



2018-2020
Continuous School Improvement Plan for North Henderson
High School

Approved by majority vote on October 17, 2018.

A handwritten signature in black ink, appearing to read 'J. Shepard'.

Dr. John Shepard, *Principal*

A handwritten signature in black ink, appearing to read 'Rachel C. Durant'.

Mrs. Rachel Durant, *SIT Chair*

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Statement of Assurances

The School Improvement Plan has been developed and aligned to the requirements of the following:

- Henderson County [School Board Policy 3430](#)
- Henderson County Public Schools Strategic Plan
- Henderson County Public Schools Technology Plan
- NC Accountability Model & ESSA
- AdvancED School Accreditation Standards

School Improvement Team Membership

Team Member Name	Position	Date Elected
John Shepard	Principal	8/20/2018
John McDaris	Assistant Principal	8/20/2018
Andrew VunCannon	Assistant Principal	8/20/2018
Wendy Frye	HC Director of High Schools	8/20/2018
Rachel Durant	SIT Chair	8/20/2018
Sloan Neuburger	Graduation Coach	8/20/2018
Sam Henry	Instructional Coach	8/20/2018
Tracy Queen	CTE	8/20/2018
Kelsey Clark	Parent/English	8/20/2018
Christian Gosnell	Math	8/20/2018
Marley Moreno	Arts	8/20/2018
Doug Draper	AFJROTC	8/20/2018
Leigh Leik	Guidance	8/20/2018
Ian Selig	Science	8/20/2018
Kayla Payne	History	8/20/2018
Mia Smith	Foreign Language	8/20/2018
Kindra Taylor	Physical Education	8/20/2018
Amber Lolley	Exceptional Children	8/20/2018
Jennifer Abel	Media Coordinator	8/20/2018

The membership of our School Improvement Team was elected on August 20, 2018.

The School Improvement Plan was approved by secret ballot vote on October 17, 2018.

Mission and Beliefs

Henderson County Public Schools' Mission Statement

Henderson County Public Schools will provide all students the opportunity to learn and the encouragement to succeed in a safe environment. We will honor the individual and nurture the potential of all children.

Henderson County Public Schools' Guiding Principle

The success of a child is the result of a collaborative partnership of school, child parent and community.

Henderson County Public Schools' Core Values

We are here for the children we serve.

- We value each child.
- We value the development of the whole child.
- We value a safe, supportive, and caring learning environment.
- We value respect, honesty, and integrity.
- We value the commitment of quality employees.
- We value effective learning through high quality instruction.
- We value the pursuit of excellence.

School Vision

- North Henderson will be a School of Excellence and High Growth and will continue to meet all AYP goals.
- North Henderson will achieve 100% literacy for all students.
- North Henderson will be a research-based professional community that continuously strives for quality teaching and student learning.
- All students who attend North Henderson will graduate.
- North Henderson will foster a sense of tradition and student ownership.
- North Henderson will provide a relevant and rigorous curriculum to prepare students to succeed in the 21st century.

School Mission Statement

NHHS students will graduate with proficiency in the academics, arts and vocations and will embrace responsibility, self-reliance, and 21st century leadership skills.

School Beliefs (Core Values)

We believe in treating every student with respect.

We believe every student is capable of learning.

We will provide a safe and nurturing environment for all students.

We challenge every student to grow academically, socially, and emotionally.

We hold our students and ourselves to a standard of excellence.

School Profile & Narrative Summary

North Henderson High School (NHHS) is located in Henderson County at the intersection of Four Seasons Boulevard and Fruitland Road on a campus that reflects the beauty of the Western North Carolina Appalachian Mountains. North Henderson High School stands out among Henderson County schools for its dedicated faculty, student-oriented focus, and its outstanding student body. The ninety-four acre campus was established in 1993, offering both traditional academic courses and career and technical courses on a block semester schedule. North Henderson is a school rich in tradition and pride. Each day over 85 staff members serve approximately 1080 students. Through a strong family bond, excellent collaborative skills, and a willingness to see every student succeed, the North Henderson faculty and staff embraces the unique challenges associated with the students we serve. The North Henderson student population is made up of approximately 18% Exceptional Children (EC), 30% English as a Second Language (ESL), 5% Limited English Proficient (LEP), and 70% Free or Reduced Lunch (FRL). Our dedicated teachers work to provide a safe and productive learning environment for each of these students. Our instructional goals are focused on one singular achievement: student excellence. North students are challenged daily through high expectations and rigorous courses. Our faculty is dedicated to the growth and success of every student.

