

**Northeastern High School
Elizabeth City Pasquotank County Schools
Consolidated Continuous Improvement Plan
2019-2020**

Submitted by Angela Cobb, Principal

NORTHEASTERN HIGH SCHOOL

Mission:

NHS is committed to preparing students to achieve success in work, further education, and citizenship.

Vision:

NHS will be a high-performing school where all students graduate with the skills necessary to be assets to our community and our world.

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 - Culture
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Narrative

- Population of 638 students and 49 teachers
- Economically disadvantaged - 51.2%
- The ethnic composition of students includes 51.2% African-American, 34.1% Caucasian, and 14.7% other ethnicities.
- Proficiency has increased from 57% to 59%
- Growth Scores have increased from -6.59 to -4.31.

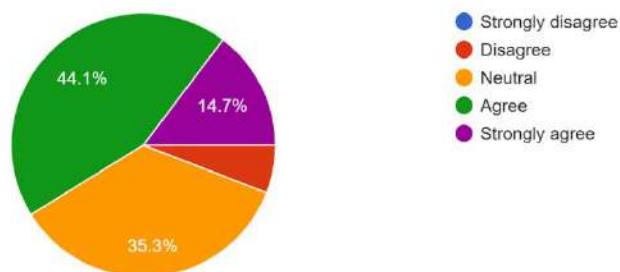
Our Focus

- Culture
- Instruction
- Classroom Management
- Communication

How we identified our areas of focus: School-Created Teacher Working Conditions Survey

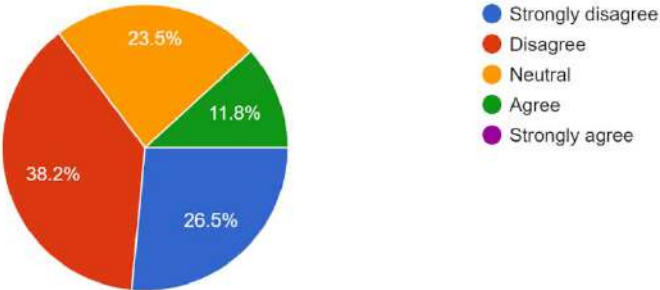
Parents/guardians know what is going on in the school.

34 responses



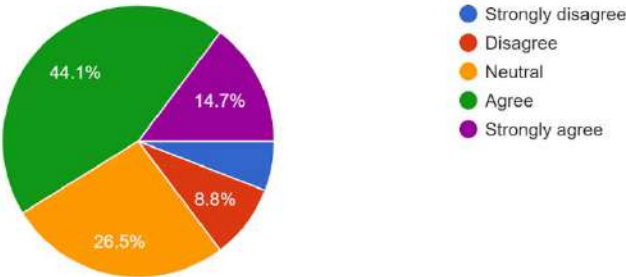
Students at this school follow the rules.

34 responses



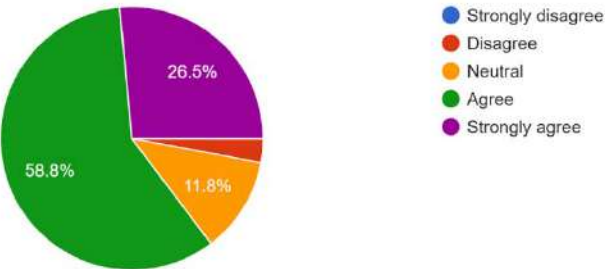
The school has a shared vision.

34 responses



This school maintains clear communications with the community.

34 responses



Culture – Goal 1

The environment of the school (physical, social, emotional, and behavioral) is safe, welcoming, and conducive to learning.

Implementation Steps for Goal 1

- The administrative team will ensure resource allocation (money, time, human resources) supports the school's instructional priorities.
- The administrative team will ensure everyone understands their role in continuously elevating professional practice.
- The school promotes a school culture in which professional collaboration is valued and emphasized by all. (Weekly PLCs, teacher leaders, etc.)
- The principal offers frequent opportunities for staff and parents to voice constructive critiques of the school's progress and suggestions for improvement.
- All staff members will adhere and uphold the rules of the school.

