/staff members/students	Step	January 2022	August 2022	Collect items	Torain-Frank, Hargrove
Storage of items-A location/maybe with rocket cares) will be found to store the school supplies	Step	January 2022	August 2022	Decide on location	Hall with check with Dr. Hill
SMART Goal: Increase community awareness and attendance of PHS events by 5% each year.					
Strategy 1:					
Express appreciation to sponsors and community supports.					
Add an Academic Boosters Board on Campus-An Academic booster board will be added to celebrate our community members that donate to the academic portion of our school instead of Athletics	Primary	September 2021	June 2022	Keep track of businesses and sponsorship.	Jackson
make a list of businesses to recognize-- Any business or organization who has donated items (regardless of size) for the academic advancement of PHS students	Step	September 13, 2021	May 20, 2022	Google form for teachers to complete so that businesses can be tracked	Hall, Martin
Meet & Greet - invite students to come to express how donations from community have affected them. Heavy horsedes as a thank you to sponsors. Run a thank you note in the paper. PTO officers Recognize with certificates. Business that donate will be mentioned in staff announcements and rocket dispatch	Primary	September 2021	May 2022	Court business that attend	Hall, Martin
Have PHS food classes make food for "meet and greet"-Small food such as crackers, fruit, cake, cookies, mini-hotdogs will be requested from the PHS food classes.	step	September 13, 2021	May 20, 2022	After list has been made, we will estimate attendees to plan food	Hall, Martin
make a list of businesses to recognize-Local businesses will be contacted to make sure they would like to participate and Teachers will keep track by using a google form.	Step	September 13, 2021	May 20, 2022	Google form for teachers to complete so that businesses can be tracked	Hall, Martin
Strategy 3:					
Participate in at least five community events/activities that will assist in bringing awareness to PHS. --					
Personality and Relay for Life -- having smaller events throughout the year due to COVID -- will revisit in 2022 if events take place during the 2022-2023 school year.	Step			Keeping on plan with hopes that we can participate during 2022 and 2023	
Cultural Night-Staff/Students will setup booths that represent different cultures. The guests will go to each booth and get recognition in their "Passport"	Primary Goal	9/2021	3/2022	Passports to be filed out by guests	Thomas, Scoggins, Jones-Allen,
Invite our cooking class to create culturally diverse foods and invite local culturally diverse businesses to donate food and set up booths to bring awareness to our diverse community.	Step	September 13, 2021	May 20, 2022	After list has been made, we will estimate attendees to plan food	Thomas, Scoggins, Jones-Allen
Christmas Parade-The students of person high school will walk down carver and main st to celebrate the holiday season and our school. Person High Organizations will sign up to be in the parade.	Primary	12/21	12/21	PHS organizations in parade	Poindexter
Invite our cooking class to create culturally diverse foods and invite local culturally diverse businesses to donate food and set up booths to bring awareness to our diverse community.	Step	September 13, 2021	May 20, 2022	After list has been made, we will estimate attendees to plan food	Thomas, Scoggins, Jones-Allen
Newspaper articles in the Courier Times	Primary	September 2021	June 2022	# of articles printed in the local newspaper	Byrd
PHS students who are in the Journalism class will write and edit articles for our local public newspaper to keep the community informed about events at PHS.	step	September 13, 2021	June 3, 2022	# of articles submitted and printed in the local paper	Byrd

Activity #:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
5 "October" event	Primary	October 2021	October 2022	# of pair of socks donated	Hall
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
PHS students and staff will be invited to donate new, unworn socks to be distributed to needed students and to local nursing home facilities.	step	October 1, 2021	October 31, 2022	# of pair of socks donated	Hall
Activity:	Activity Type	Begin Date	End Date	How will we monitor?	Staff Responsible
Photo of PHS students with socks to be donated throughout the community will be submitted to the local newspaper and posted on our school Facebook page.	step	October 1, 2021	October 31, 2022	making sure that the picture is taken and submitted by mid-November	Hall