

**HALIFAX COUNTY SCHOOLS  
SERVICE PLAN & IMPLEMENTATION MAP  
2015-2016**

**Transforming Initiative 1: Establish and maintain a student growth-centered accountability system**

In order to impact student achievement, the school district has to systematically collect, disseminate, disaggregate and analyze data. The school district must also understand all of the implications that the effective use of and maintenance of data has on student achievement. Effective districts set specific achievement targets for schools and students and then ensure the consistent use of research-based instructional strategies in all classrooms to reach those targets. (Waters & Marzano, 2006)

**Key Cabinet Member Responsible: Tyrana Battle, Assistant Superintendent**

**Curriculum and Instruction Team Members: Dr. Pamela Chamblee, Director of School Improvement for Secondary Education, Dottie Umstead, Director of School Improvement for Elementary Education; LaVonne McClain, Testing and Accountability Coordinator; Cynthia Debreaux, Director of Exceptional Programs; Shelia Lowe, Technology Director; Tonia Lashley, PowerSchool Coordinator**

**State Board of Education Goals/Comprehensive Needs Assessment Dimensions:**

- Globally Competitive Students/Instructional Excellence & Alignment
- 21<sup>st</sup> Century Professionals/Professional Capacity
- Leadership and Innovation/Leadership Capacity
- Governed & Supported by 21<sup>st</sup> Century systems/Planning & Operational Effectiveness

**TOOLS:**

Science, Technology, Engineering and Mathematics (STEM)

Common Formative Assessment (CFA)                      AdVanced

Measures of Academic Progress (MAP)                      EVAAS (value-added system)

Comprehensive Needs Assessment (CNA)                      PowerSchool

Student Support Triangles

Professional Learning Communities (PLCs)

**2015-2016**

Halifax County Schools will be successful if we accomplish:

- Each school will show a minimum increase of 30 percent in its performance composite.
- Each elementary, middle and high school will “exceed expected growth” as determine by the State’s Accountability data to prevent from being low-performing.
- Student’s course schedules and grades will be accurate and verified by the Principal in Powerschool.
- All schools will have a common understanding of the components and implications of the federal and state accountability systems.

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**STRATEGIES:**

- Increase capacity of Superintendent’s Cabinet to lead data driven change
- Establish student achievement data targets for each school and the district
- Update and verify “expect test” data for all schools
- Update and maintain historical audits for all schools
- Conduct weekly strategic planning sessions for progress monitoring purposes

<b>KEY ACTIVITY</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>TARGET DATE</b>	<b>ARTIFACTS</b>
Provide professional development on the READY model	Curriculum and Instruction Team	July 2015- June 2016	Presentations Agendas Sign-in Sheets Google Drive
Provide achievement targets to each school	Superintendent  Principals  Curriculum and Instruction Team	July 2015- June 2016	Predictor Charts EVAAS Reading 3D MAP Accountability Data Student Support Triangle
Provide professional development on the Student Support Process	Elementary Director  Secondary Director  EC Director	July 2015- June 2016	Agenda, Presentation
Analyze academic data by teacher	Principals  Curriculum and Instruction Team  Instructional Coaches	July 2015- June 2016	MAP data  EOG/EOC/NCFE Goal Summaries
Meet with key stakeholders to strategically plan	Assistant Superintendent  Principals	Monthly July 2015- June 2016	Meeting Notes
Conduct instructional rounds to monitor progress	Curriculum and Instruction Team	July 2015- June 2016	Walk-through Data Sheet
Provide on-going data discussions at cabinet, Principal, and PLC meetings	Curriculum and Instruction Team  Principals	July 2015- June 2016	PLC Wiki Google Drive Agendas Presentations

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**Transforming Initiative 2: Strategically align the *Academic Focus* of the district to increase student achievement.**

In districts with higher levels of student achievement, the entire district is aligned with and supportive of non-negotiable goals for student achievement and instruction. District progress towards these goals is continually monitored and is the driving force behind the district's actions. (Waters & Marzano, 2006)

**State Board of Education Goals/Comprehensive Needs Assessment Dimensions:**

- Globally Competitive Students/Instructional Excellence & Alignment
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- Governed & Supported by 21<sup>st</sup> Century systems/Planning & Operational Effectiveness

**Key Cabinet Member Responsible: Tyrana B. Battle, Assistant Superintendent of Curriculum and Instruction**

**Curriculum and Instruction Team Members: Dr. Pamela Chamblee, Director of School Improvement for Secondary Education, Dottie Umstead, Director of School Improvement for Elementary Education; LaVonne McClain, Testing and Accountability Coordinator; Cynthia Debreaux, Director of Exceptional Programs; Shelia Lowe, Technology Director; Tonia Lashley, PowerSchool Coordinator**

**TOOLS:**

STEM	Pacing Guides
Instructional Resource Wiki	Common Formative Assessment (CFAs)
NC Standard Course of Study	Reading 3D
Exceptional Children's Needs Assessment	MAP
EVAAS	SchoolNet
Professional Learning Community (PLC) Wiki	

**2015-2016**

Halifax County Schools will be successful if we accomplish:

- Provide professional development on reading, math and science
- Develop a curriculum monitoring system for grades pK-12.
- Create an awareness of the impact of supplemental programs on student achievement.
- A common understanding of the components and implications of curriculum monitoring system.

