

Florida Department of Education

Differentiated Accountability

School Improvement Plan (SIP) Form SIP-1

Proposed for 2012-2013

2012 – 2013 SCHOOL IMPROVEMENT PLAN

PART I

School Information

School Name: D. G. Erwin Technical Center	District Name: Hillsborough County
Principal: James Rich	Superintendent: Mary Ellen Elia
SAC Chair: Tamica Thomas	Date of School Board Approval:

Highly Qualified Administrators

List your school's highly qualified administrators and briefly describe their certification(s), number of years at the current school, number of years as an administrator, and their prior performance record with increasing student achievement at each school.

Position	Name	Degree(s)/ Certification(s)	Number of Years at Current School	Number of Years as an Administrator	Prior Performance Record (Verification and Enrollment Report for past 3 years, CPL for past 3 years, TABE and CASAS, Industry Certifications)
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Principal	James Rich	MA, BA Ed. Leadership (all levels); Biology (6-12)	4.5	14	Verification Report for Erwin Technical Center shows: 11/12: 3141 students served and 3261 LCP/OCP's attained 10/11: 3471 students served and 3150 LCP/OCP's attained 09/10: 4321 students served and 3744 LCP/OCP's attained
Assistant Principal for Curriculum	Donna Brooks	EdD, EdS, MA, BA Ed. Leadership (all levels); Adm. Adult Ed; Local Dir Voc Ed; Bus Ed (6-12); Ed Media Specialist (Pk-12); Fam/Cons Sci (6-12); ESOL, Teacher Co-op Ed & Voc Off Ed Endorsements	5	19	Verification Report for Erwin Technical Center shows: 11/12: 3141 students served and 3261 LCP/OCP's attained 10/11: 3471 students served and 3150 LCP/OCP's attained 09/10: 4321 students served and 3744 LCP/OCP's attained
Assistant Principal for Admin.	David Suarez	EdS, MA, BA Ed. Leadership (all levels); School Principal; English (6-12); ESOL & Gifted endorsements	2.5	7	Verification Report for Erwin Technical Center shows: 11/12: 3141 students served and 3261 LCP/OCP's attained 10/11: 3471 students served and 3150 LCP/OCP's attained 09/10: 4321 students served and 3744 LCP/OCP's attained

Highly Qualified Teachers

Describe the school-based strategies that will be used to recruit and retain high quality, highly qualified teachers to the school.

Description of Strategy	Person Responsible	Projected Completion Date	Not Applicable (If not, please explain why)
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1. Advisory board recommendations	Principal	ongoing	
2. Recruit alumni who have worked in the field	Asst. Princ. for Curriculum	ongoing	
3. Develop School Improvement PLCs	Asst. Princ. for Admin	ongoing	
4. Partnering new teachers with veteran staff	Asst. Princ. for Curriculum	ongoing	

Non-Highly Qualified Instructors

Provide the number of instructional staff and paraprofessionals that are teaching out-of-field (not ESOL certified) and not highly qualified.

Number of staff and paraprofessional that are teaching out-of-field/ and who are not highly effective.	Provide the strategies that are being implemented to support the staff in becoming highly effective
0	N/A

Staff Demographics

Please complete the following demographic information about the instructional staff in the school who are teaching at least one academic course.

*When using percentages, include the number of teachers the percentage represents (e.g., 70% (35)).

Total Number of Instructional Staff	% of First-Year Teachers	% of Teachers with 1-5 Years of Experience	% of Teachers with 6-14 Years of Experience	% of Teachers with 15+ Years of Experience	% of Teachers with Advanced Degrees	% Certified Teachers	% Reading Endorsed Teachers	% National Board Certified Teachers	% ESOL Endorsed Teachers
70	7% (5)	11% (8)	43% (30)	39% (27)	41% (29)	100% (70)	1% (1)	1% (1)	4% (3)

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Teacher Mentoring Program

Please describe the school’s teacher mentoring program by including the names of mentors, the name(s) of mentees, rationale for the pairing, and the planned mentoring activities.

