

<b>School Goal</b>		
By June 2018, Mary E. Phillips will increase student achievement by “meeting” growth expectations in 100% of EVAAS measured (EOC) testing courses.		
<b>Goal Manager</b>	<b>Strategic Objective</b>	<b>State Board of Education Goal</b>
Robert Escamilla	Learning and Teaching	21st Century Students
<b>Resources</b>		
<ul style="list-style-type: none"> <li>• FACILITIES</li> <li>• FACULTY</li> <li>• SMALL CLASSES</li> <li>• INDIVIDUALIZED ATTENTION</li> <li>• IEP's</li> <li>• CURRICULUM ASSISTANCE</li> <li>• GOAL COMMITTEE</li> <li>• PLT's</li> <li>• LITERACY-INSTRUCTINAL COACH SUPPORT</li> <li>• MEDIA SPECIALIST</li> <li>• TEACHER LEADER CORP. (DISCOVERY EDUCATION) SUPPORT</li> <li>• TECHNOLOGY LITERACY AMONG STAFF</li> <li>• TEACHING STAFF ONLINE PRESENCE</li> <li>• SCHOOL CLIMATE COMMITTEE</li> <li>• MTSS TEAM</li> <li>• SCHOOL CLIMATE WEBSITE</li> <li>• PARENT WEBSITE</li> <li>• BUSINESS ALLIANCE</li> <li>• CAREER TECHNICAL EDUCATION</li> <li>• TITLE I</li> <li>• SAFE &amp; ORDERLY SCHOOLS PLAN</li> <li>• EVAAS</li> <li>• PLTs</li> <li>• SAFE &amp; ORDERLY SCHOOLS PLAN</li> <li>• QUIKR (AMO TARGETS)</li> <li>• DPI FLEXIBILITY IN FINANCIAL TRANSFERS</li> <li>• DUTY FREE LUNCH AND PLANNING</li> <li>• ALC / MATH LAB</li> <li>• WHOLE CHILD CONSULTANT SUPPORT</li> <li>• ONE-TO-ONE INITIATIVE</li> </ul>		

<b>Key Process</b>
<p><b>1.</b> Teachers across content areas will implement comprehensive county/school wide learning objectives which encompass collaboration, creativity, critical thinking and communication to increase oral and written retelling.</p> <p><b>Tier</b></p> <p>Tier 1 / Core Instruction</p> <p><b>Process Manager</b></p> <p>Dalila Lilly / Susan Farrow</p> <p><b>Measurable Process Check(s)</b></p>

1. The Student Achievement Committee will analyze student report card grades for all EOC courses offered in order to assess the effectiveness of school-wide learning objectives. The Student Achievement Committee will conduct these analyses on a quarterly basis in order to determine the next steps for student success.
2. The SIP Team will review EVAAS data/results, provided by school administration, specifically on EOC courses: Biology, Common Core Math I and English II. At the end of the school year the SIP Team will analyze the data/results and determine the plan's strengths and opportunities and make adjustments where necessary in order to ensure student success.

**Action Step(s)**

1. Student Achievement Goal Team at the end of each quarter will analyze student grades, identify academic concerns, and develop a plan of remediation/enrichment strategies in order to ensure student success.

**Timeline** From 11/2016 To 6/2018

2. Support Staff will hold quarterly celebrations for high achieving students (A/B Honor Roll).

**Timeline** From 11/2016 To 6/2018

3. Student Achievement Goal Team at the end of each school year will analyze EVAAS and testing data and identify academic concerns in order to develop strategies for student success.

**Timeline** From 6/2017 To 6/2018

4. There will be a daily school-wide Seminar session, which includes a 10 minute reading period, to provide targeted remediation for students who are struggling academically.

**Timeline** From 8/2016 To 6/2018

5. Daily Enrichment in all subject areas will be available after school Monday-Thursday and every Friday for extended day students.

**Timeline** From 8/2016 To 6/2018

**Key Process**

2. Staff and faculty will provide opportunities for students to organize activities and events through LIFE in order to increase attendance, motivation and educational interests.

**Tier**

Tier 1 / Core Instruction

**Process Manager**

Kathy Zappia/ Tammy Staples

**Measurable Process Check(s)**

1. The key process manager will review student attendance on a monthly basis and analyze the data with goal team in order to ascertain the effectiveness of the events/activities. The team will determine appropriate changes accordingly in order to improve student attendance.
2. The SGA will administer a student survey quarterly to measure the level of student engagement. The survey will measure for student motivation and educational interests. The survey's data will be analyzed and findings will be used to modify activities and events accordingly, in order to ensure student success.

