

NC Priority Goal 1: Eliminate opportunity gaps by 2025

Area for Improvement and Supporting Data

Objectives:

Objective 1- Decrease the number of exclusionary discipline practices by subgroup (suspensions and expulsions)
 Objective 2- Improve school climate measures across all schools and grade levels
 Objective 3- Increase percentage of 4-year old children enrolled in state Pre-K from 22% to 34%
 Objective 4- Decrease the high school dropout rate for each subgroup
 Objective 5- Decrease number of students taking remedial courses in college
 Objective 6- Increase the number of educators of color in schools across North Carolina
 Objective 7- Increase the number of charter schools providing equitable access to economically disadvantaged students or reflecting the LEA in which they are located

Objective:

Strengthen the non academic component of MTSS by designing a school wide system to support students with a variety of non academic concerns.

Action Steps needed to complete this objective:

- Continue with implementation of Second Step (Unit themes are 1. Being safe, respectful, and responsible 2. Skills for learning 3. Showing empathy 4. Managing emotions 5. Problem solving 6. Friendship skills)
- Utilize school counselor and counseling assistant
 - School counselor attends MTSS problem solving meetings
 - Monthly check in during PLCs between teachers and school counselor to discuss individual students' non academic needs
 - Figure out best use of new position (counseling assistant)
- Explore community agency partnerships (Ex. Big Brothers Big Sisters, high school buddies, etc.)
- Develop an "older student/younger student" mentoring program
- Provide professional development at least 4 times per year regarding topics such as, but not limited to, teaching kids who have experienced (or are currently experiencing) trauma, teaching students to be more responsible, assertive, compassionate, respectful, etc.
- "Caught Being Good" pencils given to students by ALL staff members

Specific Outcomes (Measurement):

- Decrease the number of students who are referred to our school counselor/assistant.
- PD at least 4 times per year.
- Number of students who participate in community programs or mentoring program
- Names of students who received pencils announced over the intercom

How will you measure your outcomes?

- School counselor data
- PLC and staff meeting agendas and sign in sheets

	<ul style="list-style-type: none"> • MTSS data
Objective:	Improve attendance and decrease tardies and check outs
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> • Blue Paw incentive program • Track monthly attendance percentage and communicate via intercom, bulletin board, and parent newsletter/website • Systematic parent notification of absence totals (excused AND unexcused) • Implement "Bethel Tardy Tracker" notebook • School social worker has planned an attendance incentive program for all her schools
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> • Blue Paw winner lists • Monthly percentages • Letters and communication logs • "Tardy Tracker" notebook data • Social worker's data
How will you measure your outcomes?	<ul style="list-style-type: none"> • Data from all of the above
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	

Goal 1 Progress Updates:		
BOY Progress Update	SIT Team	
	District Team	

MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	

NC Priority Goal 2: Improve school and district performance by 2025

Area for Improvement and Supporting Data

Objectives:

Objective 1- Allocate financial, business and technology resources according to State and Federal laws and State Board of Education policies
 Objective 2- Increase the percentage of grades 3-8 math and ELA EOG subgroup test scores meeting the ESSA Yearly Measures of Interim Progress
 Objective 3- Increase the percentage of students proficient in math by subgroup
 Objective 4- Increase the percentage of students proficient in reading by the end of 3rd grade
 Objective 5- Increase the percentage of high school reading subgroup test scores meeting the ESSA Yearly Measures of Interim Progress
 Objective 6- Increase the percentage of students proficient in science by subgroup
 Objective 7- Increase number of schools meeting or exceeding growth measure by subgroup

Objective:

Strengthen core instructional practices in reading.

Action Steps needed to complete this objective:

- Provide access to mClass for all 4th and 5th grade students
- Implement Foundations phonics program in 3rd grade
- Implement “Just Words” decoding and spelling program in 4th and 5th grades
- Utilize our new Foundations team leaders within our building
- Continue with LETRS training and implementation
- Utilize IRPs/MTSS spreadsheet to utilize and track reading data
- Use grade level common assessments (PAST, mClass, Foundations unit tests, check ins, 18 & 27 week tests, etc.) to assess specific needs and guide planning/instruction
- Deliberately plan PLCs around the MTSS model (Is our core instruction effective? Which students need Tier 1, Tier 2, Tier 3 supports?)

	<ul style="list-style-type: none"> Adhere to MTSS processes, procedures, and protocols spelled out in district guidebook 	
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> mClass and summative assessment data LETRS completion certificates Formal and informal observation data PLC and MTSS agendas, notes, documents, and sign in sheets Lesson plans 	
How will you measure your outcomes?	<ul style="list-style-type: none"> EOY to BOY assessment data (achievement and growth) 	
Objective:		
Action Steps needed to complete this objective:		
Specific Outcomes (Measurement):		
How will you measure your outcomes?		
Objective:		
Action Steps needed to complete this objective:		
Specific Outcomes (Measurement):		
How will you measure your outcomes?		
Goal 2 Progress Updates:		
BOY Progress Update	SIT Team	

	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	

NC Priority Goal 3: Increase educator preparedness to meet the needs of every student by 2025	
Area for Improvement and Supporting Data	
Objectives:	Objective 1- Increase the number of culturally-relevant, equity-focused resources for educators Objective 2- Increase the number of mentors available to beginning educators Objective 3- Strengthen relationships between educator preparation programs (EPPs), districts, and schools to foster collaboration and better teaching practice Objective 4- Increase opportunities for educator engagement inside and outside of school
Objective:	Increase opportunities for educator engagement inside and outside of school
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> • Communicate professional development opportunities (both inside and outside HCS) to teachers • Fund those PD opportunities • Teachers share what they learned with other teachers (in staff meetings and/or PLCs)
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> • Emails and flyers of PD opportunities • Data of which teachers attended which professional development workshops • Meeting agendas and sign in sheets
How will you measure your outcomes?	<ul style="list-style-type: none"> • Staff survey data at EOY regarding PD opportunities and sharing

Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	

Goal 3 Progress Updates:		
BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	

	District Team	
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