Mentor Name	Mentee Assigned	Rationale for Pairing	Planned Mentoring Activities
George Cote	Gary Marshall	Senior teacher in same program	TIP, PLC
George Cote	Raul Gonzalez	Senior teacher in same program	ACP, PLC
George Cote	Jonathan Ehrman	Senior teacher in same program	ACP, PLC
Carol Mehrani	Rebecca Silvestri	Teacher in same program	ACP, PLC
Ann Wiesen	Alicia Sparkman	Senior teacher/Dept. Head in same program	TIP, PLC
Ann Wiesen	Shibu Pothen	Senior teacher/Dept. Head in same program	TIP, PLC

Multi-Tiered System of Supports

School-Based MTSS Team
<p>Identify the school-based MTSS Leadership Team.</p> <p>School Leadership Team</p>
<p>Describe how the school-based MTSS Leadership Team functions (e.g., meeting processes and roles/functions). How does it work with other school teams to organize/coordinate MTSS efforts?</p> <p>The Leadership Team will work with School Improvement PLC Chairs, the Marketing Team, and the Administration</p>

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<p>Describe the role of the school-based MTSS Leadership Team in the development and implementation of the school improvement plan. Describe how the MTSS Problem-solving process is used in developing and implementing the SIP?</p> <p>To review school data as a team and incorporate this information into SIP</p>
<p>MTSS Implementation</p>
<p>Describe the data source(s) and the data management system(s) used to summarize data at each tier for reading, mathematics, science, writing, and behavior.</p> <p>Verification reports from Divisional Program Services; and enrollment, completion, and withdrawal reports from our internal data base</p>
<p>Describe the plan to train staff on MTSS.</p> <p>Send to Staff Development in-service and other trainings, as needed and applicable</p>
<p>Describe plan to support MTSS.</p> <p>Provide designated school personnel with the requisite knowledge and experience to support coordination and implementation of MTSS.</p>

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PART II: EXPECTED IMPROVEMENTS

Academic Goals

When using percentages, include the number of students the percentage represents (e.g. 70% (35)).

	<p>Problem-Solving Process to Increase Student</p>				
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Academic GOALS	Achievement				
	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored? Nine Week Check What is the level of strategy implementation? What do you plan to do with the data?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy? Nine Week Check What is the level of strategy effectiveness? What do you plan to do with the data	Student Evaluation Tool
<p><u>Goal #1:</u> To demonstrate student knowledge gains in competencies needed for entry-level employment and industry certification.</p>	<p>1.1. Need to continue to modify tests in each program area to increase number of available questions</p>	<p>1.1. Strategy</p> <p>Show gains through pre- and post-testing</p> <p><u>Action Steps</u></p> <p>Pre-test all PSAV students within 20 school days of entry date (EA1 date).</p> <p>Post-test all PSAV students at 80% - 100% level of program completion, or before May 15 each year.</p>	<p>Asst. Principal for Administration, in cooperation with the Data Quality Committee SI-PLC, will meet with teachers to review test results and plan improvements.</p>	<p>EAGLE pre-testing will be used to establish baseline data. Post-testing will be given when students complete 80% - 100% of their program hours. Results of each test will be analyzed. Asst. Principal for Administration, in cooperation with the Data Quality Committee SI-PLC, will meet with teachers to review appropriateness of test questions, and Asst. Princ. for Curriculum will be involved if curriculum strategies need to change.</p>	<p>1.1. <u>2-3x Per Year</u></p> <p>Pre- and Post-tests</p> <p><u>During Nine Weeks</u></p> <p>Administer EAGLE pre-test to new students</p> <p>Administer EAGLE post-test to students when reach 80% - 100% completion of program or before May 15</p>

Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD									
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Activity Please note that each Strategy does not require a professional development or PLC activity.						
PD Content /Topic and/or PLC Focus	Grade Level/ Subject	PD Facilitator and/or PLC Leader	PD Participants (e.g. , PLC, subject, grade level, or school-wide)	Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)	Strategy for Follow-up/Monitoring	Person or Position Responsible for Monitoring
Modify and improve EAGLE testing	Adult	David Suarez, Asst. Princ. for Admin.	All full-time program instructors Data Quality Committee (a School Improvement PLC)	Training for teachers, if applicable, throughout school year. Throughout school year, administer EAGLE pre- and post-testing.	Review results and test questions with teachers. Revise testing, if necessary, to align with industry certification exams and required knowledge for entry-level employment. Review data from EAGLE testing, provide data analysis for teachers.	David Suarez And Data Quality Committee

End of Goals

Engagement Goals

Attendance Goal(s)

* When using percentages, include the number of students the percentage represents next to the percentage (e.g. 70% (35)).

ATTENDANCE GOAL(S)	Problem-solving Process to Increase Attendance						

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<p>Based on the analysis of attendance data, and reference to “Guiding Questions”, identify and define areas in need of improvement:</p> <p>Attendance and tardies are not as applicable to the adult centers. Our “attendance” goal is to decrease attrition, as attendance often plays a role in whether students successfully complete a program or if they drop out.</p>	<p>Anticipated Barrier</p>	<p>Strategy</p>	<p>Fidelity Check Who and how will the fidelity be monitored?</p>	<p>Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?</p>	<p>Evaluation Tool</p>		
<p>1. Attendance Attendance Goal #1:</p>	<p>1.1. Transportation</p>	<p>1.1. Offer bus passes for students to purchase at a reduced rate. Provide 1 free bus pass to students on financial aid through Perkins funds.</p>	<p>1.1. Main office to keep reduced-rate passes on hand. Scholarship committee to receive applications and decide on additional help for needy students.</p>	<p>1.1. Number of reduced-price and free bus passes will be tallied.</p>	<p>1.1. Attrition rate will be tallied at end of school year.</p>		

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<p>To decrease attrition in PSAV programs by 3% from 2011/12 to 2012/13.</p>	<p><u>2012 Current Attendance Rate:*</u></p>	<p><u>2013 Expected Attendance Rate:*</u></p>					
	<p>2011-2012 attrition in PSAV program = 256 students</p>	<p>2012-2013 attrition in PSAV program = no more than 248 students</p>					
	<p><u>2012 Current Number of Students with Excessive Absences (10 or more)</u></p>	<p><u>2013 Expected Number of Students with Excessive Absences (10 or more)</u></p>					
	<p>N/A</p>	<p>N/A</p>					
	<p><u>2012 Current Number of Students with Excessive Tardies (10 or more)</u></p>	<p><u>2013 Expected Number of Students with Excessive Tardies (10 or more)</u></p>					
	<p>N/A</p>	<p>N/A</p>					

<p>Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD</p>						
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Activity Please note that each Strategy does not require a professional development or PLC activity.						
PD Content /Topic and/or PLC Focus	Grade Level/ Subject	PD Facilitator and/or PLC Leader	PD Participants (e.g. , PLC, subject, grade level, or school-wide)	Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)	Strategy for Follow-up/Monitoring	Person or Position Responsible for Monitoring
Scholarship Committee	Adult	Karen Aponte, Financial Aid	Scholarship Committee members	August 23, 2012, initial meeting. Monthly meetings every second Tuesday.	Administrators will circulate among meetings. Minutes will be submitted after each meeting.	James Rich
Steering Committee	Adult	James Rich, Principal	Steering Committee members	August 23, 2012, initial meeting. Monthly meetings every second Tuesday.	Administrators will circulate among meetings. Minutes will be submitted after each meeting.	James Rich
Incentives Committee	Adult	Deborah Herce, Chair	Incentives Committee members	August 23, 2012, initial meeting. Monthly meetings every second Tuesday.	Administrators will circulate among meetings. Minutes will be submitted after each meeting.	Deborah Herce

