

# School Improvement Plan



**2017-2018**

*School Improvement Plans remain in effect for two years, but a School Leadership Team may amend as often as necessary or appropriate.*

**Draft Due: October 3, 2017**

**Final Copy Due: October 17, 2017**



## 2017-2018 Myers Park HS School Improvement Plan Report

Myers Park HS Contact Information			
<b>School:</b>	Myers Park HS	<b>Courier #:</b>	466
<b>Address:</b>	2400 Colony Rd.	<b>Phone Number:</b>	980-343-5800
	Charlotte, NC 28209	<b>Fax Number:</b>	980-343-5803
<b>Learning Community:</b>	Central	<b>School Website:</b>	<a href="http://schools.cms.k12.nc.us/myersparkHS/Pages/Default.aspx">http://schools.cms.k12.nc.us/myersparkHS/Pages/Default.aspx</a>
<b>Principal:</b>	Mark Bosco		
<b>Learning Community Superintendent:</b>	Tara Sullivan		

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Myers Park 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	Email Address	Date Elected
Principal	Mark Bosco	<a href="mailto:Mark.bosco@cms.k12.nc.us">Mark.bosco@cms.k12.nc.us</a>	Aug. '13
Assistant Principal Representative	Justin Holt	<a href="mailto:Justin.holt@cms.k12.nc.us">Justin.holt@cms.k12.nc.us</a>	Aug '13
Teacher Representative	Joanne Pugsley	<a href="mailto:Joanne.puglsey@cms.k12.nc.us">Joanne.puglsey@cms.k12.nc.us</a>	Aug '16
Teacher Representative	Janet Raybon	<a href="mailto:Janet.raybon@cms.k12.nc.us">Janet.raybon@cms.k12.nc.us</a>	Aug '17
Teacher Representative	Mary Martin	<a href="mailto:Marym.martin@cms.k12.nc.us">Marym.martin@cms.k12.nc.us</a>	Aug '17
Teacher Representative	Josh Doty	<a href="mailto:Joshuad.doty@cms.k12.nc.us">Joshuad.doty@cms.k12.nc.us</a>	Aug '17
Student Services Representative	Deleisha Webb-Smith	<a href="mailto:Deleishal.webb-smith@cms.k12.nc.us">Deleishal.webb-smith@cms.k12.nc.us</a>	Aug '16
Student Services Representative	Sequoia Goodman	<a href="mailto:Sequoiaj.goodman@cms.k12.nc.us">Sequoiaj.goodman@cms.k12.nc.us</a>	Aug '17
Teacher Representative	Peter Keenan	<a href="mailto:Peter.keenan@cms.k12.nc.us">Peter.keenan@cms.k12.nc.us</a>	Sept. '14
Student Services Representative	Sandra Kindell	<a href="mailto:Sandra.kindell@cms.k12.nc.us">Sandra.kindell@cms.k12.nc.us</a>	Sept '15
Teacher Representative	Amber Dowdy	<a href="mailto:Amber1.dowdy@cms.k12.nc.us">Amber1.dowdy@cms.k12.nc.us</a>	Sept. '15
Teacher Representative	Allison Blalock	<a href="mailto:Allisonj.blaylock@cms.k12.nc.us">Allisonj.blaylock@cms.k12.nc.us</a>	Aug '17
Parent Representative	Scott Taylor	<a href="mailto:Scott1.taylor@cms.k12.nc.us">Scott1.taylor@cms.k12.nc.us</a>	Sept. '16
Parent Representative	Linda MacDonald	<a href="mailto:LLMacD@cs.com">LLMacD@cs.com</a>	Aug. '14
Parent Representative	Beth Moss	<a href="mailto:Emoss1@carolina.rr.com">Emoss1@carolina.rr.com</a>	Aug '16
Parent Representative	Derek Cornwall	<a href="mailto:Dcornwall@yahoo.com">Dcornwall@yahoo.com</a>	Aug '16
Parent Representative	Amy Strawser	<a href="mailto:amy@bernhardtlaw.net">amy@bernhardtlaw.net</a>	Aug '17
Parent Representative	Susan May	<a href="mailto:susanmay@hmproperties.com">susanmay@hmproperties.com</a>	Aug '15

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Vision Statement

**District:** CMS provides all students the best education available anywhere, preparing every child to lead a rich and productive life.