North Henderson High School students and teachers have continued to make gains academically. North Henderson is the only high school in Henderson County to have exceeded academic growth expectations each of the last five school years. The North Henderson staff continues to implement and utilize research-based strategies to improve instruction, while targeting specific areas of need through data analysis and collaboration with peers. Our staff is committed to making substantial gains in regards to the overall growth of the student body at North Henderson.

We will increase proficiency in Math I, English II, and Biology, while meeting or exceeding growth on our North Carolina Final Exams; develop and implement strategies to increase communication and participation among stakeholders; and will provide a safe, orderly, and nurturing learning environment. While our goals are broad and our objectives give depth, North Henderson is committed to a continuous state of academic renewal and evaluation. We will seek to not only improve composite test scores, but the skills that all of our students will need to know in order to be successful in college, career, and life.

Go Knights!

New Initiatives at Our School

Beginning in 2018, North Henderson High School will be 1 of only 100 high schools across the United States to implement The Leader in Me (TLIM). TLIM is a program for school-wide transformation that seeks to teach all students 21st century leadership and life skills. TLIM is based on *The 7 Habits of Highly Effective People* by Covey (1989) and is an integrated approach to teaching leadership development. The program was designed by the FranklinCovey Corporation and is aligned to state and national standards including Common Core Standards.

According to Covey, TLIM “is a synthesis of universal, timeless principles of personal and interpersonal effectiveness, such as responsibility, vision, integrity, teamwork, collaboration and renewal, which are secular in nature and common to all people and cultures.” The principles of the *7 Habits* are embedded into classroom lessons, hall displays, and school-wide activities and systems. Both students and staff members are to seek out opportunities to apply the principles by taking on varying leadership roles.

The high school framework for TLIM is called LEAD. North Henderson will hold a LEAD room the Wednesday of each week and teach a 45 minute lesson to all students. Upon graduation students will have completed 4 courses each designed to equip students with the essential skills they will need to succeed in college, the career of their choice, and life. TLIM framework will allow the NHHS staff to educate the whole child, address the social-emotional needs of all students, and further prepare students for their post-graduation goals.

Instructional Planning Time

Duty Free Planning

At North Henderson High School, all teachers will have duty free planning. North Henderson will continue to protect the planning period as an essential time for teachers to collaborate and organize their instruction to best serve the entire school population.

Duty Free Lunch

At North Henderson High School, all teachers will have a duty free lunch with the exception of three times per semester. The North Henderson faculty and staff understands the importance of supervision and safety. We are committed to providing a safe, orderly, and nurturing working and learning environment for all stakeholders involved in the educational process.

Instructional Materials/Textbook Waiver

Building-Level Waiver Request

School: North Henderson High School

LEA Number: 450

School Number: 341

Building-Level Waiver Information

Please insert the waiver you are requesting:

When funds allow and quality instructional materials are available, we are requesting the flexibility to use state textbook funds to purchase texts/materials that are not on the current state-approved adoption list.

Identify the law, regulation or policy from which you are seeking an exemption:

General Statute 115c-9b: Use of textbooks not adopted by the State Board of Education

Please state how the waiver will be used.

There are a limited number of textbook titles available on the state-approved textbook list. This waiver allows us the flexibility to use state textbook funds to purchase texts that are currently in use in the district, but are no longer available on state contract and for texts that we already purchase off state contract. Additionally, the waiver would allow us the flexibility to purchase texts off the state contract for courses for which there is no text available.

Please state how the waiver will promote achievement of performance goals.