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Attendance Budget

Include, school allocation from District, Internal funds, Title I, PTSA funds, Grants, ELL funds, Technology funds, etc, additional units/dollars from District.			
Evidence-based Program(s)/Materials(s)			
Strategy	Description of Resources	Funding Source	Available Amount
Hardship Scholarships		General Misc	
Provide bus passes		Perkins Grant	
Subtotal:			
Technology			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Professional Development			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Other			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Grand Total:			

End of Attendance Goals

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Completion Goal(s)

* When using percentages, include the number of students the percentage represents next to the percentage (e.g. 70% (35)).

COMPLETION GOAL(S)	Problem-solving Process to Completion						
	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?	Evaluation Tool		
<u>Completion Goal #1:</u>	1.1. Students leaving programs before completion	1.1. Monitoring and mentoring of students enrolled	1.1. Encourage more teacher one-on-one conferences with students. Encourage referrals to Student Services, Social Worker, and School Psychologist.	1.1. Higher OCP/LCP rates at the end of the 2012-2013 school year.	1.1. Referral trail Exit Interview forms Verification Report for 2012/2013		
To increase OCPs and LCPs by 3% from 2011/2012 levels to 2012/2013.	<u>2012 Current Rate:*</u>	<u>2013 Expected Rate:*</u>					
	Verification Report for Erwin Technical Center shows: 11/12: 3141 students served and 3261 LCP/OCP's attained.	Increase LCP/OCP attainment to at least 3359 during 2012/2013 school year.					

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		1.2. Not all students attend Orientation, if their start date does not coincide with the beginning of the term	1.2. Provide alternative Orientation materials to instructors Invite students who started off cycle to attend next Orientation Educational awareness and value to encourage students remain in programs	1.2. Provide job market info and trends during Orientation. Introduce during Orientation the wide variety of school resources to help students remain in school.	1.2. Compile a list of all program start dates to be certain everyone gets the materials and is invited to an Orientation session	1.2. Exit Interview forms. Verification Report for 2012/2013.	
Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD Activity Please note that each Strategy does not require a professional development or PLC activity.							
PD Content /Topic and/or PLC Focus	Grade Level/ Subject	PD Facilitator and/or PLC Leader	PD Participants (e.g. , PLC, subject, grade level, or school-wide)	Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)	Strategy for Follow-up/ Monitoring	Person or Position Responsible for Monitoring	
Working with Student Referrals	Adult	Department Heads	All full-time program instructors	September 2012	Monitor referrals	Department Heads	

Completion Budget

Include, school allocation from District, Internal funds, Title I, PTSA funds, Grants, ELL funds, Technology funds, etc, additional units/dollars from District.			
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Evidence-based Program(s)/Materials(s)			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Technology			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Professional Development			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Other			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Grand Total:			

End of Completion Goal(s)

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Community Involvement Goal(s)

* When using percentages, include the number of students the percentage represents next to the percentage (e.g. 70% (35)).

COMMUNITY INVOLVEMENT GOAL(S)	Problem-solving Process to Community Involvement						
	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?	Evaluation Tool		