**School:** Myers Park High School exists to inspire in its students a passion for learning and a commitment to personal integrity and academic excellence. Students will be empowered to become self-confident, creative, socially responsible, and globally aware.

### Mission Statement

**District:** The mission of CMS is to maximize academic achievement by every student in every school.

**School:** We, the students, parents, staff and community of Myers Park High School, will inspire all students to experience success.

### Myers Park HS Shared Beliefs

- Providing all the students with the opportunity to perform to their fullest potential and ensuring that there is no discernable difference between the achievement levels of students by race, gender or economic level
- Placing a principal with strong leadership and management skills as the key instructional leader in the school
- Ensuring that an effective teacher instructs each class
- Building the capacity of our personnel through meaningful professional development, particularly with an emphasis on cultural development
- Operating effectively and efficiently with fiscal accountability
- Educating all students in safe and orderly environments conducive to learning
- Giving all students access to a well-rounded, rigorous curriculum that is research-based and data driven
- Securing and allocating adequate resources according to the needs of the child
- Partnering with parents and the community in maximizing student learning
- Embracing our community's diversity and using it to enhance the educational environment
- Basing our educational culture on merit and individual achievement

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## 2017-2018 Myers Park HS School Improvement Plan Report

- Preparing all students to be successful in institutions of higher learning or the workforce

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Myers Park HS SMART Goals

- Provide a duty-free lunch period for every teacher on a daily basis.
- Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of providing an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.
- Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.
- Myers Park HS will increase the overall graduation rate to 95% by the end of the 2017-18 school year.
- Myers Park HS will achieve expected growth or better on End of Course Exams (Biology, Math I, and English II) amongst all subgroups by the end of the 2017-18 year with composite proficiency to exceed 80%.
- Myers Park HS will increase Equity and Access for all students; measured by a 5% increase in enrollment and proficiency of students across subgroups in rigorous coursework (ie. Honors, MYIB/IB, and AP).

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Myers Park HS Assessment Data Snapshot

Reading	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHTC	EDS	LEP	SWD	AIG
Participation Denominator	807	2	22	208	78	15	482	259	30	70	150
Participation Percent	97	0	0	93	96	0	99	93	93	91	99
Participation Status	Met	Insuf.	Insuf.	Not Met	Met	Insuf.	Met	Not Met	Not Met	Not Met	Met

  

Math	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHTC	EDS	LEP	SWD	AIG
Participation Denominator	808	2	21	209	78	15	483	258	30	69	150
Participation Percent	95	0	0	91	96	0	97	92	83	96	99
Participation Status	Met	Insuf.	Insuf.	Not Met	Met	Insuf.	Met	Not Met	Not Met	Met	Met

  

Science	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHTC	EDS	LEP	SWD	AIG
Participation Denominator	664	2	20	142	59	12	429	168	34	41	146
Participation Percent	97	0	0	95	88	0	98	95	79	100	100
Participation Status	Met	Insuf.	Insuf.	Met	Not Met	Insuf.	Met	Met	Not Met	Met	Met

  

Current Year EOC	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHTC	EDS	LEP	SWD	AIG
Participation Denominator	2060	7	51	552	227	38	1185	686	99	187	305
Participation Percent	97	0	100	93	96	100	99	94	95	93	100
Participation Status	Met	Insuf.	Met	Not Met	Met	Met	Met	Not Met	Met	Not Met	Met

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## 2017-2018 Myers Park HS School Improvement Plan Report

ACT	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	661	2	20	144	57	12	426	169	31	42	146
Participation Percent	97	0	0	92	93	0	98	92	90	98	99
Participation Status	Met	Insuf.	Insuf.	Not Met	Not Met	Insuf.	Met	Not Met	Not Met	Met	Met

ACT WorkKeys	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	29	1	1	5	4	0	18	11	1	3	2
Participation Percent	0	0	0	0	0	0	0	0	0	0	0
Participation Status	Insuf.	Insuf.	Insuf.	Insuf.	Insuf.	~	Insuf.	Insuf.	Insuf.	Insuf.	Insuf.

