

WAKE COUNTY PUBLIC SCHOOL SYSTEM

SCHOOL IMPROVEMENT PLAN FOR 2005 - 2008

SCHOOL Leesville Road High School

PRINCIPAL Stephen Gainey

DATE August 2007

CORE/LEADERSHIP TEAM MEMBERS

Name	Area of Responsibility
Dave Albert	Fine Arts Teacher
Cathleen Batten	Social Studies Teacher / School Improvement Chairperson
Kelly Batten	Assistant Principal
Archimedes Dinglasan	Special Education Teacher
Elizabeth Duckett	Math Teacher
Stephen Gainey	Principal
Meg Hardison	Library Media Specialist
Germaine Jackson	Assistant Principal
Lisa Lawrence	Parent
Mark Mash	Foreign Language Teacher
Diane McGeorge	Math Teacher
Debbie Pappas	Guidance Counselor
Ashley Riggs	Physical Education Teacher
Kate Rogers	Teacher Assistant
Lynette Seigler	Instructional Support
Cindy Smith	Parent
Raymond Stone	Science Teacher
Sharon Underwood	Career and Technical Education Teacher
Monica Wilkerson	English Teacher

Statement of Beliefs

- All students can learn.
- Learning is a lifelong process.
- Students have different learning styles.
- Learning is assessed in many ways.
- Instruction is purposeful.
- High expectations foster student achievement.
- A safe and orderly school environment supports learning.
- Character education is paramount to student development.
- Diversity is recognized and respected.
- Well-rounded students participate in academic and extracurricular activities.
- Schools are interdependent with parents and the community.
- Educators are valued professionals.

Vision Statement

Leesville Road High School is a safe, secure and stimulating environment that is conducive to learning. The school climate promotes individuality and celebrates diversity, nurturing a mutual respect among students, staff and the community. The continuing involvement of parents and other community stakeholders contributes to the shared responsibility for education at Leesville.

Leesville Road High School is a cohesive community of lifelong learners. High expectations for student achievement result in students who are deeply engaged in academics. Similarly, high expectations for character development in both academic and extracurricular activities shape students into well-rounded, self-reliant and self-disciplined citizens. Students will leave Leesville Road High School well prepared for future endeavors and the demands of a complex society.

Mission Statement

Leesville Road High School is a community of students, teachers, staff and parents working together with other stakeholders to educate each student to be a responsible and productive citizen who can effectively manage future challenges.

Goal # 1 – Achievement

(Key Process 1 of 4)

School Goal

Leesville Road High School will continue to meet or exceed the achievement and growth goals established by the ABC's legislation and the "No Child Left Behind" legislation.

Goal Manager

Principal and Assistant Principals

Key Process # 1 (Process Manager = Principal and Assistant Principals)

Increase opportunities for students in all demographic groups to meet or exceed the academic growth and performance goals determined by the ABC's program.

Action Steps

- Design and implement after-school and workshop-based remediation programs for EOC classes.
- Utilize surplus resources to provide small group instruction during classes.
- Develop structured tutorial programs using software to address deficits in reading and math.

Time Line

- 2005-2008

Resources

- extra months of employment
- instructional money
- NovaNET
- EOC data

Restrainers

- lack of qualified tutors
- limited availability of useable funds
- time for research
- attendance of at-risk students

Goal # 1 – Achievement

(Key Process 2 of 4)

Key Process # 2

(Process Manager = Principal and Assistant Principal for Instruction)

Develop alternative schedules to address the academic needs of all students at all levels of achievement.

Actions Steps

- Implement purposeful scheduling of Advanced Placement classes to address instructional needs brought on by the new school calendar.
- Schedule ESL students in courses appropriate for their current level of English language proficiency.
- Continue to implement alternatives to address Curriculum Assistance needs of students in the Special Education program.

Time Line

- 2005-2008

Resources

- course conflict matrix
- scheduling models
- IPT test results
- ICR classes aligned with core curriculum areas

Restrainers

- schedule conflicts
- lack of student membership overlap in courses
- need for more staff development in the area of ESL instruction

Goal # 1 – Achievement

(Key Process 3 of 4)

Key Process # 3 (Process Manager = Principal and SLC coordinator)

Create smaller learning communities through establishment of a Freshman Academy.

Action Steps

- Identify 40 to 50 at-risk ninth grade students to be members of a Freshmen Academy.
- Provide entire freshman class with agenda planner notebooks.
- Schedule students in the Freshman Academy with basic classes and a balanced courseload.
- Develop an advisor – advisee program involving members of the Freshmen Academy to be later expanded to the entire freshmen class.

Time Line

- 2005-2008

Resources

- instructional funding
- relevant feedback from feeder middle schools
- EOG data
- Intervention Coordinator

Restrainers

- scheduling conflicts
- parental response
- availability of teaching positions

Goal # 1 – Achievement

(Key Process 4 of 4)

Key Process # 4 (Process Manager = Principal and Assistant Principal for Instruction)

Continue to implement strategies to enable students in all demographic subgroups to meet or exceed the “No Child Left Behind” legislation’s designation of Adequate Yearly Progress.