**Action Step(s)**

1. Key Process Manager will develop a student attendance tracking tool, give tool viewing access to SIP Team, and on a monthly basis track student attendance.  
  
**Timeline** From 8/2017 To 8/2017
2. Key Process Manager will utilize a student attendance tracking tool, give tool viewing access to SIP Team, and on a monthly basis track student attendance.  
  
**Timeline** From 8/2017 To 6/2018
3. Key Process Manager will develop a student events/activities tracking tool, give tool viewing access to SIP Team, and on a monthly basis track events/activities.  
  
**Timeline** From 8/2017 To 6/2018
4. SGA will develop a survey to measure the effectiveness of student engagement.  
  
**Timeline** From 8/2017 To 9/2017
5. SGA will on a quarterly basis conduct a survey to measure the effectiveness of student engagement.  
  
**Timeline** From 8/2017 To 6/2018
6. Support Staff will hold quarterly celebrations for exemplary attendance.  
  
**Timeline** From 8/2017 To 6/2018

<b>School Goal</b>		
By June 2018, Overall staff satisfaction will increase to a minimum of 75% as measured by the TWC.		
<b>Goal Manager</b>	<b>Strategic Objective</b>	<b>State Board of Education Goal</b>
Katona Thomas	Human Capital	21st Century Professionals
<b>Resources</b>		
<ul style="list-style-type: none"> <li>• SCHOOL CLIMATE COMMITTEE</li> <li>• MTSS TEAM</li> <li>• SCHOOL CLIMATE WEBSITE</li> <li>• PARENT WEBSITE</li> <li>• FACILITIES</li> <li>• FACULTY</li> <li>• SMALL CLASSES</li> <li>• INDIVIDUALIZED ATTENTION</li> <li>• ATTENDANCE COMMITTEE</li> <li>• BUSINESS ALLIANCE</li> <li>• CAREER TECHNICAL EDUCATION</li> <li>• TITLE I</li> <li>• DPI FLEXIBILITY IN FINANCIAL TRANSFERS</li> <li>• DUTY FREE LUNCH AND PLANNING</li> <li>• CHARACTER EDUCATION THRU LIFE</li> <li>• ONE-TO-ONE INITIATIVE</li> </ul>		

<b>Key Process</b>
<ol style="list-style-type: none"> <li>1. The CDC will coordinate with the PTSA in contacting parents on a monthly basis in order to increase PTSA membership and parent involvement.</li> </ol>
<b>Tier</b>
Tier 1 / Core Instruction
<b>Process Manager</b>
Scott Renk
<b>Measurable Process Check(s)</b>
The CDC will record meeting attendance on a monthly basis and review membership enrollment in order to determine PTSA growth and next steps.

<b>Action Step(s)</b>
<ol style="list-style-type: none"> <li>1. School Climate Goal Manager will present expectations for PTSA membership growth, student attendance initiatives, and the overall School Climate Goal to improve the school's climate.</li> </ol>
<b>Timeline</b>
From 8/2016 To 8/2016

- CDC and Climate Goal Team will determine current PTSA membership in order to ascertain baseline and determine PTSA membership growth goal.

**Timeline** From 9/2016 To 9/2016

- CDC and Climate Goal Team will establish the PTSA monthly meeting schedule for the year and communicate it to current PTSA members and prospective members/parents & guardians.

**Timeline** From 9/2016 To 9/2018

- CDC will develop a PTSA attendance tracking tool, give tool viewing access to SIP Team, and on a monthly basis track PTSA attendance.

**Timeline** From 9/2016 To 6/2018

### Key Process

- The climate committee will host quarterly events in efforts to improve issues of trust and morale.

**Tier**

Tier 1 / Core Instruction

**Process Manager**

Geraldine Webb-Harris

**Measurable Process Check(s)**

The climate team will administer a quarterly climate survey in order to evaluate effectiveness, and will then analyze this data to determine next steps.

### Action Step(s)

- Climate Goal Team will develop a climate survey for faculty and staff.

**Timeline** From 8/2016 To 8/2016

- Climate Goal Team will conduct on a mid-year basis a climate survey for faculty and staff.

**Timeline** From 9/2016 To 6/2018

- Faculty and staff will be recognized at every staff and PLT meeting, through celebrations and spotlights.

**Timeline** From 8/2017 To 6/2018

- A "What's on your mind" link will be posted on our website to provide all staff with an opportunity to provide input by submitting questions or ideas directly to the leadership team for discussion.

**Timeline** From 8/2017 To 6/2018

**School:** Phillips HS

**Plan Year** 2016-2018

**LEA:** Wake County (920)

5. The Leadership Team will have a standing agenda item to discuss and report out "What's on your mind" submissions.

**Timeline** From 8/2017 To 6/2018