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Myers Park HS Profile

***School and Community:*** Since 1951, Myers Park High School has inspired in its students a passion for learning and a commitment to personal integrity and academic excellence. Students are empowered to become self-confident, creative, socially responsible, and globally aware. With a 62-acre campus and 10 individual buildings, students are able to learn in an environment similar to a small college. The campus is centered around a quadrangle, commonly known as the "quad". The 2017-2018 enrollment is just over 3,200 students, making Myers Park one of the largest high schools in North Carolina. In the graduating class of 2016, 95% of its students went on to pursue their education after high school: 81% attended a four-year college or university, 14% went on to a community or technical college, and 5% joined the work force or military. Myers Park utilizes A-day/B-day, 4X4, and hybrid schedules where all students attend four, ninety minute classes every day. The school mascot is the Mustang. Its official colors are Kelly green and white. Myers Park is fully accredited by the Southern Association of Colleges and Schools. Newsweek and The Washington Post have ranked Myers Park as one of America's Best High Schools. Myers Park is home to the first public International Baccalaureate Diploma Program (IB) in North Carolina and first Middle Years Program (MYP) in the US. The composition of the student body has an international flavor with over 30 countries represented in the school population. Myers Park embraced a diverse student population that is 61.5% white, 25% African American, 9.5% Hispanic, 3% Asian, and 2% other. Thirty-two percent of the student body receives free or reduced lunch.

***The Faculty:*** Myers Park offers a comprehensive array of support services and resources designed to help all students succeed. The highly qualified faculty consists of one hundred and sixty-one teachers, one principal, four assistant principals, and two dean of students, an International Baccalaureate Coordinator and IB Middle Years Program Coordinator, seven counselors, an EC Compliance Coordinator, a social worker, a nurse, an Instructional Accountability Coordinator, two CTE Career Development Coordinators, and one media specialist. The Student Support Services Department includes the following part-time staff members: a psychologist and a speech/language pathologist.

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## **2017-2018 Myers Park HS School Improvement Plan Report**

***Curriculum and Extra-Curricular Programs: Each student is recognized as an individual with an array of interests, talents, and needs. Advanced Placement (AP), International Baccalaureate (IB), and Honors courses are offered in most academic areas. General courses and remedial instruction are also available. In addition, the curriculum provides broad vocational offerings, including Career/Technical Education, an Occupational Diploma, apprenticeships, career intern programs, and the Occupational Course of Study for Exceptional Education students. Art, photography, chorus, theatre, orchestra, marching band, debate, journalism, culinary arts, and JROTC are strong components of Myers Park's curriculum. Academic excellence, athletic development, community service, and creative pursuits come together to strengthen the whole student. A large variety of clubs are available to students. Myers Park supports 34 junior varsity and varsity sports for men and women. More than one-third of the student body participates in the athletic program.***

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Strategic Plan 2018: For a Better Tomorrow

