
IMPROVEMENT PLAN (2010-2015)
COVER PAGE

Tuscarora High School

Mission Statement

Excellence in Motion

RISE above the Rest

Respect, Integrity, Service, Excellence

Pamela Jacobs

Signature of Principal/Director

Names and signatures of Plan Development Process Team

Date submitted to Director/Supervisor:

Date reviewed by Director/Supervisor:

Date reviewed by Director/Supervisor and Principal:

Date(s) of Revision:



DO for
Student Achievement

GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Exceed federal required SOL pass rates (AYP)	MATH: Use FLEX planning period, before and after school sessions, and math lab to remediate targeted students		In-Progress	Kristi Davis / Math Department (HS or MS)		9/1/2011	6/8/2012	
	Spec Ed: Students with an IEP who did not pass an SOL will be identified and remediated during FLEX		Draft	Rachelle Washington / Special Education Department (HS)		9/19/2011	6/8/2012	
	CTE will highlight the connections between our competencies and the SOL's.	High	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		9/19/2011	6/8/2012	
	ELL: Introduce Parents as Educational Partners (PEP) for LEP parents	High	Draft	Kathleen Santosuosso /		7/19/2011	6/1/2012	
	FL: We will offer increased support for SOL core classes to help facilitate increased pass rates.	High	Draft	Larissa Toth /		8/29/2011	6/8/2012	
	MATH: Common assessments will continue to incorporate a variety of questions including, but not limited to, multiple choice and free response	High	In-Progress	Kristi Davis / Math Department (HS or MS)		9/1/2011	6/8/2012	
	SS: Social Studies Department will utilize common assessments in each discipline.	High	In-Progress	Mike Burnett / Social Science Department (HS)		9/7/2011	6/8/2012	
	SS: Social Studies teachers will utilize web postings to facilitate classroom teaching.	High	In-Progress	Mike Burnett / Social Science Department (HS)		9/7/2011	6/8/2012	



GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Exceed federal required SOL pass rates (AYP)	SS: Social Studies will utilize FLEX as a tool for remediation of students on transition lists and failing common assessments	High	In-Progress	Mike Burnett / Social Science Department (HS)		9/8/2011	6/17/2012	
Exceed school board SOL pass rate target (Unadjusted)	ADMIN: Transition Lists will be utilized by each teacher for early identification of at-risk and remediation purposes	High	In-Progress	Chris O'Rourke /		8/29/2011	6/8/2012	
	HPE & DE will collaborate and develop common assessments and lesson plans.	High	In-Progress	Peggie Tyree /		8/29/2011	6/17/2012	
	SS: Social Studies teachers will incorporate reading and vocabulary skills into our social studies classes	High	In-Progress	Mike Burnett / Social Science Department (HS)		9/5/2011	6/8/2012	
Exceed state required pass rates for SOL tests (Accreditation)	ENG: We will work to improve students' reading comprehension skills		In-Progress	Laura Purvis / English Department (HS)		8/29/2011	6/8/2012	
	ENG: We will focus on improving writing skills	High	In-Progress	Laura Purvis / English Department (HS)		8/29/2011	6/8/2012	
	MATH: Each teacher will utilize technology other than general Promethean usage in a minimum of six lessons per quarter.	High	In-Progress	Kristi Davis / Math Department (HS or MS)		9/1/2010	6/8/2012	
	SCI: Science teachers will plan and implement reading, writing, and vocabulary strategies in each unit	High	In-Progress	Amanda Smith / Science (HS)		10/18/2010	6/8/2012	
	SPEC ED: decrease the number of D's and F's as well as decrease the achievement gap through modification of assignments, individualization and differentiation.	High	In-Progress	Erin Hall / Special Education Department (HS)		9/7/2010	6/17/2011	
	MATH: Increase student writing and thinking in math using Cornell notes, warmups, assessments, test corrections, and exit tickets	Medium	In-Progress	Kristi Davis / Math Department (HS or MS)		8/29/2011	6/8/2012	



GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Improve Graduation/Completion Rates	CTE: All students in the CTE department will create a career portfolio by the end of the year	High	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		9/6/2011	5/31/2012	
	CTE: CTE will have an active Advisory Board	High	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		9/2/2011	12/1/2011	
	ELL: Introduce Parents as Educational Partners (PEP) for LEP parents	High	Draft	Kathleen Santosuosso /		7/19/2011	6/1/2012	
	ELL: Students who are enrolled ELL courses will receive individual and group work based upon specific needs	High	In-Progress	Kathleen Santosuosso / ESL		9/7/2010	6/17/2012	
	EQUITY: To create and maintain a culture of equity among all students	High	In-Progress	Erin Hall /		8/29/2011	6/8/2012	
	FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FA: To increase enrollment and participation in the Arts among non-white students.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FA: To increase the enrollment of Fine Arts students in upper level classes.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	SCI: Science teachers will plan and implement 2 inquiry based labs per unit (when applicable)	High	In-Progress	Amanda Smith / Science (HS)		9/6/2011	6/8/2012	



GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Improve Graduation/Completion Rates	SCI: Science teachers will plan and implement reading, writing, and vocabulary strategies in each unit	High	In-Progress	Amanda Smith / Science (HS)		10/18/2010	6/8/2012	
	CTE: The teachers will Increase the number of student leadership organizations	Medium	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		10/4/2011	5/4/2012	
	GUIDANCE: 70% of each graduating class will move on to 4 year college/universities	Medium	In-Progress	Gabrielle Carpenter /		8/29/2011	6/8/2012	
Improve student achievement in reading	ELL: Introduce Parents as Educational Partners (PEP) for LEP parents	High	Draft	Kathleen Santosuosso /		7/19/2011	6/1/2012	
Increase participation in AP, Honors and GT Programs	SCI: Science teachers will plan and implement 2 inquiry based labs per unit (when applicable)	High	In-Progress	Amanda Smith / Science (HS)		9/6/2011	6/8/2012	
	FL: Maintain and increase participation in AP and Honors (levels 4/5) programs as it applies to each target language.	Medium	In-Progress	Larissa Toth / Foreign Language Department (HS)		8/29/2011	6/8/2012	
	FL: We will introduce and support initiatives that showcase career pathways as it applies to each targeted language.	Medium	In-Progress	Larissa Toth /		8/29/2011	6/8/2012	



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness

Measure: Improve Graduation/Completion Rates

Strategic Improvement: SCI: Science teachers will plan and implement 2 inquiry based labs per unit (when applicable)

Person(s) / Office Responsible: Amanda Smith / Science (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Analyze 3, 2, 1 Goals of PLC notes per quarter	Amanda Smith	11/4/2011	PLC notes		Teachers are incorporating 3, 2, 1 goals into their unit plans.



Waiver Needed: __Yes __No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness
Measure: Improve Graduation/Completion Rates
Strategic Improvement: CTE: All students in the CTE department will create a career portfolio by the end of the year
Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Have every student create a career portfolio that includes thier competencies for each class	All THS CTE teachers	5/31/2012			Student careers focused through results and planning



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness
Measure: Improve Graduation/Completion Rates
Strategic Improvement: CTE: The teachers will Increase the number of student leadership organizations
Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Creating a career and leadership fair	Felecia Caruthers	2/24/2012	Guidance NOVA Local Universities Business Partners		More students will sign up for CTE classes and develop leadership qualities.



Waiver Needed: __Yes __No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness

Measure: Improve Graduation/Completion Rates

Strategic Improvement: CTE: CTE will have an active Advisory Board

Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Identify potential board members	Roxana Cromwell	11/18/2011	Lists from business liason		Business owners join the board



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness

Measure: Improve Graduation/Completion Rates

Strategic Improvement: ELL: Students who are enrolled ELL courses will receive individual and group work based upon specific needs

Person(s) / Office Responsible: Kathleen Santosuosso / ESL

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
ELL: afterschool homework/study sessions during SLED.	Kathleen Santosuosso	6/17/2012	5:00 bus		Students will raise grades and SOL scores by end of year
ELL: At the end of each quarter, we will look at students who have D and F grades who are enrolled in ELL courses	Kathleen Santosuosso	6/17/2011			Students will raise grades in the following quarter
ELL: ELL department will work in concert with other department chairs and/or specific teachers to create a protocol for communication on a bi-weekly basis	Kathleen Santosuosso	6/17/2011			A protocol will help in gathering more information.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness

Measure: Improve Graduation/Completion Rates

Strategic Improvement: ELL: Introduce Parents as Educational Partners (PEP) for LEP parents

Person(s) / Office Responsible: Kathleen Santosuosso /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
ELL: Attend PEP curriculum institute	Kathleen Santosuosso	7/20/2011			Implement PEP at THS to increase ELL parent participation
ELL: Begin first of six PEP meetings with parents	Kathleen Santosuosso	11/15/2011			Turnout of at least 20 parents
ELL: Meet with PEP coordinators at other schools	Kathleen Santosuosso	9/20/2011			Begin PEP plan
ELL: Write PEP plan	Kathleen Santosuosso	10/14/2011			Make PEP plan



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness
Measure: Improve Graduation/Completion Rates
Strategic Improvement: FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.
Person(s) / Office Responsible: Elaine Stanford / Fine Arts Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
The department will debrief after the musical to determine successes as well as change points for the following year.	Elaine Stanford	5/30/2012			Collaborative discussion and forecasting for the following year.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Graduates demonstrate work and/or post-secondary readiness
Measure: Improve Graduation/Completion Rates
Strategic Improvement: EQUITY: To create and maintain a culture of equity among all students
Person(s) / Office Responsible: Erin Hall /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Equity: THS will organize and implement quarterly celebrations	Erin Hall	6/8/2012			Mentees will attend a quarterly celebration
Equity: THS will train all committed mentors who participate in the mentoring program	Erin Hall	6/8/2012			Mentors will be trained to provide the appropriate amount of support to their mentees
Equity: To ensure equity, THS will monitor the awards process through data analysis	Erin Hall	6/8/2012			Students from all backgrounds will be recognized



Waiver Needed: __Yes __No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Increase participation in AP, Honors and GT Programs

Strategic Improvement: SCI: Science teachers will plan and implement 2 inquiry based labs per unit (when applicable)

Person(s) / Office Responsible: Amanda Smith / Science (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Analyze 3, 2, 1 Goals of PLC notes per quarter	Amanda Smith	11/4/2011	PLC notes		Teachers are incorporating 3, 2, 1 goals into their unit plans.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Increase participation in AP, Honors and GT Programs

Strategic Improvement: FL: Maintain and increase participation in AP and Honors (levels 4/5) programs as it applies to each target language.

Person(s) / Office Responsible: Larissa Toth / Foreign Language Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
FL: create club activities, National Honor Society	Larissa Toth	6/8/2012	Teachers to lead clubs		Students will increase interest in taking language classes.



Waiver Needed: __Yes __No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Increase participation in AP, Honors and GT Programs

Strategic Improvement: FL: We will introduce and support initiatives that showcase career pathways as it applies to each targeted language.

Person(s) / Office Responsible: Larissa Toth /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
FL: Teachers will provide specific information regarding careers and foreign language at the electives fair.	Larissa Toth	6/8/2012	FL teachers to staff electives fair. Materials regarding career options.		Students will realize the importance of a FL in the professional world.



Waiver Needed: __Yes __No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Exceed NCLB and VDOE requirements

Measure: Exceed state required pass rates for SOL tests (Accreditation)

Strategic Improvement: MATH: Each teacher will utilize technology other than general Promethean usage in a minimum of six lessons per quarter.

