

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal A

School: Pulaski County High School
Reedy

Principal: Rod C.

Goal Statement: Maintain or exceed benchmarks established by the Virginia Standards of Learning and the Federal No Child Left Behind Legislation.

Goal Source: Virginia Department of Education Standards of Quality, Standards of Accreditation; Effectiveness Committee Report, School Reform Committee

Performance Indicators	Rationale (current status)	Target Performance
SOL end of course scores that continue to meet or exceed standards	Currently meet AYP and SOL standards	Continue to improve SOL end-of-course test scores. Make adjustments should AYP and Virginia SOL standards change.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal A

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence / Evaluation
1. Continue with After School Remediation Programs	Administration, Core Department Chairman, Remediation Teachers	Funding for extra duty	On-going	Maintained / Improved SOL and-of-course test scores
2. Use item analysis from SOL tests. Base remediation on item analysis from SOL tests.	Administration, Faculty, Testing Coordinator, Remediation teachers	State data and resources	On-going	Maintained / Improved SOL end-of-course test scores
3. Staff development for SOL instructional strategies for initial and remediation process	Administration; SBO, Faculty	Funding for inservices, state data and resources	On-going	Maintained / Improved SOL end-of-course test scores

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal B

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: Improve SOL End of Course test scores in all subject areas.

Goal Source: Virginia Department of Education Standards of Quality, Standards of Accreditation, Effectiveness Committee Report

Performance Indicators	Rationale (current status)	Target Performance
Continued evaluation of SOL scores, including subgroup performance	Continued to meet AYP and SOL Standards	Improve scores in all areas, including subgroups, to coincide with designated AYP benchmarks.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal B

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence / Evaluation
1. Continue to review and adopt policies and procedures that facilitate student achievement on SOLs.	SBO, Administration, Faculty	Applicable policy and procedure adjustment.	Ongoing	SBO and BLT Decision, Maintain / Improved SOL and of course scores
2. Continue to use instructional methods that are research based	Administration, Faculty	Federal and State Research	Ongoing	Maintain / Improved SOL and of course scores
3. Limit enrollment in SOL tested courses when possible.	Administration, Guidance	Existing Personnel	Ongoing	Maintain /Improved SOL end of course scores
4. Continue staff development for SOL instructional strategies	Administration, Faculty, Testing Coordinator	Existing Personnel, State data	Ongoing	Maintain / Improve SOL end of course scores
5. Continue to monitor school attendance in all classes.	Administration, Faculty, School Attendance Officer, School Social Worker	Existing Personnel	Ongoing	Annually increase student attendance rate as evidenced by State Attendance Report and decrease in Truancy Referrals
6. Attempt to balance Special Education population in co-taught classes to 1/3 or less of the total class population when possible	Administration, Faculty, Guidance, SpEd Department	Existing Personnel	Ongoing	Improved SOL test scores and class grades
7. Explore strategies to improve student achievement in targeted AYP subgroup populations.	Administration, Faculty, ESL Coordinator, ESL Teacher, Guidance, SpEd Department	Existing Personnel	Ongoing	Improved grades and SOL test scores, Discipline Records, Attendance Records

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal C

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: Develop and implement programs that offer remediation opportunities for students during the school day

Goal source: Effectiveness committee Report, School Reform Committee

Performance Indicators	Rational (current status)	Target Performance
Provide additional remediation opportunities during the school day.	Currently remediation is limited to math and a small group of students in English.	Expand or offer remedial programs in each of the core academic departments to facilitate SOL student achievement.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal C

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence / Evaluation
1. Explore flexible scheduling within the current block schedule	Administration, Faculty, Guidance	Existing Personnel	Implement 2007-2008 school year then on-going	Increased SOL scores and class grades
2. Develop and implement programs in the core area based on SOL test results, student needs, and teacher recommendations. To include proposed year long mini sessions in selected academic classes.	Administration, Faculty; Guidance	Existing Personnel	Implement 2007-2008 school year then on-going	Increased SOL scores and class grades
3. Provide and promote staff development for remediation instructional strategies	SBO, Administration, Faculty	Existing Personnel	Ongoing	Increased SOL scores and class grades
4. Continue to expand remediation opportunities in reading/writing.	Administration, Guidance, Teachers	Additional staffing	Ongoing	Increased SOL scores and class grades
5. Explore the option of allowing teachers to provide remedial instruction in lieu of traditional duties.	Administration, Teachers	Existing Personnel	Implement 2007-2008 school year then on-going	BLT review, Increased SOL scores and class grades
6. Provide collaborative teaching opportunities for remediation to increase SOL passing rates	Administration, Teachers Guidance	Existing Personnel	Implement 2007-2008 school year then on-going	Increased SOL scores and class grades

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal D

School: Pulaski County High School
Reedy

Principal: Rod C.