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<p>1. Community Involvement - Communication <u>Community Involvement Goal #1:</u></p>	<p>1.1. Open House: Additional Advertising needed, particularly notifying current high school seniors</p> <p>Advisory Committees: Timing and location of meetings need to be convenient for working external members</p> <p>SERVE Volunteer Hours: Getting the word out about the need</p>	<p>1.1. Advertise through a variety of sources.</p> <p>Hold meeting on Aug. 21, 2012, with instructors concerning Advisory Committees. Encourage creative timing and location of meetings. Encourage programs to hold Fall advisory committee meetings during Open House on Oct. 11 so that prospective students can meet industry partners/ future employers.</p> <p>Review SERVE volunteer hours from previous year and develop strategies to increase</p>	<p>1.1. Asst. Principals for Admin and Marketing Committee in charge of Open House.</p> <p>Asst. Principal for Curriculum to hold training.</p> <p>Two Institutional Advisory Committee Meetings to discuss school programs.</p> <p>Responsibility of SERVE liaison.</p>	<p>1.1 Tally registration forms to determine number of attendees.</p> <p>APC to review Fall meeting minutes to determine attendance at program and institutional advisory committees.</p> <p>Volunteer hours will be collected and compiled for SERVE Golden School report/award in the spring.</p>	<p>1.1. Registration Forms.</p> <p>Review of minutes.</p> <p>Volunteer records and SERVE Golden School report.</p>		
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		volunteerism.					
<p>Increase community members' involvement and attendance in these activities at Erwin Technical Center by 5% over 2011/2012 levels: Open House, Advisory Committees, and SERVE volunteer hours.</p> <p>Increase community awareness of Erwin Technical Center through increased marketing initiatives.</p> <p>Increase prospective students' awareness, particularly current high school students.</p>	<p><u>2012 Current level of Parent Perception*</u></p>	<p><u>2013 Expected level of Parent Perception:*</u></p>					
	<p>Feb. 2011 Open House: 136 prospective students signed in</p> <p>2011/2012 Advisory Committee external members in attendance: 185</p> <p>2011/2012 SERVE Volunteer Hours: 2943</p>	<p>Anticipated Attendance:</p> <p>Oct. 2012 Open House: 143</p> <p>2012/2013 Advisory Committee external members in attendance: 194</p> <p>2012/2013 SERVE Volunteer Hours: 3090</p>					

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		<p>1.2. Current activities that will be continued:</p> <p>Community Expos, Career and College Fest, District College Nights, Job Fairs, HiTec Trek, etc.</p>	<p>1.2. Additional activities to be added:</p> <p>Increased advertising. Send speakers to area high schools, when requested.</p> <p>Increase involvement in Adopt-a-School program (Foster Elementary).</p>	<p>1.2. Principal will monitor involvement of Erwin staff members.</p>	<p>1.2. Principal will monitor involvement of Erwin staff members</p>	<p>1.2. Results will be printed on Erwin's Major Accomplishment List for 2012-2013</p>	
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<p>Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD Activity</p> <p>Please note that each Strategy does not require a professional development or PLC activity.</p>						
<p>PD Content /Topic and/or PLC Focus</p>	<p>Grade Level/ Subject</p>	<p>PD Facilitator and/or PLC Leader</p>	<p>PD Participants (e.g. , PLC, subject, grade level, or school-wide)</p>	<p>Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)</p>	<p>Strategy for Follow-up/Monitoring</p>	<p>Person or Position Responsible for Monitoring</p>
<p>Advisory Committees</p>	<p>Adult</p>	<p>Donna Brooks, Asst. Princ. for Curriculum</p>	<p>All full-time instructors</p>	<p>August 21, 2012, initial training.</p> <p>Two meetings held each year in each full-time program.</p>	<p>Minutes of each meeting and all other required documentation will be submitted by program instructors within one week of each meeting.</p>	<p>Asst. Principal for Curriculum</p>

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Community Involvement Budget**

Include, school allocation from District, Internal funds, Title I, PTSA funds, Grants, ELL funds, Technology funds, etc, additional units/dollars from District.			
Evidence-based Program(s)/Materials(s)			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Technology			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			
Professional Development			
Strategy	Description of Resources	Funding Source	Available Amount
N/A			
Subtotal:			

NEW Science, Technology, Engineering, and Mathematics (STEM) Goal(s)

STEM Goal(s)	Problem-Solving Process to Increase Student Achievement				
Based on the analysis of school data, identify and define areas in need of improvement:	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?	Student Evaluation Tool