Person(s) / Office Responsible: Kristi Davis / Math Department (HS or MS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Incorporate at least one Free Response type question on each common assessment	Math Dept.	6/17/2011			At lease one free response type question on common assessments

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Exceed NCLB and VDOE requirements

Measure: Exceed state required pass rates for SOL tests (Accreditation)

Strategic Improvement: ENG: We will focus on improving writing skills

Person(s) / Office Responsible: Laura Purvis / English Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
11th grade English teachers will administer a writing benchmark	Laura Purvis	3/31/2012			We will set a baseline for our students' writing skills
Teachers in grades 9-11 will analyze the results of BMA scores, previous SOL scores, and teacher observations to determine which students require remediation.	Laura Purvis	6/8/2012			We will offer remediation to students who need it most.
Teachers will continue to use common SOL-based rubrics when grading writing throughout the grade levels.	Laura Purvis	6/8/2012			Students will understand that the expectations for good writing at THS are the same expectations to which they will be held on the SOL tests.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Exceed NCLB and VDOE requirements

Measure: Exceed state required pass rates for SOL tests (Accreditation)

Strategic Improvement: ENG: We will work to improve students' reading comprehension skills

Person(s) / Office Responsible: Laura Purvis / English Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
11th grade English teachers will administer a reading benchmark	Laura Purvis	1/31/2012			We will establish a baseline for students' reading skills
Teachers in grades 9-11 will analyze the results of BMA scores, previous SOL scores, and teacher observations to determine which students require remediation.	Laura Purvis	6/8/2012			We will offer remediation to students who need it most.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Exceed NCLB and VDOE requirements
Measure: Exceed state required pass rates for SOL tests (Accreditation)
Strategic Improvement: SPEC ED: decrease the number of D's and F's as well as decrease the achievement gap through modification of assignments, individualization and differentiation.
Person(s) / Office Responsible: Erin Hall / Special Education Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Increase common assessment and benchmark scores through tutoring and assistance in team taught and self-contained classes.	Rachelle Washington	5/30/2011			Students will be more successful in their classes.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Exceed NCLB and VDOE requirements
Measure: Improve student achievement in reading
Strategic Improvement: ELL: Introduce Parents as Educational Partners (PEP) for LEP parents
Person(s) / Office Responsible: Kathleen Santosuosso /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
ELL: Attend PEP curriculum institute	Kathleen Santosuosso	7/20/2011			Implement PEP at THS to increase ELL parent participation
ELL: Begin first of six PEP meetings with parents	Kathleen Santosuosso	11/15/2011			Turnout of at least 20 parents
ELL: Meet with PEP coordinators at other schools	Kathleen Santosuosso	9/20/2011			Begin PEP plan
ELL: Write PEP plan	Kathleen Santosuosso	10/14/2011			Make PEP plan



Waiver Needed: __Yes __No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

All schools will meet AYP (NCLB) requirements

Measure: Exceed federal required SOL pass rates (AYP)

Strategic Improvement: ELL: Introduce Parents as Educational Partners (PEP) for LEP parents

Person(s) / Office Responsible: Kathleen Santosuosso /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
ELL: Attend PEP curriculum institute	Kathleen Santosuosso	7/20/2011			Implement PEP at THS to increase ELL parent participation
ELL: Begin first of six PEP meetings with parents	Kathleen Santosuosso	11/15/2011			Turnout of at least 20 parents
ELL: Meet with PEP coordinators at other schools	Kathleen Santosuosso	9/20/2011			Begin PEP plan
ELL: Write PEP plan	Kathleen Santosuosso	10/14/2011			Make PEP plan

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

All schools will meet AYP (NCLB) requirements

Measure: Exceed federal required SOL pass rates (AYP)

Strategic Improvement: Spec Ed: Students with an IEP who did not pass an SOL will be identified and remediated during FLEX

Person(s) / Office Responsible: Rachele Washington / Special Education Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
1. Assist students during Basic Skills classes, increasing comprehension, organizational, and test taking skills. 2. Assisting students during FLEX who need individualized or small group tutoring/help with homework, assignments, etc. 3. Encouraging students to participate in SLED in order to complete homework assignments/ projects.	Christopher O'Rourke	6/1/2012	Classrooms conducive to learning		Students will improve test scores and grades



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

All schools will meet AYP (NCLB) requirements

Measure: Exceed federal required SOL pass rates (AYP)

Strategic Improvement: CTE will highlight the connections between our competencies and the SOL's.

Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
CTE: Teachers will use the cte resource website to verify that all objectives/competencies are tied to the SOL's.	All CTE teachers	11/4/2011	cterresources website: http://www.cteresource.org/verso2/search		Increase by 10% in SOL scores for our population.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

All schools will meet AYP (NCLB) requirements

Measure: Exceed federal required SOL pass rates (AYP)

Strategic Improvement: FL: We will offer increased support for SOL core classes to help facilitate increased pass rates.

Person(s) / Office Responsible: Larissa Toth /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
FL: Teachers will utilize FLEX time to facilitate content peer mentoring.	Larissa Toth	6/8/2012	Communication with other content teachers. Materials from core content areas. Peer mentors.		Students will use FLEX time to facilitate improvement in SOL core content areas.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

92% of students will pass all SOL tests
Measure: Exceed school board SOL pass rate target (Unadjusted)
Strategic Improvement: SS: Social Studies teachers will incorporate reading and vocabulary skills into our social studies classes
Person(s) / Office Responsible: Mike Burnett / Social Science Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
SS teachers incorporate an outside reading into each of their classes	Mike Burnett	1/20/2012	outside reading		improved SOL



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

92% of students will pass all SOL tests

Measure: Exceed school board SOL pass rate target (Unadjusted)

Strategic Improvement: ADMIN: Transition Lists will be utilized by each teacher for early identification of at-risk and remediation purposes

Person(s) / Office Responsible: Chris O'Rourke /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
ADMIN: Teachers will generate transition list and update at interim and end of quarter	Whole Staff	10/4/2011			At-risk students will be identified prior to falling behind and remediation will occur early on.



DO for
Curriculum Development

GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Increase Teachers' Utilization and Effectiveness of Technology	HPE Department will implement technology into PE, Health, and Driver Ed curriculum.	High	In-Progress	Peggie Tyree /		8/29/2011	6/17/2012	



DO for
Community Relations

GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.	ADMIN: Foster and grow communication between Tuscarora High School and its students, parents, and community.	High	In-Progress	Pamela Jacobs /		7/1/2011	6/30/2012	
	ADMIN: We will meet every Tuesday in Advisory to discuss school wide programs, discuss student personal goals and other important school items	High	In-Progress	Pamela Jacobs / School Administrative Team		8/29/2011	6/8/2012	
	FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FA: To provide opportunities for community performances and service projects.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FL: We will increase cultural activities and awareness.	Medium	Draft	Larissa Toth / Foreign Language Department (HS)		8/29/2011	6/8/2012	



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Community Relations**

Enhance community relations
Measure: Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.
Strategic Improvement: ADMIN: We will meet every Tuesday in Advisory to discuss school wide programs, discuss student personal goals and other important school items
Person(s) / Office Responsible: Pamela Jacobs / School Administrative Team

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Meet the first five days of school to distribute important paperwork and assign lockers	Mrs. Jacobs	9/2/2011			Students will hand in forms and receive lockers
Review First Quarter Grades and set goals for 2nd Quarter	Mrs. Jacobs	11/16/2011			students will reflect upon grades and set SMART goals to address any strengths and weaknesses



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Community Relations**

Enhance community relations

Measure: Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.

Strategic Improvement: FA: To provide opportunities for community performances and service projects.

Person(s) / Office Responsible: Elaine Stanford / Fine Arts Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Compile a list of community performances and service projects.	Elaine Stanford	1/20/2012			Department has had a number of performances and projects in the community.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Community Relations**

Enhance community relations
Measure: Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.
Strategic Improvement: FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.
Person(s) / Office Responsible: Elaine Stanford / Fine Arts Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
The department will debrief after the musical to determine successes as well as change points for the following year.	Elaine Stanford	5/30/2012			Collaborative discussion and forecasting for the following year.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Community Relations**

Enhance community relations

Measure: Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.

Strategic Improvement: FL: We will increase cultural activities and awareness.

Person(s) / Office Responsible: Larissa Toth / Foreign Language Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
FL: In order to increase cultural activities and awareness, we will support heritage days school-wide and increase FL Week Awareness in the school.	Larissa Toth	6/8/2012	FL teachers Student leadership in the foreign language clubs.		Students will become more aware of the cultural events and activities that happen at the school.



Waiver Needed: Yes No

If Yes, attach request form.