<p><b>Goal 1:</b> Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready</p> <p><b>Four focus areas:</b></p> <ul style="list-style-type: none"> <li>I. College- and career-readiness</li> <li>II. Academic growth/high academic achievement</li> <li>III. Access to rigor</li> <li>IV. Closing achievement gaps</li> </ul>	<p><b>Goal 2:</b> Recruit, develop, retain and reward a premier workforce</p> <p><b>Five focus areas:</b></p> <ul style="list-style-type: none"> <li>I. Proactive recruitment</li> <li>II. Individualized professional development</li> <li>III. Retention/quality appraisals</li> <li>IV. Multiple career pathways</li> <li>V. Leadership development</li> </ul>
<p><b>Goal 3:</b> Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child</p> <p><b>Three focus areas:</b></p> <ul style="list-style-type: none"> <li>I. Family engagement</li> <li>II. Communication and outreach</li> <li>III. Partnership development</li> </ul>	<p><b>Goal 4:</b> Promote a system-wide culture of safety, high engagement, cultural competency and customer service</p> <p><b>Five focus areas:</b></p> <ul style="list-style-type: none"> <li>I. Physical safety</li> <li>II. Social and emotional health</li> <li>III. High engagement</li> <li>IV. Cultural competency</li> <li>V. Customer service</li> </ul>
<p><b>Goal 5:</b> Optimize district performance and accountability by strengthening data use, processes and systems</p> <p><b>Four focus areas:</b></p> <ul style="list-style-type: none"> <li>I. Effective and efficient processes and systems</li> <li>II. Strategic use of district resources</li> <li>III. Data integrity and use</li> <li>IV. School performance improvement</li> </ul>	<p><b>Goal 6:</b> Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign</p> <p><b>Four focus areas:</b></p> <ul style="list-style-type: none"> <li>I. Learning everywhere, all the time</li> <li>II. Innovation and entrepreneurship</li> <li>III. Strategic school redesign</li> <li>IV. Innovative new schools</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (1):</b> <i>Duty Free Lunch for Teachers</i>	Provide a duty-free lunch period for every teacher on a daily basis.
<b>Strategic Plan Goal:</b>	<b>Goal 2:</b> Recruit, develop, and retain a premier workforce.
<b>Strategic Plan Focus Area:</b>	Retention
<b>Data Used:</b>	MPHS Teacher Survey

<b>Strategies</b> (determined by what data) <ul style="list-style-type: none"> <li>• Task</li> <li>• Task</li> <li>• Task (PD)</li> </ul>	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) • Interim Dates
1. Identify appropriate levels of supervision needed for safety during lunch. <ul style="list-style-type: none"> <li>• Develop duty roster</li> <li>• Utilize Administrators, CSAs, SRO for lunch coverage</li> </ul>	Assistant Principal	Reduced workload and improved morale of teachers for coverage	None	Admin, Security, Teachers, SRO	<ul style="list-style-type: none"> <li>• Aug</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (2):</b> <i>Duty Free Instructional Planning Time</i>	Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.
<b>Strategic Plan Goal:</b>	<b>Goal 2:</b> Recruit, develop, and retain a premier workforce.
<b>Strategic Plan Focus Area:</b>	Retention
<b>Data Used:</b>	MPHS Teacher Insight Survey

<b>Strategies</b> (determined by what data) • Task • Task • Task (PD)	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) • Interim Dates
1. Protect Teacher Planning from non-instructional tasks. <ul style="list-style-type: none"> <li>• Develop duty roster with intention of protecting planning</li> <li>• Minimize non-instructional asks within legal and best practice limits (ex. 504, IEP, safety)</li> </ul>	Administrative Team	Improved teacher morale and effective PLC time provided	None	Admin Team	<ul style="list-style-type: none"> <li>• Aug</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (3):</b> <i>Anti-Bullying / Character Education</i>	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.
<b>Strategic Plan Goal:</b>	<b>Goal 4:</b> Promote a system-wide culture of safety, high engagement, customer service, and cultural competence.
<b>Strategic Plan Focus Area:</b>	Physical Safety, Social and Emotional Health
<b>Data Used:</b>	Reduced numbers of suspensions, Student and Parent Surveys