**STRATEGIES:**

- Develop a curriculum monitoring system for grades pK-12
- Conduct an audit to identify and analyze current reading programs and supplemental resources
- Weekly strategic planning sessions

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<b>KEY ACTIVITY</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>TARGET DATE</b>	<b>ARTIFACTS</b>
Purchase Plato/Edmentum	Assistant Superintendent of Curriculum and Instruction	November 2015	Usage reports
Purchase supplemental programs (Study Island, MobyMax, Academy of Reading, Academy of Math, Princeton Review)	Elementary Director Secondary Director Principals	July 2015 – June 2016	
Research PK-2 curriculum monitoring systems	Superintendent Director of Elementary Education	July 2015 – June 2016	Research results
Provide Professional Development on SchoolNet	Instructional Coaches	July 2015 – June 2016	Handouts
Utilize intervention/enrichment support for students requiring remediation	Superintendent Testing Coordinator	July 2015 – June 2016	Student Support Triangle Results
Benchmark progress of targeted students	Testing Coordinator	July 2015 – June 2016	Benchmarks
Audit current supplemental/computer based resources	Principals School Improvement Teams	July 2015 – June 2016	Audit results
Meet with key stakeholders to strategically plan	Superintendent Assistant Superintendent	July 2015 – June 2016	Meeting Notes
Provide intensive summer remediation for EOGs/EOCs	Superintendent Superintendent's Cabinet	July 2015 – June 2016	Remediation Agenda, schedule, results
Monitor all components of the READY Model (i.e. Math Course Rigor, ACT, Graduation Rate, Assessment data)	Curriculum and Instruction Team Principals	July 2015 – June 2016	Agenda, schedule, reports, results
Provide intensive, focused professional development for central office, school administrators and lead teachers	Superintendent Curriculum and Instruction Team	July 2015 – June 2016	Schedule

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Administer district assessments three times a year	Director of Testing and Accountability Testing Coordinators	September 2015 December 2015 April 2016	Assessment Results
Create a district professional development plan	Curriculum and Instruction Team	July 2015 – June 2016	Professional Development Plan
Provide professional development on how to teach reading	Curriculum and Instruction Team  Principals	July 2015 – June 2016	Presentation, Agenda, handouts
Provide professional development on effective classroom management strategies	Instructional Coaches	July 2015 – June 2016	Presentation, Agenda, handouts
Use SchoolNet and EOC/EOG data to align instruction	Instructional Coaches	July 2015 – June 2016	EOC/EOG results
Provide professional development to all teachers on reading and math alignment with SCOS	Instructional Coaches	July 2015 – June 2016	Presentation, Agenda, handouts
Planning for K-2 Reading curriculum, assessments and professional development	Instructional Coaches	July 2015 – June 2016	Presentation, agenda, handouts
Provide professional development to teacher leaders	Instructional Coaches Master Teachers	July 2015 – June 2016	Presentation, Agenda, handouts
District wide PLCS for grade level teachers	Instructional Coaches Master Teachers	July 2015 – June 2016	Presentations, Agendas, Handouts
Update Pacing Guides 3 <sup>rd</sup> -12 <sup>th</sup>	Instructional Coaches Master Teachers	July 2015 – June 2016	Pacing Guides
Monitor classroom instruction	Curriculum and Instruction Team Principals	July 2015 – June 2016	Anecdotal reports
Assist schools in the School Improvement Process to specifically address Title I, low performing, and priority Plans	Assistant Superintendent of C&I  Curriculum and Instruction Team  Principals	July 2015 – June 2016	School Improvement Plan Title I Plans Low Performing Plans Priority Plan

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Provide content PD to all teachers during the summer	Assistant Superintendent of C&I  Curriculum and Instruction Team  Principals  Instructional Coaches Master Teachers	July 2015 – June 2016	Presentations, Agendas, Handouts
Provide PD to central office and principals	Assistant Superintendent of C&I  Curriculum and Instruction Team  Principals  Instructional Coaches Master Teachers	July 2015 – June 2016	Presentations, Agenda, Handouts
Review Exceptional Children's Audit	Superintendent's Cabinet  Exceptional Children's Director	July 2015 – June 2016	Exceptional Children's Audit
Create action plan based on Exceptional Children's Audit	Superintendent  Exceptional Children's Director	July 2015 – June 2016	Exceptional Children's Action Plan
Meet with key stakeholders to strategically plan	Superintendent	July 2015 – June 2016	Meeting Notes
Review progress	Superintendent's Cabinet	July 2015 – June 2016	Statement of Progress

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**Transforming Initiative 3: Allocate and appropriately utilize resources to maximize results.**