Progress Monitoring for Goal #1

- Learning Walks/Bi-Weekly PLC's
- Budgetary spending
- Stakeholder surveys
- Results of Eagle Excellence Friday
- Use of GlideApp feedback-professional development

Professional Development for Goal #1

- Model Schools Conference
- Jostens Renaissance Conference - Climate and School Culture
- School Improvement Team two-day retreat
- Eagle Symposium: 180 Days to Excellence
- Book Study: 50 Great Things Leaders Do

Instruction- Goal 2

Proficiency Data Overview

Proficiency By Subject GLP Composite	2019- 2020 TARGET	2018 2019	2017- 2018	2016- 2017	2015- 2016
English II	50	34.9	43	46.5	47.6
Math I	45	26.2	26.3	29.9	32
Math III	45	25.6			
Biology	50	44.2	32.4	33.5	41.6

NCDPI Long Term Goals - English - Levels 4 and 5

Subgroup	2018-19 Actual	2018-19 Target	2017-18 Actual	2017-18 Target	Annual % Increase	Baseline Perf-2016
All	25.5	42.6	29.2	40.5	2.031	38.5
Black	15.3	30	18.8	27.4	2.620	24.8
EDS	16.0	24.7	16.3	22.2	2.550	19.6
White	38.2	56.5	39.7	54.8	1.636	53.2

NCDPI Long Term Goals - Math - Levels 4 and 5

Subgroup	2018-19 Actual	2018-19 Target	2017-18 Actual	2017-18 Target	Annual % Increase	Baseline Perf-2016
All	21.5	38.5	26.3	35.5	2.981	32.5
Black	17.1	29.6	9.9	26.1	3.569	22.5
EDS	11.1	29.3	10	25.9	3.450	22.4
White	25.0	48.5	50	45.8	2.645	43.2

NCDPI Long Term Goals - Graduation Rate

Subgroup	2018-19 Actual	2018-19 Target	2017-18 Actual	2017-18 Target	Annual % Increase	Baseline Perf-2016
All	80.8	92.3	84.4	91.14	.910	90.5
Black	80.4	94.2	85.5	93	1.210	91.8
EDS	75.5	89.7	85.1	88.2	1.440	86.8
White	86.3	92	85.4	91.3	.640	90.7

Growth Data

2018-2019	2017-2018	2016-2017	2015-2016
-4.31 (not met)	-6.59 (not met)	-6.69 (not met)	.20 (met)

School Performance Grade

2018-2019	2017-2018	2016-2017	2015-2016
59 C	57 C	59 C	65 C

ALL teachers provide sound instruction in a variety of modes: teacher-directed whole-class; teacher-directed small-group; independent work; computer-based.

Implementation Steps for Goal 2

- All teachers will post student-friendly standards, objectives and/or essential questions on the board to give students a focus for the day.
- All teachers will implement strategies to encourage vocabulary development.
- All teachers assign rich reading and the application of the reading in written work and discussion.
- All teachers will develop lessons chunked so that every 20+/- minutes, students are transitioning to a different learning activity.
- All teachers will plan a variety of activities to encourage student involvement with emphasis on individual learning styles.
- All teachers will administer both formative and summative assessments to monitor progress of students.
- All teachers use student learning data to identify students in need of instructional support or enhancement.
- All teachers will monitor their classroom at all times. Teachers will teach bell-to-bell.