<b>Strategies</b> (determined by what data) • Task • Task • Task (PD)	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) • Interim Dates
1. Bully Liaison / Bully-prevention • Provide mediation • Enforce Discipline Matrix	• Asst. Principal • Dean of Students	• Student altercations reduced	• N/A	• Admin team • Counselors and CIS Staff	• August • Quarterly Review • June
2. Character Education • Utilize Love and Logic training • Parenting with Love and Logic	• Dean of Students	• Reduced number of referrals as behavior management practices are adopted	• N/A	• Partnership with Teen Health Connection	• August • Quarterly Review • June
3. Healthy Active Child 30 min. • Freshman in PE • Upper level PE electives • Allow quad access @ lunches	• PE Department Chair	• Completion of Graduation requirements in Health/PE	• N/A	• PE Department	• August • Quarterly Review • June
4. School Health Team • Provide access for student Health needs	• Nurse	• Comply with Health regulations	• N/A	• Nurse, First Responders	• August • Quarterly Review • June

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (4):</b>	Myers Park will increase the overall graduation rate from 94% to 95% by the end of the 2017-18 school year.
<b>Strategic Plan Goal:</b>	<b>Goal 1:</b> Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.
<b>Strategic Plan Focus Area:</b>	Academic Growth/High Academic Achievement
<b>Data Used:</b>	Graduation Cohort

<b>Strategies</b> (determined by what data) <ul style="list-style-type: none"> <li>• Task</li> <li>• Task</li> <li>• Task (PD)</li> </ul>	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) <ul style="list-style-type: none"> <li>• Interim Dates</li> </ul>
1. Expand supports to students failing classes resulting in off track progress. <ul style="list-style-type: none"> <li>• Utilize screeners for Literacy Intervention</li> <li>• Case Manage most at risk students in 4<sup>th</sup> yr. cohort</li> <li>• Implement at-risk Freshman Support System</li> </ul>	Admin Team  Assistant Principals  Dean of Students	Decrease 9 <sup>th</sup> Grade retention  Increase cohort success	Credit Recovery  Extended Day	Admin Team  Teachers  Support Staff	<ul style="list-style-type: none"> <li>• August</li> <li>• Quarterly Review</li> <li>• June</li> </ul>
2. Continue Professional Development to cultivate culture of Equity <ul style="list-style-type: none"> <li>• Adopt common practices to reach all learners (utilize Literacy strategies, SIOP strategies)</li> <li>• Culture Work within Departments</li> <li>• Equal Opportunity Schools</li> </ul>	Admin Team  Instructional Chairs  All Staff	Narrow Achievement Gaps	PD monies	Admin Team  Teachers  Support Staff	<ul style="list-style-type: none"> <li>• August</li> <li>• Quarterly Review</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (5):</b>	Myers Park High School will achieve expected growth or better on End of Course Exams (Biology, Common Core Math I, and English II) amongst all subgroups by the end of the 2017-18 school year, with composite proficiency to exceed 80%.
<b>Strategic Plan Goal:</b>	<b>Goal 1:</b> Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.
<b>Strategic Plan Focus Area:</b>	Access to Rigor
<b>Data Used:</b>	Formative Assessment and EOC Data

<b>Strategies</b> (determined by what data) • Task • Task • Task (PD)	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) • Interim Dates
1. Monitor and provide feedback in classrooms and PLCs • Increased use of walkthroughs with Instructional Chairs • Calibration of Administration for consistent areas tailored to individual teacher coaching • Implement Data Driven Instructional model in PLCs with EOC Test	Admin Team  Instructional Chairs  Assistant Principal	Improved CCR and GLP scores on EOCs	N/A	Admin Team  Instructional Chairs  Teachers	• August • Quarterly Review • June
2. Curriculum Alignment Analysis • Analyze curriculum support within MPHS, District and State resources for gaps. • Assess readiness and build	Principal and Assistant Principals  Instructional	Alignment to standards, skills, and content  Student success in EOC courses		Admin Team  Instructional Chairs	• August • Quarterly Review • June