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<p>STEM Goal #1: All currently enrolled students will register for an Erwin Online account and receive instruction on referencing information and instructional units posted therein.</p>	<p>I.1. Students who do have an email account or access to a computer at home.</p>	<p>I.1. All teachers will be given instructions to assist students with setting up email accounts and registering for Erwin Online. Students will be able to utilize Media Center or classroom computers.</p>	<p>I.1. Teachers will ensure that all new students complete the Erwin Online registration process.</p>	<p>I.1. Teachers will ensure that all new students complete the Erwin Online registration process.</p>	<p>I.1. All students will have an Erwin Online account and have access to the system via classroom and Media Center computers.</p>
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STEM Professional Development

<p>Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD Activity Please note that each Strategy does not require a professional development or PLC activity.</p>						
<p>PD Content /Topic and/or PLC Focus</p>	<p>Grade Level/ Subject</p>	<p>PD Facilitator and/or PLC Leader</p>	<p>PD Participants (e.g. , PLC, subject, grade level, or school-wide)</p>	<p>Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)</p>	<p>Strategy for Follow-up/Monitoring</p>	<p>Person or Position Responsible for Monitoring</p>
<p>Erwin Online Training</p>	<p>Adult</p>	<p>Shirley Ziegler</p>	<p>All teachers who have not had the training</p>	<p>August 29, 2012, and Repeated as needed during the school year</p>	<p>In order for students to complete Employability Skills unit, they must have an Erwin Online account. Any students or programs identified as missing this step will be caught at that time.</p>	<p>Donna Brooks, APC</p>

End of STEM Goal(s)

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NEW Career and Technical Education (CTE) Goal(s)

CTE Goal(s)	Problem-Solving Process to Increase Student Achievement				
Based on the analysis of school data, identify and define areas in need of improvement:	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?	Student Evaluation Tool
<p><u>CTE Goal #1:</u> 75% of Erwin CTE teachers will achieve an average overall rating of “Accomplished” on EET (Same as “Continuous Improvement Goal #1)</p>	<p>1.1 5 inexperienced faculty members (2 years or less teaching experience)</p>	<p>1.1 Participation in ACP or TIP programs Encourage county peer and faculty mentor to work on EET techniques</p>	<p><u>1.1</u> <u>Who</u> Principal <u>How</u> Ongoing review of scores in database</p>	<p>1.1 Principal will notify ACP, faculty mentor, and/or department head of areas where new teachers need additional training or assistance</p>	<p>1.1 EET scores in data base</p>
	<p>1.2 Teachers in need of in-service training in various aspects of EET</p>	<p>1.2 Provide in-house training opportunities at convenient times</p>	<p><u>1.2</u> SI-PLC Training Committee will keep lists of requested in-service trainings and those that have been offered</p>	<p>1.2 Principal will monitor all teachers’ evaluation scores</p>	<p>1.2 EET scores in data base</p>

CTE Professional Development

<p>Professional Development (PD) aligned with Strategies through Professional Learning Community</p>									
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(PLC) or PD Activity Please note that each Strategy does not require a professional development or PLC activity.						
PD Content /Topic and/or PLC Focus	Grade Level/ Subject	PD Facilitator and/or PLC Leader	PD Participants (e.g. , PLC, subject, grade level, or school-wide)	Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)	Strategy for Follow-up/Monitoring	Person or Position Responsible for Monitoring
EET Training	Adult	SI-PLC Training Committee	All interested teachers	Trainings throughout the school year	Review of scheduled trainings Review of EET scores in data base	Donna Brooks, APC James Rich, Principal

End of CTE Goal(s)

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Additional Goal(s)

Continuous Improvement

* When using percentages, include the number of students the percentage represents next to the percentage (e.g. 70% (35)).