Progress monitoring for Goal #2

- TE21's - benchmarks as designated by the district

- Interim Reports
- Lesson plans
- Weekly PLC's-stacked to meet a variety of needs - departmental, by schedule block, whole staff, SIT/MTSS team

Professional Development for Goal #2

- WICOR Strategies/AVID Strategies
- STEM training for Science teachers
- School Improvement Team two-day retreat
- Eagle Symposium: 180 Days to Excellence
- Small Group Instruction - Math
- Pearson training for English, Math, and Biology teachers
- MTSS strategies
- PLC's with an academic focus

Classroom Management – Goal 3

Disciplinary Progress

	18-19	17-18	16-17	15-16
Total Incidences	459	974	761	382
Detention	25	461	408	193
ISS	110	134	1	0
OSS	76	506	283	180

ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.

Implementation Steps for Goal 3

- All staff will establish consistent rules for the classroom and the school.
- Protocols will be created to address those that do not follow Eagle expectations.
- Protocols will be enforced by all staff including administration, teachers and support staff.
- The ‘ongoing conversation” between school personnel and parents/guardians is candid, supportive and flows in both directions.
- Acquire a Restorative Discipline Facilitator to address student behavior by building relationships with students while teaching them belonging over exclusion, healthy socialization over the need for control, and meaningful responsibility over punishment. Our students need to be in the educational environment as much as possible not removed from it, and this addition to our support system will help us work toward that goal.

Progress Monitoring for Goal #3

- Data from Educators Handbook
- Attendance
- Interim Reports
- PBIS to monitor disciplinary issues
- Records from Restorative Facilitator

Professional development for Goal #3

- How to Engage the Disengaged Student (NCCAT)
PBIS/ MTSS/ Social Emotional Learning
- Remediation Strategies

Communication – Goal 4

The school provides a broad spectrum of communication to the community through social media, meetings, announcements, newsletters, and a consistently updated website.

Implementation Steps for Goal 4

- School staff will maintain an updated website, Twitter, Instagram and Facebook pages.
- Administration will adhere to the staff and SIT meeting schedule.
- Administration will keep staff informed of policies in a timely manner.
- The school will adhere to the District Attendance Policy when communicating with parents.

- Teachers will make positive contacts with parents.

Progress Monitoring for Goal #4

- Attendance
- Google Surveys
- Anecdotal feedback from Social Media sites
- Tracking the number of communications per month
- Parent Contact logs
- Educator Handbook

Professional Development for Goal #4

- Model Schools Conference
- Jostens Renaissance Conference - Climate and School Culture
- School Improvement Team two-day retreat

What's Going Well at Northeastern High School

- Biology scores highest in 4 years
- Workkeys/ strong CTE programs
- Telling our story
- Morale, positive atmosphere and feeling of school pride
- Community support both in volunteer time and financial donation
- Teacher needs met in a timely fashion
- Outside-of-the box opportunities for students: Eagle Leadership using Jostens Renaissance Curriculum, the High School Experience, English support class
- Fewer disciplinary issues from previous years
- Focus on building strong relationships
- Recognition of accomplishments
- Use of continuous feedback for improvement

Challenges and Growth Opportunities

- Decrease in scores in English II
- Decrease in scores in ACT
- Continual lower scores in Math I
- Graduation rate below the state average
- Continued concern with disciplinary challenges
- Creating opportunities for individualized educational support and enrichment - Eagle Excellence Friday

Title 1 Budget

Description	Narrative	Cost
Workshops/ PD/ Conferences	Co-Teaching STEM Training Restorative Discipline Small Group instruction	\$10000
Substitutes		\$5000
Supplies and materials	Student achievement	\$3600
Computer Equipment	ChromeBooks (25) and Chromebook carts(4)	\$9900
Facilitator	Restorative Discipline Facilitator (salary and benefits)	\$42,000
Tutors	Math, English, Biology, ACT	\$10,000

TSI Budget

Description	Narrative	Cost
SIT Summer Retreat - July 9-10, 2019	Supplement for summer participation	\$2800

NHS campus upgrades have Eagles swelling with pride

River Road looks to improve student proficiency

BY REGGIE PONDER
Staff Writer

"Awesome" was the word that came most easily to Northeastern High School students Monday morning as they described their reaction to an updated look that staff and volunteers brought to the campus over the summer.