Action Steps

- Research and implement programs for addressing reading and math achievement needs of at-risk students.
- Identify students to be evaluated in relation to AYP measures.
- Implement remediation plans in relation to courses with EOC examinations.

Time Line

- 2005-2008

Resources

- historical test data
- student demographic data
- Testing Coordinator
- instructional funding
- excess ADM MOE

Restrainers

- movement of at-risk students between schools
- instructional funding

Goal # 2 – Healthy & Active Students

(Key Process 1 of 3)

School Goal

The staff of Leesville Road High School will continue its focus on the maintenance of a safe, orderly, and caring educational environment with the goal of developing healthy and capable graduates.

Goal Manager

Principal

Key Process # 1 (Process Manager = Principal)

Continue to emphasize character education on a daily basis among the student body.

Action Steps

- Recognize students for displaying the eight character traits identified by WCPSS.
- Increase opportunities for student-led communication.
- Include character education as an integral part of the school curriculum.

Timeline

- 2005-2008

Resources

- Pride Pins
- certificates
- school webpage links
- student assemblies
- student news show
- advisor / advisee program
- character education lesson plans

Restrainers

- demands on instructional time to cover SCOS
- availability of technology

Goal # 2 – Healthy & Active Students

(Key Process 2 of 3)

Key Process # 2 (Process Manager = Principal)

Continue to take actions necessary to maintain a caring and safe learning environment that is welcoming to all students and members of the school community.

Action Steps

- Maintain administrative and staff supervision of students at all events in relation to our school program.
- Implement procedures for dealing with emergency situations and modify as needed.
- Increase the connectivity of the members of the school environment in a manner consistent with the goals of the educational program.

Timeline

- 2005-20008

Resources

- lockdown drills
- fire drills
- pre-selling dance tickets
- flashlights in classrooms
- supervision / coverage schedules per semester
- Building Pride program

Restrainers

- availability of non-instructional funding
- staff members personal schedules
- complexity of extracurricular and co-curricular schedule
- size of school zone

Goal # 2 – Healthy & Active Students

(Key Process 3 of 3)

Key Process # 3 (Process Manager = Principal and Faculty)

Continue to develop components that add to the educational program and foster healthy and active children.

Action Steps

- Encourage student enrollment in physical education electives.
- Encourage student involvement in extracurricular clubs and athletic teams.
- Continue to support existing clubs and student organizations on our campus, as well as, pursue ways to expand this area as resources permit.

Timeline

- 2005-2008

Resources

- advisor – advisee program
- fundraising opportunities
- afterschool activity bus
- allotment of teaching positions

Restrainers

- facilities
- limited availability of afterschool activity bus
- lack of available club sponsors

Goal # 3 – Family & Community Involvement

(Key Process 1 of 3)

School Goal

The staff of Leesville Road High School will continue to identify and implement ways to increase the involvement of students' families, community members, and our business partners in the provision of a quality educational program.

Goal Manager

Principal

Key Process # 1 (Process Manager = Principal and CDC)

Continue to use resources available through the business alliance to foster student success.

Action Steps

- Offer job training information seminars and workshops led by business alliance members.
- Maintain and expand tutor-mentor programs through recruitment of professionals from the business alliance.
- Provide opportunities for guest speakers from the business alliance.

Timeline

- 2005-2008

Resources

- CDC
- professionals in community
- business partners

Restrainers

- work schedules of volunteers
- availability of space for tutorial sessions

Goal # 3 – Family & Community Involvement

(Key Process 2 of 3)

Key Process # 2 (Process Manager = Principal and Webmaster)

The staff of Leesville Road High School will work to improve the efficiency and effectiveness of the communication of important information to members of the school community.

Action Steps

- Investigate venues for displaying important information to the public on the campus outside the building.
- Enhance the effectiveness of the school webpage in terms of its provision of accurate information and an organized, yet simplistic manner.
- Use phone-caller system to enhance communication within the school community.

Timeline

- 2005-2008

Resources

- funds for webmaster
- phone caller system
- technology to update website

Restrainers

- funding
- changes in technology
- city policies / school board policies regarding signage on campus

Goal # 3 – Family & Community Involvement

(Key Process 3 of 3)

Key Process # 3 (Process Manager = Principal)

Implement outreach programs with satellite communities assigned to our school.

Action Steps

- Identify community resources available for the provision of academic assistance to students in satellite communities.
- Explore opportunities to connect parents from satellite communities more closely to our school.

Timeline

- 2005-2008

Resources

- alternative Open House dates
- student assignment data

Restrainers

- funding
- student reassignment
- parent work schedules

Goal # 4 – Teacher Retention and Recruitment

(Key Process 1 of 3)

School Goal

Build a healthy environment that supports teacher retention and recruitment.

Goal Manager

Principal and Assistant Principals

Key Process # 1 (Process Manager = Principal and Assistant Principals)

Routinely review teacher retention data, TWC, and other survey data, taking action as needed.