One Year PLAN with STUDY & ACT for each action plan for Community Relations

Enhance community relations

Measure: Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.

Strategic Improvement: ADMIN: Foster and grow communication between Tuscarora High School and its students, parents, and community.

Person(s) / Office Responsible: Pamela Jacobs /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
A monthly newsletter will be created and emailed home/distributed among the community.	Justin Martin	6/8/2012			The community will be kept up to date with timely information.
A new and freshman parent night will be held to introduce school wide philosophies, initiatives, and to build relationships	Pamela Paul Jacobs	8/26/2011			Parents will feel connected and welcome in the school.
A new combined athletic and school wide calendar will be integrated on the website.	Larissa Lemp/Derek Farrey/Wayne Byard's office	9/9/2011			Parents and students will only need to visit one place to find information about the school's extracurricular activities.
A PTSO Focus Group will be created to assess different ways to improve the school.	Pamela Paul Jacobs	9/30/2011			Parents will give Mrs. Jacobs information to reflect and act upon to improve the school.
A rising 9 'Expo Day' will be held in the spring for all rising 9 students	Pamela Paul Jacobs/Derek Farrey	3/31/2012			Students will learn about all of the exciting programs and will become involved in their school.
A student orientation day will be held the Friday before the school year starts to allow students to walk through their schedule and meet their teachers.	Pamela Paul Jacobs	8/27/2011			Students will feel prepared for the start of the school year.



TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
A student survey will be distributed to the student body for specific feedback.	Pamela Paul Jacobs/Advisory Team	11/30/2011			Students will provide feedback on how to improve the school.
Back to School Night will be held to formally introduce the 2011-2012 faculty and staff to parents.	Pamela Paul Jacobs	9/19/2011			Parents will meet staff and build an introductory relationship.
Parent groups such as: PTSO, Band Boosters, Athletic Boosters, Project Graduation, and PEP Group will meet monthly to help guide and allocate resources to best help the school in a variety of areas.	Pamela Paul Jacobs	6/8/2012			Specific groups will help organizations and the school as a whole.
Parent volunteers will form a group called 'Helping Hands' to assist teachers with photocopying and other preparatory tasks.	Pamela Paul Jacobs/PTSO	6/8/2012			Parents will learn more about the great things that the school does behind the scenes and are able to give back to the school community.
The 2nd annual 'kickoff tailgate' will be held to pull the Leesburg community together and build upon relationships built last year.	Derek Farrey	8/27/2011	Parent Volunteers and donated items		The Leesburg community will rally around the school and continue attend sporting events and other extra-curricular events at the school.



DO for

Health, Safety, and Wellness

GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Improve school climate	ENG: All English teachers will front-load testing vocabulary so that students understand what a test is asking.		In-Progress	Laura Purvis / English Department (HS)		8/29/2011	6/8/2012	
	ADMIN: Improve student behavior through positive recognition activities using PBIS strategies	High	In-Progress	Justin Martin /		8/29/2011	6/8/2012	5,000
	ADMIN: Improve student/teacher relationships through positive recognition of faculty and staff by using PBIS strategies	High	In-Progress	Justin Martin /		8/29/2011	6/8/2012	
	CTE: CTE will have an active Advisory Board	High	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		9/2/2011	12/1/2011	
	FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FA: To increase the enrollment of Fine Arts students in upper level classes.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	FA: To provide opportunities for community performances and service projects.	High	In-Progress	Elaine Stanford / Fine Arts Department (HS)		8/29/2011	6/8/2012	
	HPE: For students to describe short and long term benefits of physical activity by engaging in regular physical activity and how this relates to the 5 components of fitness.	High	In-Progress	Peggie Tyree / P.E., Health, Driver Ed Department (CO)		8/29/2011	6/17/2012	



GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Improve school climate	CTE: The teachers will Increase the number of student leadership organizations	Medium	In-Progress	Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)		10/4/2011	5/4/2012	



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments
Measure: Improve school climate
Strategic Improvement: CTE: The teachers will Increase the number of student leadership organizations
Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Creating a career and leadership fair	Felecia Caruthers	2/24/2012	Guidance NOVA Local Universities Business Partners		More students will sign up for CTE classes and develop leadership qualities.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments

Measure: Improve school climate

Strategic Improvement: FA: To provide opportunities for community performances and service projects.