While teachers integrate many supplementary resources into classroom instruction, student texts are basic and essential instructional materials.

Conflict Resolution

In compliance with [School Board Policy 3431](#), we take steps at our school to resolve conflict. All students at NHHS have multiple layers of support. Students have open access to all administrators and school counselors throughout the school day. Students are also paired with LEAD room teachers that follow them throughout their four years of high school. These teachers build strong relationships with their students and guide their students to make good decisions both socially and academically. NHHS has a graduation coach that meets with all students identified as being at-risk. This teacher meets with all at-risk students on a weekly or bi-weekly basis. Students are paired with a staff mentor, which guides them in handling conflict as well as improving upon their academic goals. Our school social worker seeks to identify students who may be in conflict and helps them solve their issues within our newly supported peer-to-peer conflict resolution groups.

Strategic Goals

Henderson County Public Schools strives to provide a quality educational experience for all students. We do so through strategic planning, collaboration and a commitment to our mission, vision and values.

We Value Excellence In:



Human Resources

Community and Family Engagement

Personalized Learning

Safe and Nurturing Environments

Where Every Piece Matters. Excellence to the Core.

Continuous Improvement

Valuing improvement, the following school-based goals and strategies represent strategic priorities over the next two years.

Summary of Goals

Details can be found on the pages that follow, but note these bullet points as the highlights of our goals:

H - In the area of Human Resources, we plan to:

- During the 2018-2019 school year, NHHS students will incorporate the 7 Habits of Highly Effective People into their education and life beyond school.
- Through professional learning communities (PLCs), teachers will develop and implement the following key practices: align plans with state standards, create, refine, and evaluate common assessments, and use data to drive further instruction. Together, they will share responsibility for the methods, outcomes, and next steps for student learning.

C - In the area of Community and Family Engagement, we plan to:

- We will increase stakeholder participation by hosting school events for our parents and community. In doing so, we will build stakeholder investment in our school and communication between the school and the community.

- We will increase individualized two-way communication with parents and stakeholders to help support our students and their growth. We will emphasize parent feedback and participation in the process.

P - In the area of Personalized Learning, we plan to:

- North students will demonstrate 75% proficiency on each of these EOCs: English II, Math I, and Biology.
- Students will increase their knowledge of the Seven Habits of Highly Effective People through LEAD training and application.

S - In the area of Safe and Nurturing Environments, we plan to:

- Students will increase their knowledge of the Seven Habits of Highly Effective People through LEAD training and application.

Area One Goals: Human Resources

Human Resource Goal One:

During the 2018-2019 school year, NHHS students will incorporate the 7 Habits of Highly Effective People into their education and life beyond school.

Strategies to Achieve this Goal:

Teachers and staff will be trained in the Franklin Covey 7 Habits of Highly Effective People. Every week, students will meet with their LEAD class and designated LEAD teacher to learn about and apply the 7 Habits in order to improve to their time management skills, goal setting skills, and personal Mission Statement. Teachers will implement the Seven Habits into their curriculum; students will apply their lessons in school clubs, sports, and extracurricular activities.

Measure of Success:

Students will take pre- and post- surveys assessing their knowledge of the habits via Google Form. Each semester, students will complete a reflection that will help them assess the power of the 7 Habits in their personal growth. Students will demonstrate better soft skills. Teachers and students will begin creating personal mission statements.

Persons Responsible

Administration, teachers, staff, assistants, instructional coach, school counselors, LEAD training staff, students, student LEAD team

Target Date:

June, 2019

Human Resource Goal Two:

Through professional learning communities (PLCs), teachers will develop and implement the following key practices: align plans with state standards, create, refine, and evaluate common assessments, and use data to drive further instruction. Together, they will share responsibility for the methods, outcomes, and next steps for student learning.

Strategies to Achieve this Goal:

NHHS teachers will attend weekly meetings with their PLCs during common planning time, during which they will share their best practices. Teachers will align plans and target standards, and ultimately will create common assessments. They will review data and drive further instruction from this data. Teachers will participate in the EOC HCPS goal summary meetings. Teachers will develop vertical alignment within subject-areas. Teachers will develop and implement common instructional strategies across cross-curricular PLCs.

