



East Columbus Jr-Sr HS

School Improvement Plan

INTRODUCTION

In the pursuit of our noble vision and mission, East Columbus Jr-Sr High School is committed to providing an inclusive, nurturing, and dynamic educational community that champions diversity, resilience, and lifelong learning. We believe in fostering critical thinking and upholding core values such as perseverance, honesty, and compassion as the building blocks for success today and tomorrow. It is our firm belief that every student, regardless of background or circumstance, can achieve academic growth and excellence.

As part of our commitment to excellence, we have set forth a School Improvement Plan designed to propel our institution towards growth and achievement. Our goals are ambitious, with a key objective being to meet or exceed growth for the first time since 2017. Additionally, we are devoted to fostering an environment that encourages diversity and inclusivity. To this end, we aim to sponsor at least three programs this year that address inclusive cultural needs, drawing upon a diverse group of school personnel and community stakeholders.

In recognizing the crucial role of our educators, we have also pledged to address teacher turnover by focusing on two critical data points from the NC Teacher Working Conditions Survey. We aspire to increase the percentage of students who believe that rules of conduct are consistently followed, from 25.64% to at least 62%, and to enhance the perception that school administrators consistently enforce rules for student conduct, aiming to raise it from 43.59% to at least 67%.

Our belief statements underscore the foundation of our actions, emphasizing the value of diversity, the significance of resilience, and the enduring importance of lifelong learning. We believe in empowering students with the essential skill of critical thinking, grounding them in the core values of perseverance, honesty, and resilience,

and preparing them to face the challenges and opportunities of the future with confidence.

To achieve these ambitious objectives, we have outlined a comprehensive set of strategies. These strategies encompass both administrative and instructional aspects, focusing on improving teaching quality, enhancing student engagement, and promoting inclusivity. By harnessing the collective effort of the administration, educators, students, parents, and the community, we aim to cultivate a culture of growth, achievement, and support.

Our commitment extends to fostering partnerships with colleges, seeking out grant opportunities, increasing visibility, and enhancing communication. These strategies, combined with dedicated leadership, collaboration, and organizational efficiency, lay the groundwork for a school that is well-equipped to support the academic and personal growth of all its students.

In summary, East Columbus Jr-Sr High School is embarking on an exciting journey of transformation and growth. With the unwavering commitment of all stakeholders, we are confident in our ability to create a learning environment that not only meets our goals but also enriches the lives and prospects of our students. Together, we will embrace the future and prepare for success, ensuring that our students have access to the very best instruction and extracurricular opportunities necessary for their growth and achievement.



Mission: Celebrating Diversity, Fostering Excellence, and Nurturing Lifelong Learning



Vision:

At East Columbus Jr-Sr High School, our vision is to create a nurturing educational community that champions diversity, promotes resilience, and equips students for a lifetime of learning. We prepare and motivate our students for a rapidly changing world, emphasizing critical thinking and core values of perseverance, honesty, and compassion. Success today means being prepared for tomorrow. We are committed to fostering an effective learning environment for all students and establishing a positive academic, behavioral, and social culture.

Belief Statements for East Columbus Jr/Sr High School:

- We believe in the inherent value of diversity, recognizing that every student brings a unique perspective and potential to our community.
- We believe in the power of resilience, understanding that challenges are opportunities for growth and learning.
- We believe in the enduring importance of lifelong learning, as it equips our students to navigate an ever-evolving world with confidence and adaptability.
- We believe in the essential role of critical thinking, as it empowers our students to analyze, question, and innovate, preparing them for the challenges they'll face.
- We believe in the core values of perseverance, honesty, and compassion, as they form the foundation of strong character and ethical leadership in our students.
- We believe in the principle that success today is intrinsically linked to being prepared for the opportunities and challenges of tomorrow.
- We believe in the responsibility of fostering an effective learning environment for all students, ensuring that each individual has the support and resources needed to thrive.
- We believe in the importance of a positive academic, behavioral, and social culture that promotes cooperation, respect, and a sense of belonging among our students and staff.
- We believe that all students and educators are capable of growing.



Goals for Plan:

1. ECJSHS will meet or exceed growth for the first time since 2017.
2. ECJSHS will sponsor at least three programs this year to address inclusive cultural needs utilizing a diverse group of school personnel and community stakeholders.
3. ECJSHS will address the school's teacher turnover by addressing two data points on the NC Teacher Working Conditions Survey: - Students at this school follow rules of conduct will increase from 25.64% to at least 62%. - School administrators consistently enforce rules for student conduct will increase from 43.59% to at least 67%



Multiple strategies and measures will be implemented to achieve the three goals that have been outlined. The following is a brief list of strategies and measures that may be implemented in order to achieve the goals while fulfilling the vision and accomplishing the mission:

1. **New Administration Team:** The new administration team plays a crucial role in facilitating change and improvement. They can bring innovative ideas, fresh perspectives, and a renewed sense of purpose to the school.
2. **Consistent Enforcement of Rules and Procedures:** Maintaining consistent enforcement of rules and procedures creates a structured and orderly environment where both students and staff know what to expect, promoting a positive learning atmosphere.
3. **Eliminating Electronic Device Distractions:** By reducing electronic device distractions, you foster an environment conducive to learning. This will help improve student focus and engagement during lessons.
4. **Weekly Lesson Plan Submissions with Feedback:** Requiring teachers to submit weekly lesson plans with feedback can significantly enhance instructional quality. It ensures that educators are well-prepared and supported in their professional development.
5. **Walk Through Observations:** Frequent walk-through observations provide an opportunity for administrators to actively engage with teachers, offering constructive feedback and identifying areas for improvement, all of which lead to enhanced instruction.
6. **Using TAP Rubric along with NC Rubric for Teacher Coaching and Support:** Leveraging established rubrics for teacher coaching and support offers a structured framework for assessing and improving teacher performance, ultimately benefiting student learning.
7. **NWEA MAP Growth:** The implementation of the NWEA MAP Growth assessment allows for data driven decision making, enabling personalized instruction and intervention strategies to meet each student's unique needs while focusing on growth.
8. **Math I Foundations Class Added:** The addition of a Math I Foundations class addresses gaps in math knowledge, ensuring that students have a strong foundation for more advanced math courses.
9. **Increasing Instructional Time in Classrooms:** Maximizing instructional time by reducing disruptions and enhancing classroom management leads to more effective teaching and greater student engagement.
10. **8th Grade Advancement Schedule:** Implementing a structured advancement schedule for 8th graders helps ease the transition to high school, ensuring a successful start to their secondary education while allowing for increased college courses in the future.
11. **IXL and iReady:** These online learning platforms offer personalized practice and assessment, addressing individual student needs and supplementing traditional classroom instruction.

In conclusion, East Columbus Jr/Sr High School's commitment to its noble vision and mission is unwavering. We remain dedicated to fostering an inclusive, nurturing, and dynamic educational community that champions diversity, resilience, and life-long learning. We firmly believe in the power of critical thinking and the values of perseverance, honesty, and compassion as the cornerstones of success for our students, today and in the future. Our School Improvement Plan, driven by ambitious goals, inclusivity, and an unwavering belief in the potential of every student, is a testament to our commitment to excellence. As we work toward meeting or exceeding growth for the first time since 2017, we are equally devoted to creating an environment that encourages diversity and inclusivity through the sponsorship of programs that address cultural needs. With an emphasis on the core principles that guide our beliefs, our comprehensive strategies will enhance the overall educational experience. By unifying our efforts and fostering a culture of growth and achievement, we are on a transformative journey that holds great promise for the future of our students and our school. Together, we are poised to embrace tomorrow's challenges, preparing our students to excel and achieve their fullest potential through the very best in instruction and opportunities.

Continued...

12. Cultural Heritage Programs: Hosting cultural heritage programs during Hispanic Heritage Month, Native American Heritage Month, African American Heritage Month, and Women's History Month fosters inclusivity, celebrates diversity, and helps students gain a broader perspective on history and culture.
13. Community Partnerships: Collaborating with community organizations can provide valuable resources, support, and opportunities for the school. These partnerships can enhance the overall educational experience for students.
14. Increased Visibility and Safety Measures: Being proactive with visibility in parking lots and hallways during key transitions enhances safety and ensures a smooth flow of students.
15. Academic Awards Celebrations: Hosting academic awards celebrations throughout the year recognizes and celebrates student achievements, motivating them to excel further.
16. Pep Rallies: Increasing the number of pep rallies held throughout the year creates a sense of school spirit and community, boosting student morale and engagement.
17. Stakeholder Survey: Conducting a stakeholder survey in 2023 is a valuable tool for gathering feedback and insights from students, parents, staff, and the community to guide future decisions and planning.
18. Streamlined Organizational Efforts: Streamlining organizational efforts ensures that resources are aligned to provide the best possible instruction and extracurricular opportunities to support student growth and success.
19. Effective Leadership and Collaboration: Building productive and collaborative relationships with all stakeholders, including teachers, students, parents, and the community, is essential for fostering a culture of growth and achievement.
20. Organizational Efficiency: Increasing organizational effectiveness and efficiency ensures that the school can provide high-quality services and support to all students and staff.
21. Public Trust and Communication: Building public trust through transparent and honest communication, positive relationships, and effective public relations enhances the school's reputation and support.
22. Positive School Culture: Establishing a respectful, positive culture centered on students and growth creates an environment where everyone is motivated to succeed.
23. College Partnerships: Establishing partnerships with colleges can create more opportunities for students and educators, such as dual enrollment programs, internships, and career pathways.
24. Grant Opportunities: Actively seeking out grant opportunities and additional funding sources can provide the resources needed to support the school's advancement initiatives, from improving facilities to enhancing educational programs.