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## 2017-2018 Myers Park HS School Improvement Plan Report

capacity for targeted and intensive instructional interventions	Chairs PLC members			Teachers	
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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (6):</b>	Myers Park HS will increase Equity and Access for all students; measured by an increase of 5% in enrollment and proficiency of students across underrepresented subgroups in rigorous coursework (ie. Honors, MYIB/IB, and AP).
<b>Strategic Plan Goal:</b>	<b>Goal 1:</b> Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready
<b>Strategic Plan Focus Area:</b>	Access to rigor, Closing achievement gaps
<b>Data Used:</b>	Suspension reports from school as well as loaded information from the CMS Portal

<b>Strategies</b> (determined by what data) <ul style="list-style-type: none"> <li>• Task</li> <li>• Task</li> <li>• Task (PD)</li> </ul>	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) <ul style="list-style-type: none"> <li>• Interim Dates</li> </ul>
1. Develop and message culture and climate of equity and access at Myers Park <ul style="list-style-type: none"> <li>• Utilize literacy training to promote rigor at all levels</li> <li>• Implement Student Leadership groups to effect change with My Name, My Story</li> <li>• Pipeline program through Equal Opportunity Schools for Scholars or Honors level</li> </ul>	Admin Team  ILT  Teacher Advisor	Increased diversity in upper level courses.  Narrowed Achievement gaps.	District for EOS	Admin Team  Instructional Staff	<ul style="list-style-type: none"> <li>• August</li> <li>• Quarterly Review</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

students to prepare for AP courses by 11 <sup>th</sup> grade					
<p>2. Provide support to students taking newly rigorous coursework.</p> <ul style="list-style-type: none"> <li>• Implement study skills in AVID framework.</li> <li>• Provide after school seminars during schoolyear to support AP, IB, Honors coursework</li> <li>• Expand Mustangs Matter</li> </ul>	<p>Assistant Principals</p> <p>Teacher Advisors</p>	<p>Increased diversity in upper level courses.</p> <p>Narrowed Achievement gaps.</p>	<p>Extended Day</p> <p>MP Foundation</p> <p>PTSO</p>	<p>Admin Team</p> <p>Instructional Staff</p> <p>Support Staff</p>	<ul style="list-style-type: none"> <li>• August</li> <li>• Quarterly Review</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<b>SMART Goal (7):</b>	Myers Park High School will achieve expected 95% tested in all State Mandated Standardized tests (PreACT and ACT) amongst all subgroups by the end of the 2017-18 school year.
<b>Strategic Plan Goal:</b>	<b>Goal 5:</b> Optimize district performance and accountability by strengthening data use, processes and systems
<b>Strategic Plan Focus Area:</b>	School performance improvement
<b>Data Used:</b>	School Accountability reports/ 10 <sup>th</sup> & 11 <sup>th</sup> Grade Rosters cross-referenced with Subgroups

<b>Strategies</b> (determined by what data) <ul style="list-style-type: none"> <li>● Task</li> <li>● Task</li> <li>● Task (PD)</li> </ul>	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) ● Interim Dates
1. Parent/ Teacher information sessions <ul style="list-style-type: none"> <li>● Increased awareness of how scores are used as predictors through College &amp; Career night</li> <li>● Educate parents on academic programs impacted by these results</li> <li>● Increased teacher awareness of how scores are used as predictors</li> </ul>	Student Services & CDC  IAF & CDC  Instructional Chairs	Improved participation in standardized test as well as practice sessions for 9 <sup>th</sup> & 10 <sup>th</sup> graders prior to the test.	N/A	Student Services & CDC  IAF & CDC  Instructional Chairs	<ul style="list-style-type: none"> <li>● October</li> <li>● January</li> <li>● March</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<p>2. Attendance Issues Identification</p> <ul style="list-style-type: none"> <li>• Attendance Count cross-referenced by subgroups</li> <li>• Identify potential problem areas prior to testing based on subgroups</li> <li>• Identify students from subgroups in alternative education programs</li> </ul>	<p>Attendance</p> <p>Admin Team &amp; IAF</p> <p>Student Services, IAF, ELL Team, &amp; CDC</p>	<p>Identifying potential absences prior to test dates</p>	<p>N/A</p>	<p>Attendance</p> <p>Admin Team &amp; IAF</p> <p>Student Services, IAF, &amp; CDC</p>	<ul style="list-style-type: none"> <li>• October</li> <li>• January</li> </ul>
<p>3. Targeted Outreach</p> <ul style="list-style-type: none"> <li>• Reaching out to chronic attendance violators to identify the steps for successful attendance</li> <li>• Outreach to alternative education programs for total school support plan</li> <li>• Outreach to meet basic needs keeping students from participating</li> </ul>	<p>Student Services &amp; ELL Team</p> <p>Admin Team</p> <p>Social Worker &amp; CIS</p>	<p>Increased attendance in subgroups on initial testing dates.</p>	<p>N/A</p>	<p>Student Services &amp; ELL Team</p> <p>Admin Team</p> <p>Social Worker &amp; CIS</p>	<ul style="list-style-type: none"> <li>• October</li> <li>• January</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