Effective school districts ensure that the necessary resources, including time, money, personnel and materials are allocated to accomplish the district's goals. Once these resources are allocated, their use is monitored and evaluated to determine their impact on student achievement. (Waters & Marzano, 2006)

**State Board of Education Goals/Comprehensive Needs Assessment Dimensions:**

- Globally Competitive Students/Instructional Excellence &Alignment
- 21<sup>st</sup> Century Professionals/Professional Capacity
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- Governed & Supported by 21<sup>st</sup> Century systems/Planning &Operational Effectiveness

**Key Cabinet Member Responsible: Linda Bulluck, Assistant Superintendent**

**TOOLS:**

NC Educator Evaluation System  
Fiscal Management System  
Master Schedule

NC Teacher Evaluation Instrument  
Comprehensive Needs Assessment

**2015 - 2016**

Halifax County Schools will be successful if we accomplish:

- Employ and retain high quality staff and remove ineffective staff.
- Continue to evaluate the use of resources (time, money, personnel and materials).

**STRATEGIES:**

- Create legal process/structure for personnel actions based on lack of student growth/ achievement
- Support the plan for the implementation of the NC Teacher Evaluation Instrument.
- Implement use of the NC School Executive Instrument
- Analyze current staffing level
- Create a plan to recruit highly-qualified teachers.

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<b>KEY ACTIVITY</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>TARGET DATE</b>	<b>ARTIFACTS</b>
Consult with NCDPI to determine personnel actions	Superintendent Assistant Superintendent of Personnel and Operations	July 2015 – June 2016	Anecdotal reports
Utilize NC School Executive Evaluation Instrument	Assistant Superintendent of Personnel and Operations Principals	July 2015 – June 2016	NC School Executive Instrument documents
Develop an implementation plan for the NC Teacher Evaluation Instrument	Assistant Superintendent of Personnel and Operations	July 2015 – June 2016	Plan
Meet with key stakeholders to strategically plan for scheduling	Superintendent Assistant Superintendent of Curriculum and Instruction Assistant Superintendent of Personnel and Operations	July 2015 – June 2016	Meeting Notes
Review highly qualified (HQ) data for all schools	Assistant Superintendent of Curriculum and Instruction Assistant Superintendent of Personnel and Operations Principals	July 2015 – June 2016	HQ Report Statement of Progress
Implement recruitment plan	Assistant Superintendent of Personnel and Operations Principals	July 2015 – June 2016	Hiring data, list of recruitment activities



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**Transforming Initiative 3: Allocate and appropriately utilize resources to maximize results.**

**Key Cabinet Member Responsible: Charlene Jones, Finance Officer**

**2015 - 2016**

Halifax County Schools will be successful if we accomplish:

- Continue to align our use of the evaluation systems with the academic focus of the district.
- Employ and retain high quality staff and remove ineffective staff.
- A common understanding of what it means to be an employee of the Halifax County Schools.

**STRATEGIES:**

- Utilize, monitor, evaluate and update the use of resources as they relate to the academic focus of the district

<b>KEY ACTIVITY</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>TARGET DATE</b>	<b>ARTIFACTS</b>
Monitor use of finances	Finance Officer Budget Managers	July 2015- June 2016	Financial reports, audits
Monitor use of personnel	Superintendent's Cabinet	July 2015- June 2016	Personnel report, audits
Monitor use of materials	Superintendent's Cabinet	July 2015- June 2016	Material audits
Monitor use of time	Superintendent's Cabinet	July 2015- June 2016	Master schedule, audits
Meet with key stakeholders to strategically plan	Superintendent	July 2015- June 2016	Meeting Notes
Review progress	Superintendent's Cabinet	July 2015- June 2016	Statement of Progress

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*COMMITMENT TO THE WORK*

**This document reflects the work of Halifax County Schools Superintendent, Superintendent’s Cabinet, Central Office Leadership Team and Board of Education in partnership with the North Carolina Department of Public Instruction’s District Transformation Team. The plan will serve as a guide as the district works toward increasing academic achievement for ALL students. It will be continually monitored, evaluated and updated.**

**SIGNED BY:**

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**SUPERINTENDENT** \_\_\_\_\_  
**DATE**

\_\_\_\_\_  
**CHAIRMAN HALIFAX COUNTY BOARD OF EDUCATION** \_\_\_\_\_  
**DATE**

\_\_\_\_\_  
**ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION** \_\_\_\_\_  
**DATE**

\_\_\_\_\_  
**ASSISTANT SUPERINTENDENT OF PERSONNEL AND OPERATIONS** \_\_\_\_\_  
**DATE**

\_\_\_\_\_  
**FINANCE OFFICER** \_\_\_\_\_  
**DATE**

**PLEASE PROVIDE FEEDBACK TO MRS. TYRANA B. BATTLE, ED. S.  
AT [BATTLET@HALIFAX.K12.NC.US](mailto:BATTLET@HALIFAX.K12.NC.US) OR CONTACT ME AT (252) 583-5111**