Person(s) / Office Responsible: Elaine Stanford / Fine Arts Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Compile a list of community performances and service projects.	Elaine Stanford	1/20/2012			Department has had a number of performances and projects in the community.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments
Measure: Improve school climate
Strategic Improvement: CTE: CTE will have an active Advisory Board
Person(s) / Office Responsible: Felecia Caruthers / Career, Technical, & Adult Education Office (DOI)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Identify potential board members	Roxana Cromwell	11/18/2011	Lists from business liason		Business oweners join the board



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments

Measure: Improve school climate

Strategic Improvement: ENG: All English teachers will front-load testing vocabulary so that students understand what a test is asking.

Person(s) / Office Responsible: Laura Purvis / English Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
All English teachers will have "house" posters in classrooms and use them in instruction.	Laura Purvis	6/8/2012	Posters/laminators		Students will understand testing vocabulary
All English teachers will use warmups and Cornell notes to reinforce testing terminology.	Laura Purvis	6/8/2012			Students will understand testing vocabulary



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments

Measure: Improve school climate

Strategic Improvement: ADMIN: Improve student behavior through positive recognition activities using PBIS strategies

Person(s) / Office Responsible: Justin Martin /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Recognize at least 10 students per month using husky tickets by allowing them to spin the prize wheel.	Justin Martin	6/8/2012	Gift Cards Etc.	5,000	Students will make better decisions and improve overall school environment.



Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments

Measure: Improve school climate

Strategic Improvement: ADMIN: Improve student/teacher relationships through positive recognition of faculty and staff by using PBIS strategies

Person(s) / Office Responsible: Justin Martin /

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
School faculty will receive the Tuscarora faculty rug throughout the year based on student recognition	Justin Martin	6/8/2012	Tuscarora faculty rugs		Teachers will establish more of a connection and relationship with their students. Teachers will also receive feedback from students on the impact they have had on their school year.



Waiver Needed: Yes No
 If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Health, Safety, and Wellness**

Strengthen safe learning environments
Measure: Improve school climate
Strategic Improvement: FA: The Fine Arts Department will collaborate to include all Fine Arts disciplines (art, drama, and music) during the annual school musical.
Person(s) / Office Responsible: Elaine Stanford / Fine Arts Department (HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
The department will debrief after the musical to determine successes as well as change points for the following year.	Elaine Stanford	5/30/2012			Collaborative discussion and forecasting for the following year.



BALANCED SCORECARD

School: Tuscarora High School

STRATEGIC PLAN	Date	Value	Target	Progress
Student Achievement				
<i>Graduates demonstrate work and/or post-secondary readiness</i>				
Improve Graduation/Completion Rates				
SCI: 75% of science teachers will incorporate 1 new piece of technology/equipment per quarter.	6/14/2011	100.0	75.0	On Target
We will meet every Tuesday during the school year to discuss with our advisory. Topics will include: building school culture, reviewing safety procedures, and character education.	11/29/2010	100.0	100.0	On Target
92% of students will pass all SOL tests				
Exceed school board SOL pass rate target (Unadjusted)				
% All high school students passing Algebra I SOL (Unadjusted)	7/11/2011	90.0	100.0	On Target
% All high school students passing Algebra II SOL (Unadjusted)	7/11/2011	87.0	100.0	Warning
% All high school students passing Biology SOL (Unadjusted)	7/11/2011	94.0	100.0	On Target
% All high school students passing Chemistry SOL (Unadjusted)	7/11/2011	97.0	100.0	On Target
% All high school students passing Earth Science SOL (Unadjusted)	7/11/2011	93.0	100.0	On Target
% All high school students passing English/RLR SOL (Unadjusted)	7/11/2011	94.0	100.0	On Target
% All high school students passing Geometry SOL (Unadjusted)	7/11/2011	87.0	100.0	Warning
% All high school students passing US History SOL (Unadjusted)	7/11/2011	84.0	100.0	Warning
% All high school students passing World History I SOL (Unadjusted)	7/11/2011	85.0	100.0	Warning
% All high school students passing World History II SOL (Unadjusted)	7/11/2011	83.0	100.0	Warning
All schools will meet AYP (NCLB) requirements				
Exceed federal required SOL pass rates (AYP)				
% All students passing Math SOL tests (AYP)	7/25/2011	90.0	79.0	On Target
% All students passing Reading SOL tests (AYP)	7/25/2011	94.5	81.0	On Target
% Black students passing the Math SOL test (AYP)	7/25/2011	78.7	79.0	Warning
% Black students passing the Reading SOL test (AYP)	7/25/2011	90.0	81.0	On Target
% Economically Disadvantaged students passing the Math SOL test (AYP)	7/25/2011	73.0	79.0	Off Target
% Economically Disadvantaged students passing the Reading SOL test (AYP)	7/25/2011	82.9	81.0	On Target
% Hispanic students passing the Math SOL test (AYP)	7/25/2011	78.9	79.0	Warning