Continuous Improvement Goal	Problem-Solving Process to Increase Student Achievement						
Based on the analysis of school data, identify and define areas in need of improvement:	Anticipated Barrier	Strategy	Fidelity Check Who and how will the fidelity be monitored?	Strategy Data Check How will the evaluation tool data be used to determine the effectiveness of strategy?	Evaluation Tool		
1. Continuous Improvement Goal <u>Continuous Improvement Goal #1:</u>	1.1 5 inexperienced faculty members (2 years or less teaching experience)	1.1 Participation in ACP or TIP programs Encourage county peer and faculty mentor to work on EET techniques	1.1 <u>Who</u> Principal <u>How</u> Ongoing review of scores in database	1.1 Principal will notify ACP, faculty mentor, and/or department head of areas where new teachers need additional training or assistance	1.1 EET scores in database		
75% of Erwin teachers will achieve an average overall rating of “Accomplished” on EET	<u>2012 Current Level :*</u>	<u>2013 Expected Level :*</u>					
	Baseline not yet available	75%					

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		1.2 Teachers in need of in-service training in various aspects of EET	1.2 Provide in-house training opportunities at convenient times	1.2 SI-PLC Training Committee will keep lists of requested in-service trainings and those that have been offered	1.2 Principal will monitor all teachers' evaluation scores	1.2 EET scores in data base	
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1. Continuous Improvement Goal <u>Continuous Improvement Goal #2:</u>	2.1 Time involved to complete the project	2.1 IT coordinator to receive additional staff help to monitor Media Center, so he is available to work on the project SI-PLC Technology Committee to assist with project	2.1 <u>Who</u> Kris Craig <u>How</u> Quarterly reports to Principal	2.1 Principal will receive and review quarterly reports	2.1 Completed project will be submitted to Principal by June 1		
	<u>2012 Current Level :*</u>	<u>2013 Expected Level :*</u>					
	A complete inventory of current student classroom computers will be completed and a systematic plan for upgrades/replacements will be formulated						
	None	project 100% complete					

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Professional Development (PD) aligned with Strategies through Professional Learning Community (PLC) or PD Activity Please note that each Strategy does not require a professional development or PLC activity.						
PD Content /Topic and/or PLC Focus	Grade Level/ Subject	PD Facilitator and/or PLC Leader	PD Participants (e.g. , PLC, subject, grade level, or school-wide)	Target Dates and Schedules (e.g. , Early Release) and Schedules (e.g., frequency of meetings)	Strategy for Follow-up/Monitoring	Person or Position Responsible for Monitoring
EET Training	Adult	SI-PLC Training Committee	All interested teachers	Trainings throughout the school year	Review of scheduled trainings Review of EET scores in data base	Donna Brooks, APC James Rich, Principal

Continuous Improvement Goal Budget

Include, school allocation from District, Internal funds, Title I, PTSA funds, Grants, ELL funds, Technology funds, etc, additional units/dollars from District.	
Evidence-based Program(s)/Materials(s)	
Strategy	Descr
N/A	
Subtotal:	
Technology	
Strategy	Descr
N/A	
Subtotal:	
Professional Development	
Strategy	Descr
N/A	

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	Subtotal:
Other	
Strategy	Descr
N/A	
	Grand Total:

End of Additional Goal(s)

School Advisory Council

School Advisory Council (SAC) Membership Compliance

The majority of the SAC members are not employed by the school district. The SAC is composed of the principal and an appropriately balanced number of teachers, education support employees, students (for middle and high school only), parents, and other business and community citizens who are representative of the ethnic, racial, and economic community served by the school. Please verify the statement above by selecting “Yes” or “No” below.

Yes

No

If No, describe measures being taken to comply with SAC requirement.

Describe projected use of SAC funds.	Amount
N/A	

Describe the activities of the School Advisory Council for the upcoming year.

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The School Advisory Committee also functions as the Institutional Advisory Committee, required by institutional accreditation of the Council on Occupational Education. They will meet at least twice during the school year to review and approve the Strategic Plan (includes goals from this SIP plan) and advise the administration. The first meeting was held August 2, 2012. The second meeting will be held October 17, 2012. A third meeting will be held in the Spring 2013.