Mastery Grading Procedures Plan – Required for All Schools	
<b>Strategic Plan Goal:</b>	<b>Goal 1:</b> Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.
<b>Strategic Plan Focus Area:</b>	Academic growth/high academic achievement
<b>Data Used:</b>	Progress reports, EOC scores, EVAAS growth

<b>Strategies</b> (determined by what data) • Task • Task • Task (PD)	<b>Point Person</b> (title)	<b>Evidence of Success</b> (Student Impact)	<b>Funding</b> (estimated cost / source)	<b>Personnel Involved</b>	<b>Timeline</b> (Start—End) • Interim Dates
1. Common assessments <ul style="list-style-type: none"> <li>• At minimum, 2-3 common formal assessments are given and are aligned to content standards.</li> <li>• PLC leaders will facilitate weekly meetings that focus on concepts of backward design and data analysis</li> </ul>	<ul style="list-style-type: none"> <li>• PLC and Instructional Leaders</li> <li>• Data Driven Instruction Leader (AP)</li> </ul>	<ul style="list-style-type: none"> <li>• Targeted attention toward teaching practice resulting in improved student performance</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Admin</li> <li>• SLT</li> <li>• ILC</li> <li>• ILT</li> <li>• PLCs</li> </ul>	<ul style="list-style-type: none"> <li>• August</li> <li>• 4-6 week Common Assessment Windows</li> <li>• June</li> </ul>
2. Data disaggregation <ul style="list-style-type: none"> <li>• Process of monitoring student achievement by objective in order to facilitate remediation/intervention plans (i.e. RTI)</li> <li>• Students will analyze data to improve performance and set goals</li> </ul>	<ul style="list-style-type: none"> <li>• PLC and Instructional Leaders</li> <li>• Data Driven Instruction Leader (AP)</li> </ul>	<ul style="list-style-type: none"> <li>• Use of Department interventions result in more students meeting proficiency targets</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Admin</li> <li>• SLT</li> <li>• ILC</li> <li>• ILT</li> <li>• PLCs</li> </ul>	<ul style="list-style-type: none"> <li>• August</li> <li>• Quarterly Review</li> <li>• June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<ul style="list-style-type: none"> <li>Assessment data is analyzed to determine effectiveness of assessment questions</li> <li>Teachers will communicate with parents regarding skills that are not mastered</li> </ul>					
<p>3. Flexible grouping</p> <ul style="list-style-type: none"> <li>Process of grouping students according to academic need by objective</li> <li>Tutoring built into master document</li> <li>Strategic scheduling based on EOG test scores by academic facilitators for Foundations classes</li> </ul>	<ul style="list-style-type: none"> <li>Admin</li> <li>SLT</li> <li>ILC</li> <li>ILT</li> <li>PLCs</li> </ul>	<ul style="list-style-type: none"> <li>Improved interventions and student performance</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Admin</li> <li>SLT</li> <li>ILC</li> <li>ILT</li> <li>PLCs</li> </ul>	<ul style="list-style-type: none"> <li>August</li> <li>Quarterly Review</li> <li>June</li> </ul>
<p>4. Additional learning opportunities</p> <ul style="list-style-type: none"> <li>Process of holding students accountable for learning via re-teaching, re-assessment.</li> <li>Prior to any re-test, teachers will provide students with an opportunity to attend a tutorial and then demonstrate proficiency or mastery</li> </ul>	<ul style="list-style-type: none"> <li>Departments and PLCs</li> </ul>	<ul style="list-style-type: none"> <li>Use of Department interventions result in more students meeting proficiency targets</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Admin</li> <li>SLT</li> <li>ILC</li> <li>ILT</li> <li>PLCs</li> </ul>	<ul style="list-style-type: none"> <li>August</li> <li>Quarterly Review</li> <li>June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