Action Steps

- Review TWC survey for participation rate (minimum 70%) and study teachers' resources.
- Identify and employ best practices regarding employee retention to provide positive working conditions for all staff.
- Develop additional action steps as needed to address areas of concern.

Timeline

- 2005-2008

Resources

- Oracle system
- staff survey data / reports
- ideas from colleagues from other schools

Restrainers

- availability of time to review data
- administrative changes

Goal # 4 – Teacher Retention and Recruitment

(Key Process 2 of 3)

Key Process # 2 (Process Manager = Principal and Assistant Principals)

Routinely review support provided to Initially Licensed Teachers and take action if needed.

Action Steps

- Review ILT/Mentor ratios, effectiveness of current induction programs/practices and the support given to ILTs.
- Identify and employ best practices to support ILTs and provide effective induction programs and practices.
- Develop additional action steps as needed to address areas of concern.

Timeline

- 2005-2008

Resources

- Mentor Coordinator
- Oracle system
- survey data
- feedback from staff and colleagues at other schools

Restrainers

- time to review data
- availability of data

Goal # 4 – Teacher Retention and Recruitment

(Key Process 3 of 3)

Key Process # 3 (Process Manager = Principal and Assistant Principals)

Provide daily support at the school level focused on optimal teacher performance and morale.

Action Steps

- Provide academic and collegial support for all staff members by employing the professional learning communities initiative.
- Provide all full-time assigned classroom teachers a duty-free lunch period during regular student contact hours.
- Provide all full-time assigned classroom teachers with a duty-free instructional planning period during regular student contact hours.
- Provide a weekly bulletin and other sources of advance notice with regards to upcoming events capable of altering instruction and teacher schedules.
- Acknowledge outstanding performances by teachers in a variety of ways.

Timeline

- 2005-2008

Resources

- staff development funds
- personnel allotment
- planning periods / lunch periods
- thank you notes / letter of commendation to staff members

Restrainers

- availability of funding
- testing schedules for state tests

WAKE COUNTY PUBLIC SCHOOL SYSTEM

PROFESSIONAL DEVELOPMENT ACTIVITIES FOR 2005 - 2006

SCHOOL Leesville Road High School

PRINCIPAL Stephen Gainey

DATE February 22, 2005

Activity / Topic	Purpose (Goal / Key Process addressed)	Participants
Continuation of staff-wide discourse on relevant education materials.	Goal # 1 – Achievement Key Process # 1, 2, 3, 4	9 – 12 teaching staff
Conversational Spanish / ESL support services.	Goal # 1 – Achievement Key Process # 2	9 – 12 teaching staff, ESL staff
Reading strategies for students with low performance / growth historical data.	Goal # 1 – Achievement Key Process # 4	9 – 10 teaching staff, Special Programs staff, English teachers
Interdepartmental collaboration of grade level and subject area groups.	Goal # 1 – Achievement Goal # 2 – Healthy & Active Students	9 – 12 teaching staff

WAKE COUNTY PUBLIC SCHOOL SYSTEM
Summary Sheet of Professional Development Activities
(Created 2006-2007)

School Name Leesville Road HS For School Year 2006-2007

Activity / Topic		Participants
1	Spanish for Educators / ESL support services.	9 – 12 teaching staff ESL staff
2	Reading strategies for students with low performance / growth historical data.	9 – 10 teaching staff Special Programs staff English teachers
3	Professional Learning Communities for grade level and subject area groups.	9 – 12 teaching staff
4	Graduation Project staff development and training	all staff members

WAKE COUNTY PUBLIC SCHOOL SYSTEM

SCHOOL IMPROVEMENT PLAN FOR 2005 – 2008

WAIVER REQUEST

SCHOOL Leesville Road High School

PRINCIPAL Stephen Gainey

DATE February 22, 2005

Waiver Request

For the 2005-2008 period, Leesville Road High School requests an ABC's class size exception waiver. Unprecedented growth throughout Wake County and specific to the Leesville attendance area warrants this request. With this waiver in place, limited staffing resources may be used to develop remediation programs and smaller academy classes within a larger school context.

WAKE COUNTY PUBLIC SCHOOL SYSTEM

SCHOOL IMPROVEMENT PLAN FOR 2005 – 2008

WAIVER REQUEST

SCHOOL Leesville Road High School

PRINCIPAL Stephen Gainey

DATE August 2006

Waiver Request

For the 2006-2007 academic year, Leesville Road High School submits this waiver request for off-campus lunch privileges for upperclassmen eligible under district and school-level guidelines. Unprecedented growth throughout Wake County and specific to the Leesville attendance area warrants this request. With this waiver in place, limited cafeteria and scheduling resources may be used efficiently to maximize available instructional time for our growing student population.

WAKE COUNTY PUBLIC SCHOOL SYSTEM

SCHOOL IMPROVEMENT PLAN FOR 2005 – 2008

WAIVER REQUEST

SCHOOL Leesville Road High School

PRINCIPAL Stephen Gainey

DATE April 2007

Waiver Request

For the 2006-2007 academic year, Leesville Road High School will not participate in “Early Release” dates. Goals and action steps will be continued and / or completed without the use of this available measure.