Goal Statement: Develop, implement and maintain programs that support/promote successful transition from Middle School to High School

Goal Source: Effectiveness Committee Report, High School Reform Committee

Performance Indicators	Rationale (current statue)	Target Performance
Increase attendance rate of 9 th grade students.	To strengthen the 9 th grade transition program	Increased attendance rate of 9 th grade students.
Improve discipline rate of 9 th grade students.		Decreased 9 th grade disciplinary referrals.
Increase passing rate of 9 th grade students.		Increased promotion rate of 9 th grade students

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal D

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence /Evaluation
1. Provide classroom management techniques to teachers through in-service opportunities	Administration, SBO, Faculty	Funding for inservices, Existing Personnel	2007-2008 school year and on-going	Discipline records. Attendance records. Retention Rate Records.
2. Explore options that would decrease class size in freshman classes.	Administration, SBO, Guidance	Existing Personnel	Ongoing	BLT Decision, Discipline records. Attendance records. Retention Rate Records.
3. Continue and increase communication between Middle and High School to provide information about Freshmen.	Middle and High School Administration, Guidance, Faculty and Nurses	Existing Personnel	Ongoing	Discipline records. Attendance records. Retention Rate Records.
4. Explore co-taught teaching opportunities for identified Freshmen students enrolled in academic classes.	Guidance, Faculty	Existing Personnel	Ongoing	BLT decision Discipline records. Attendance records. Retention Rate Records
5. Explore programs and curriculum offerings to support successful transition from middle to high school.	SBO, Middle School Administration and Faculty	Existing Personnel	2007-2008 school year and ongoing	Increased student achievement, increased attendance rate, decreased discipline referrals, and lowered retention rates.
6. Continue the Freshman Orientation program on "Taking Care of Business Day" scheduled one day prior to the first day of school. It will include paying of fees, attending a modified schedule of classes and seminars on current issues (drug and alcohol awareness, bullying) for Freshman students and their parents	Administration, Faculty, Guidance	Existing Personnel	On-going	Fewer incidents involving Freshman especially the first week of school

Pulaski County Schools ACADEMIC INITIATION PROJECT / School Improvement Action Plan / Goal E

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: Continue character development initiatives

Goal Source: Effectiveness Committee Report

Performance Indicators	Rationale (current status)	Target Performance
Increased student involvement in community service	Character education has a positive effect on student behavior.	Decrease disciplinary referrals.

Pulaski County Schools ACADEMIC INITIATION PROJECT / School Improvement Action Plan / Goal E

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence / Evaluation
1. Continue Investments in Learning Assembly	SBO, Administration, Faculty, Community	Community Financial Support	Yearly	Discipline and attendance records.
2. Continue to recognize the Most Valuable Cougar	Senior Class Advisors and students, Faculty	Community Financial Support	Ongoing	Discipline and attendance records.
3. Continue with the “Thought for the Day” as a part of the daily announcements	SCA officers	More meaningful and appropriate material	Daily	Discipline and attendance records.
4. Encourage student enrollment in the Service Learning Classes	Guidance, Faculty	Community Resources	On-going	Maintain/increase enrollment in Service Learning class
5. Encourage clubs to participate in Community Service projects	Athletic Director, Club Sponsors	Community	Ongoing	Increased club participation in community service projects

Pulaski County Schools ACADEMIC INITIATION PROJECT / School Improvement Action Plan / Goal E

Operational Strategy	Personnel Responsible	Specific Resources Needed	Time line	Evidence / Evaluation
6. Explore the option of selecting a student of the month based on character, citizenship, and/or community service	Faculty, Community, Southwest Times, Roanoke Times	Press	2007/08 and Ongoing	Increased student participation in community service projects
7. Increase recognition of academic achievement	Faculty, Southwest Times, Roanoke times	Press	Ongoing	Increase in academic pride
8. Explore the option of selecting “Cougar Stars” based on achievements in sports, drama, music, art, extra-curricular activities, etc.	Administration, Faculty, Community, Press, Television Productions class	PCPS and PCHS web sites; Public Access television; television monitors in commons	2007/08 and Ongoing	Nominations and recognition of outstanding students by the community and school personnel
9. Promote public recognition of student accomplishments within the community	Faculty, Southwest Times, Roanoke Times, Community, Local Television stations	Press	Ongoing	Recognition of outstanding students and their accomplishments.
10. Explore offering additional programs such as the Cougar Pride initiative that promote acceptable and responsible social behavior.	Administration, Faculty & Staff	Funding staff and travel time In Service	Ongoing	Increase in acceptable student behavior.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal F

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: To expand AP and Dual Enrollment offerings and to increase AP scores

Goal Sources: Effectiveness Committee Report, School AIP Plan, Virginia Department of Education Accreditation Standards, School Reform Committee