<ul style="list-style-type: none"> <li>The re-test or alternative assessment grades may replace the original grade</li> </ul>					
<p>5. Late and make-up work</p> <ul style="list-style-type: none"> <li>School expectations for holding students accountable for completing assignments</li> <li>Arrangements for completing the work should be made within five school days of the student's return to school</li> <li>Departments establish tiered penalties for students not meeting five day late work policy.</li> <li>If the student was present in the class on the due date, the work may be given less credit.</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>Use of Department interventions result in more students meeting proficiency targets</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> <li>Admin and Instructional Chairs as needed</li> </ul>	<ul style="list-style-type: none"> <li>August</li> <li>Quarterly Review</li> <li>June</li> </ul>
<p>6. Grade reporting</p> <ul style="list-style-type: none"> <li>Grades will be input in a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>Parents and students receive timely feedback on instructional process</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> <li>Admin and Instructional Chairs as needed</li> </ul>	<ul style="list-style-type: none"> <li>August</li> <li>Quarterly Review</li> <li>June</li> </ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

### Myers Park HS - 600 Waiver Requests

Request for Waiver
<p><b>1. Insert the waivers you are requesting</b></p> <ul style="list-style-type: none"><li>• <i>Maximum Teaching Load and Maximum Class Size (grades 4-12) [required for all schools with grades 4-12]</i></li></ul>
<p><b>2. Please identify the law, regulation or policy from which you are seeking an exemption.</b></p> <ul style="list-style-type: none"><li>• <i>115C-301 (c and d) Maximum Teaching Load and Maximum Class Size [required for all schools with grades 4-12]</i></li></ul>
<p><b>3. Please state how the waiver will be used.</b></p> <ul style="list-style-type: none"><li>• <i>Class size will be adjusted to address student individual instructional needs through flexible grouping of students in the most effective utilization of teaching teams. Maximum teaching load will be used to allow teachers in specific areas of the curriculum to teach students designated for specific skill needs and to address the large number of students requesting elective classes.</i></li></ul>
<p><b>4. Please state how the waiver will promote achievement of performance goals.</b></p> <ul style="list-style-type: none"><li>• <i>This waiver will allow more flexibility in grouping students to meet their abilities and needs and thus should enhance their achievement on the performance goals.</i></li></ul>

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## 2017-2018 Myers Park HS School Improvement Plan Report

Approval of Plan			
Committee Position	Name	Signature	Date
Principal	Mark Bosco		
Assistant Principal Representative	Justin Holt		
Teacher Representative	Joanne Pugsley		
Teacher Representative	Janet Raybon		
Teacher Representative	Mary Martin		
Teacher Representative	Josh Doty		
Student Services Representative	Deleisha Webb-Smith		
Student Services Representative	Sequoia Goodman		
Teacher Representative	Peter Keenan		
Student Services Representative	Sandra Kindell		
Teacher Representative	Amber Dowdy		
Teacher Representative	Allison Blalock		
Parent Representative	Scott Taylor		
Parent Representative	Linda MacDonald		
Parent Representative	Jeffrey Barnes		
Parent Representative	Beth Moss		
Parent Representative	Derek Cornwall		
Parent Representative	Amy Strawser		
Parent Representative	Susan May		

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