Measure of Success:

With state accountability model expectations as a guide, teachers will create and implement common assessments in their PLCs and will keep minutes from their PLC meetings.

Persons Responsible

Administration, teachers, instructional coach

Target Date:

June, 2019

Area Two Goals: Community and Family Engagement

Community and Family Engagement Goal One:

We will increase stakeholder participation by hosting school events for our parents and community. In doing so, we will build stakeholder investment in our school and communication between the school and the community.

Strategies to Achieve this Goal:

Information about school events is accessible on Social Media for students, parents, and teachers. Faculty and staff will host multiple informational meetings for parents and stakeholders for topics that include registration, financial aid, and BRCC courses and partnership. The Empty Bowls dinner will serve as community outreach as well as a fundraiser for our students in need. School Messenger (in English and Spanish), Parent Portal, and the North Henderson webpage will help teachers and administration maintain contact with the community. Teachers and students will host the Knight Medieval Festival to engender relationships with elementary and middle school students and parents. The school will reach out to the greater community via Knights vs. Cancer, Trunk-r-Treat, Freshman Orientation, Hispanic Parent Night, Bilingual College Day with BRCC, Most Improved Student Tea, Arts Signing Day, AIM Club's Day of the Dead presentation for parents, the graduation project, and senior awards night. Our outgoing communication is in English and Spanish and uses the skills of our Spanish speakers.

Measure of Success:

There will be event sign-ins to track event attendance by parents and stakeholders. We will show an increased number of followers on social media outlets and increased enrollment in text-based communication systems. All graduating seniors will complete the graduation project with community as mentors and observers.

Persons Responsible

Administration, teachers, instructional coach, counselors, media coordinator, Powerschool administrator

Target Date:
June, 2019

Community and Family Engagement Goal Two:

We will increase individualized two-way communication with parents and stakeholders to help support our students and their growth. We will emphasize parent feedback and participation in the process.

Strategies to Achieve this Goal:

Staff will communicate with students and/or parents through Open House, class meetings, “Good News” postcards, Most Improved Student Tea, and email. Classroom teachers will maintain contact logs and web pages to document communication with parents. Administrators will communicate with parents with each ISS or OSS assignment. We will create a group of parents and stakeholders who are directly invested in the LEAD program. Teachers will respond to parent communication within 24 hours on weekdays. We will collect community feedback and use it to inform our practices.

Measure of Success:

Teacher documentation will show solution-oriented two-way communication with parents regarding student performance and improvement. Graduation project data will show increasing numbers of mentors and stakeholders investing in our students and their work on the project.

Persons Responsible

Administration, faculty and staff, media coordinator, HCPS Instructional Technology facilitators, instructional coach, Graduation Coach

Target Date:
June, 2019

Area Three Goals: Personalized Learning

Personalized Learning Goal One: North students will demonstrate 75% proficiency on each of these EOCs: English II, Math I, and Biology.

Strategies to Achieve this Goal:

English classes will use annotating strategies to help students identify author’s claims, supporting evidence, and main ideas across the curriculum and reinforce summarizing skills. English teachers will facilitate reading instruction within their curriculum with a focus on informational text across content areas. Targeted students with reading

difficulties in the EC program will participate in a Read 180-fortified remedial English class; ID Mod students are enrolled in System 44, which is a pre-Read 180-styled program. Active reading instruction will integrate 21st century tools such as e-books and Chromebooks to enhance digital literacy. The data team will analyze Math I and Biology goals and benchmarks to monitor progress for targeted remediation. Teachers will attend school and countywide PLCs on a regularly scheduled basis. English II, Math I, and Biology teachers will have common planning periods.

Measure of Success:

Students will demonstrate 75% proficiency across all three EOCs, 5 percentage points from North's previous goal.

Persons Responsible:

Administration, teachers and assistants, instructional coach, media coordinator, HCPS technology facilitator, guidance counselors

Target Date:
June, 2019

Personalized Learning Goal Two: Students will increase their knowledge of the Seven Habits of Highly Effective People through LEAD training and application.