STRATEGIC PLAN	Date	Value	Target	Progress
% Hispanic students passing the Reading SOL test (AYP)	7/25/2011	84.2	81.0	On Target
% Limited English Proficient students passing the Math SOL test (AYP)	7/25/2011	84.2	79.0	On Target
% Limited English Proficient students passing the Reading SOL test (AYP)	7/25/2011	62.5	81.0	Off Target
% Special Education students passing the Math SOL test (AYP)	7/25/2011	70.9	79.0	Off Target
% Special Education students passing the Reading SOL test (AYP)	7/25/2011	70.0	81.0	Off Target
% White students passing the Math SOL test (AYP)	7/25/2011	93.8	79.0	On Target
% White students passing the Reading SOL test (AYP)	7/25/2011	98.6	81.0	On Target
ENG: 100% of students who did not pass their reading BMAs will be offered remediation.	9/16/2011	100.0	100.0	On Target
ENG: 100% of students will be given the opportunity to participate in the national Poetry Out Loud competition as part of the requirement of their English classes.	9/16/2011	100.0	100.0	On Target
ENG: 70% of 11th grade students will score as well or better on their SOL reading test versus their BMA reading test.	9/22/2011	103.0	100.0	On Target
<i>Reduce disparity in student achievement by closing achievement gaps (CAG)</i>				
CTE will highlight the connections between our competencies and the SOL's.				
% All students passing English SOL (Accreditation)	8/31/2011	95.0	75.0	On Target
<i>Exceed NCLB and VDOE requirements</i>				
Exceed state required pass rates for SOL tests (Accreditation)				
% All students passing English SOL (Accreditation)	8/31/2011	95.0	75.0	On Target
% All students passing History SOL (Accreditation)	8/31/2011	86.0	75.0	On Target
% All students passing Math SOL (Accreditation)	8/31/2011	90.0	75.0	On Target
% All students passing Science SOL (Accreditation)	8/31/2011	96.0	75.0	On Target
ENG: 100% of students who did not pass their writing BMA will be offered remediation.	9/16/2011	100.0	100.0	On Target
ENG: 70% of 11th grade students will score as well or better on their SOL writing test versus their BMA writing test.	9/22/2011	130.0	100.0	On Target
Community Relations				
<i>Enhance community relations</i>				
Tuscarora High School will provide a number of opportunities to build relationships with students, parents, and the overall Leesburg community.				
ADMIN: Connect-ED phone calls will be made at least 2 times a month to inform students and parents of upcoming school events.	9/22/2011	4.0	2.0	On Target



STRATEGIC PLAN	Date	Value	Target	Progress
Health, Safety, and Wellness				
<i>Strengthen safe learning environments</i>				
Improve school climate				
ADMIN: 30% of our school faculty will receive the Tuscarora faculty rug throughout the year.	9/21/2011	4.0	8.0	Off Target
ADMIN: The number of students who receive a 'husky ticket' each month will exceed 300	9/21/2011	625.0	300.0	On Target
Student Relations Average	4/30/2011	43.3	52.0	Off Target