Performance Indicators	Rationale (current status)	Target Performance
To expand AP and Dual Enrollment offerings and to increase AP scores	Current status indicates a need for increased offerings and improvement of test scores	Increased offerings, and improved test scores and course grades

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal F

Operational Strategy	Personnel Responsible	Specific Resources Needed	Timeline	Evidence / Evaluation
1. Explore flexible scheduling options for AP classes.	Administration, Guidance, Faculty	Existing Personnel	2007/08 and Ongoing	Enrollment and AP Test scores
2. Explore funding options for Dual Enrollment and AP courses, tests, and books	SBO, Administration, AP/Dual Enrollment Coordinator	Existing Personnel, funding	Ongoing	SBO and BLT review, Dual Enrollment and AP enrollment and scores
3. Encourage participation in "Jump Start" Program with New River Community College	SBO, Administration, Guidance, Faculty	Existing Personnel	Ongoing	Number of participants
4. Continue to explore expansion opportunities for dual enrollment.	SBO, Administration, Guidance, Faculty	Existing Personnel	Ongoing	Increased number of offerings

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal G

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: Increase Parental Involvement

Goal Source: Action Plan Committee

Performance Indicators	Rationale (current status)	Target Performance
Increase parent-school communication/involvement	Increasing home/school contact improves student performance	Increased parental involvement

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal G

Operational Strategy	Personnel Responsible	Specific Resources	Timeline	Evidence / Evaluation
1. Continue our current Parent/Teacher conference program and format.	Administration, PTO, Guidance, Administrative Coordinator of Data, School staff, Teachers	Existing Personnel; Mail out and call out to parents	Each Semester	Conference logs
2. Continue to develop and promote the PCHS website	Administration, Guidance, School staff, Teachers, Technology department, PTO	Additional content, publicity	Ongoing	Collect data concerning PCHS Website and use
3. Continue to develop and promote ParentCONNECT	Administration, Guidance, School staff, Administrative Coordinator of Data, Teachers, Technology department, PTO	Materials to publicize	Ongoing	Number of Parents participating
4. Utilize community resources such as Pulaski Community Partners Coalition	Administration, Guidance, School staff, Teachers, PTO	Materials to publicize; Transportation	Ongoing	Number of participants
5. Investigate ParentCONNECT access options for teachers.	Administration, Guidance, School staff, Teachers, Technology department, PTO	Existing Personnel; Passwords and instructions	2007-2008 and ongoing	BLT decision, Access for Teachers
6. Continue to update parent contact information	Administration, Guidance, School staff, Teachers, Administrative Coordinator of Data, Technology department, PTO	Current resources adequate	Ongoing	Current demographic information

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal H

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: To increase the graduation/high school completion rate through the promotion, awareness, and implementation of alternate paths to graduation and/or high school completion.

Goal Source: Action Plan Committee

Performance Indicators	Rationale (current status)	Target Performance
Increased graduation/completion rate through the promotion, awareness, and implementation of alternate paths to graduation/completion.	Lack of awareness/utilization of alternate paths for High School completion	An increase in use of alternative paths to graduation/completion.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal H

Operational Strategy	Personnel Responsible	Specific Resources Needed	Timeline	Evidence / Evaluation
1. Use Work Keys as an alternative for SOL testing	Administration, Guidance, School staff, Teachers	Purchase rights to Work Keys	Implement in 2007-2008 then ongoing	Increased utilization of Work Keys
2. Make IEP/Modified diploma decisions as early as possible	Guidance, Special Education Department Chair and Staff	Current Resources Adequate	Implement in 2007-2008 then ongoing	Increased number of Special Education completions
3. Continue to utilize VSEP for applicable students.	Guidance, Special Education Department Chair and Staff, Teachers	Current Resources Adequate	Implement in 2007-2008 then ongoing	Increased number of Special Education completions
4. Promote Middle College program with NRCC for applicable students	Administration, Guidance, School Staff, Teachers	Current Resources Adequate	Ongoing	Increased completion rate
5. Promote GED program	Administration, Guidance, School Staff, Teachers	Current Resources Adequate	Ongoing	Increased completion rate

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal I

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: To enhance student learning by improving student behavior

Goal Source: Effectiveness Committee Report, Action Plan Committee

Performance Indicators	Rationale (current status)	Target Performance
Decrease discipline referrals.	Student achievement will increase with a reduction in classroom disruptions and student absence from class.	A decrease in total number of disciplinary incidents.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal I