Strategies to Achieve this Goal:

Along with acquisition of the concrete habits, students will apply skills such as self-organization and keeping planners, ownership of learning and empowerment, setting realistic goals, and advocating for self and others. Teachers will give students differentiated instruction, actively teaching study skills, communication skills and public speaking (especially through the Graduation Project). Students will gain a greater awareness of their strengths and weaknesses, and teachers will adopt grading practices that provide room for skills growth and improvement.

Measure of Success:

Students will show greater investment in the Graduation Project, as evidenced by grade and attention to process. Ultimately, students will receive direct assessment in the 7 Habits in a question-and-answer scenario discussion evaluated in their senior presentation grades. Students will hold greater participation in action teams, and the school will experience decreased disciplinary infractions.

Persons Responsible:

Administration, teachers, staff, assistants, instructional coach, school counselors, LEAD training staff, students, student LEAD team

Target Date:

June, 2019

Area One Four Goals: Safe and Nurturing Environments

Safe and Nurturing Environments Goal: 100% of staff will model practices that align with the Henderson County Emergency Procedures Guide for Safe Schools.

Strategies to Achieve this Goal:

Staff will participate in school-wide review of all drills and practice the emergency procedures on a regular basis. Law enforcement, staff, and administration will review the School Safety Assessment Inventory and address any deficiencies or areas of concern. Staff supervision of students will be 100% by adherence to duty rosters and visibility in halls and other public areas. School administration and staff will provide consistent enforcement of school policies and increased supervision. We will have six lockdown drills per year. We now have a permanent School Safety Team now that meets frequently to improve our school safety measures. Our Student Resource Officer meets and trains teachers on regular basis. Our planning period meetings will feature 5-minute pop-up safety scenario discussions.

Measure of Success:

Our documentation of emergency practice procedures, monthly fire drills, inspection reports, emergency boxes, tornado and coded drills, and lockdown drills will show increased organization and understanding of roles and procedures. We will keep attendance list for drills, Safe Schools committee minutes. We expect favorable NSSE survey results.

Persons Responsible

Teachers, students, student resource officer, partnership with Fruitland Bible Institute and local law enforcement, medically trained staff, Health Center Staff, Administration, custodial staff, bus driver

Target Date:

June, 2019

Data Review

We value making decisions based on data. The information below has been reviewed by our stakeholders as we determined school goals.

EOC Test (GLP)

EOC Test	2015-2016	2016-2017	2017-2018
English II (Proficiency)	66	67	68
Math I	59	70	70
Biology	68	74	75

EVAAS Growth

Year	Growth Index	Category
2016-2017	+11.64	Exceeded
2017-2018	+3.69	Exceeded

EOC Subgroup Performance

Subgroup	Growth Index	Grade
Hispanic	+4.53	B
White	+1.25	B
EDS	+3.16	B
ELS	+2.28	C
SWD	-0.21	D

ACT, ACT WorkKeys & Math Rigor

Year	ACT	ACT WorkKeys	Math Rigor
2015-2016	58	72	>95
2016-2017	67	82	>95
2017-2018	65	74	>95

Graduation Rate & Dropout Information - 4-Year Graduation Rate

Year	Graduation Rate
2014-2015	88%
2015-2016	92%
2016-2017	93%
2017-2018	>95%

CGR 5-year = 92

Focused Strategies

- Increased proficiency in all EOC areas (75%). Specific focus on English II and Math I (190 students were a level 1 in 8th grade Math) * We are excited about the challenges and the outcomes to follow.
- Provide training for staff on strategies to use with ESL and SWD.
- Pullouts for ESL students
- Increased RIGOR across the curriculum
- Improve ACT and WorkKeys Boot Camps and make better use of pre-ACT scores in order to target populations of students.
- Increase the community's voice and access to the school
- Whole Child Education: Continue the roll out of LEAD (Develop the character and leadership skills of every student at NHHS)