Operational Strategy	Personnel Responsible	Specific Resources	Timeline	Evidence / Evaluation
1. Investigate alternatives to lunch detention.	Administration, Guidance, Faculty	Funds for staffing of alternatives, current resources, change in handbook policy	2007-2008 School Year and ongoing	SBO and BLT Review Discipline Records Attendance Records Retention Rate Records
2. Continue to make parent contact after 3 rd discipline infraction.	Administration, Department Chairs, Teachers	Current resources adequate	Ongoing	Discipline Records Attendance Records Retention Rate Records
3. Review OSS policy	SBO, Administration, Faculty	Change in handbook policy	2007-2008 School Year and ongoing	SBO and BLT Decision Discipline Records Attendance Records Retention Rate Records
4. Investigate service-oriented behavior modification.	SBO, Administration, Guidance, Faculty and staff, Security Staff	Change in handbook policy, supervision for students	2007-2008 School Year and ongoing	SBO and BLT Decision Discipline Records Attendance Records Retention Rate Records
5. Investigate successful programs designed to help reduce the teen pregnancy rate.	SBO, Administration, Guidance, School Nurses, Faculty and staff	Funding as needed	2007-2008 School Year and ongoing	Reduction in pregnancy rate.

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal #J

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: To increase learning and counseling opportunities for students enrolled in PCAC

Goal Source: Effectiveness Committee Report, Action Plan Committee, School Reform Committee

Performance Indicators	Rationale (current status)	Target Performance
Increased services and resources available for students enrolled in PCAC	Improve current resources available in PCAC	Provide an alternative education environment with adequate resources and services that will result in a successful transition to the regular classroom and/or high school completion

Pulaski County Schools ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal #J

Operational Strategy	Personnel Responsible	Specific Resources Needed	Timeline	Evidence / Evaluation
1. Explore restructuring the current Alternative Education Program to include the possibility of an off-campus, fully-staffed, alternative school	SBO, Administration, guidance, Alternative Ed. Program teachers and staff	Site, staff, funding	Ongoing	School Reform Committee, Student success
2. Continue and possibly expand counseling opportunities from outside sources and in-house services.	Administration, Counselors, Alternative Ed. Program teachers and staff	Use of community resources; funding for salaries	Ongoing	As evidenced by log entries.
3. Continue to provide services and resources in PCAC for students with IEPs.	Administration, Special Education Department, Alternative Ed. Program teachers and staff	Existing Personnel	Ongoing	Availability of support
5. Continue to seek grant opportunities that would provide additional resources (personnel, equipment)	SBO, Administration, Alternative Ed. Program teachers and staff	Staff time to research grants	2007-2008 School year and ongoing	Increased funds
6. Continue to study, identify, and visit successful Alternative Education programs in other school systems	SBO, Administration, Alternative Ed. Program teacher and staff	Time and travel expenses for staff to visit other schools/conferences	Ongoing	Travel log
7. Explore the possibility of providing separate physical facilities for the alternative (PCAC) and the in-school detention programs (SRC).	Administration, Alternative Ed. Program teacher and staff, SRC teacher, school staff	Existing Personnel	Ongoing	SBO and BLT Review, Providing separate locations

Pulaski County School ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal K

School: Pulaski County High School

Principal: Rod C. Reedy

Goal Statement: Continuous update of school emergency management procedures.

Goal Source: Effectiveness Committee Report, Action Plan Committee

Performance Indicators	Rationale (current status)	Target Performance
Continue to provide a safe school environment	A safe school environment promotes an effective classroom environment.	Increased feeling of safety as reported by students through the Virginia High School Safety Survey and decrease in serious disciplinary incidents reported.

Pulaski County School ACADEMIC INITIATIVE PROJECT / School Improvement Action Plan / Goal K

Operational Strategy	Personnel Responsible	Specific Resources Needed	Timeline	Evidence / Evaluation
1. Continue to review and update responsibilities of the school emergency management team.	Faculty, Staff, and SRO	Guidelines	Ongoing	Emergency Drill logs
2. Explore student identification options.	SBO, Administration, Technology Department	Existing Personnel	2007-2008 School Year	SBO, BLT, and Technology Department Review
3. Continue to practice emergency drills for teachers and students	Administration, Guidance Faculty and Staff	Current Resources Adequate	Ongoing	Drill Log
4. Provide department areas, including PCAC and SRC, with a means of communication for immediate contact of security and administration	Administration, Guidance, Faculty, Security Staff	School-wide emergency phone number, Radios, Training	2007-2008 School Year	Increased safety and communication ability
5. Investigate additional security options such as metal detectors	SBO, Administration, Security Staff, School resource officer	Education & Training	Ongoing	Review of Best Practice
6. Upgrade the current camera system, including installing additional cameras and software as needed	SBO, Administration, Security Staff, Faculty, Technology department, School resource officer	Improved technology in surveillance	Ongoing	Devices in place
7. Explore various options for securing classroom doors and windows.	Administration, School staff	Funding for devices and staff hours to install them	Ongoing	Additional options adopted