"I think it's awesome," said sophomore Jamison Fletcher. "It's always good to redecorate, try something new."

Northeastern Principal Angela Cobb said she saw the new energy among students and staff that school officials had been talking about wanting to see this school year.

Last year, Cobb's first as principal at Northeastern, was a year of celebration as the school observed its 50th anniversary. But it also was a kind of trial and error

year" as the school's leadership worked to identify what works best, Cobb said.

"This year we're going to dig deep," Cobb said. "We've done a lot of surface changes but now we're going to change the academic culture as well."

Fletcher said Cobb has made a lot of positive changes at the school. "She is going to make it fun this year," he said.

Fletcher said he is looking forward to the football season. He plays linebacker and center for the Eagles, who were the state runner-up in 2A high school football last year.

"I still think we can make it to states again," Fletcher said. He noted that many of the team's players have played together since they were members of the Shiloh Sharks and have developed a habit of winning.

Northeastern junior Quasi Thomas said he, too, was excited about the new school year.

"I'm looking forward to having fun and getting my education — making good grades," he said.

Thomas said he especially enjoys science and would like to become a physical therapist.

Like Fletcher, Thomas was pleased with the school's new look.

"It looks pretty nice, pretty awesome," Thomas said.

Thomas said his favorite new thing about the campus's appearance is the huge Northeastern Eagle on the front glass at the main office. He said walking through the front door of the school Monday morning and seeing the Eagle filled him with pride.

"It made me feel like the school has upgraded more and more people will like to come to it because it is upgraded," Thomas said.

On a somber note, funeral flowers were on display in the foyer at Northeastern Monday morning in memory of retired drafting teach-



ERICMY TELLMON/THE DAILY ADVANCE

A student walks past the huge new Northeastern Eagle decal on the front glass at the school's main office, Monday. A number of students said the decal on the office glass, one of a number of campus upgrades since last school year, makes them feel more proud of the school. The new school year began on Monday.

er Manly Dunlow. Dunlow taught at Northeastern from its opening until his retirement in the 1990s.

Dunlow died recently and his family asked that the flowers from his funeral service be displayed at the high school on the first day of school.

At River Road Middle

time to address areas where they need to improve, Fonville said.

Another strategy the school will employ this year is co-teaching. A classroom teacher will teach students content with support from elective teachers and exceptional children teachers.

River Road also will continue involving students in creative STEM (science, technology, engineering and mathematics) projects this year, Fonville said.

Fonville said the school gets great volunteer support from the U.S. Coast Guard, including a group of volunteers from the base who help with the daily period of individualized help for all students that is known as AVID/Launch Pad '19-'20.



Daniel's Boutique

EagleFest '19

August 23

4:00 PM-7:00 PM

NHS Practice Field

Activities Include:

- ✂ Meet/Greet Teachers
- ✂ Student Tours
- ✂ Club Booths
- ✂ Dunk Tank
- ✂ Games
- ✂ Inflatable

And Much More!!!!

FREE HOTDOGS
&
\$1 SNOW CONES

NHS
VS.
D.H. Conley
@ 7:30 PM





Friday Spirit Day 8/30

EAGLE Pride: Own it!



Wear your GREEN and GOLD proudly to school on Friday, August 30 to support our NHS Eagles as they travel to Indian River in Virginia!!

Let everyone see how YOU own your Eagle Pride!!!

Northeastern FFA students place at state convention

Students from the Northeastern Future Farmers of America chapter competed this summer at the annual FFA State Convention in Raleigh and a number of teams placed.

The floriculture team placed third out of 25 teams. Participants were tested on their ability to identify floral plants and demonstrate their knowledge of the floral industry. They also demonstrated skills in floral design, propagation and preparation of floral and foliage products for sale. Team members included: Carissa Bobko, Mallory Bogardus, Mariah Boyce and Tatum Wilson.

The nursery/landscape team placed fifth out of 25 teams. Participants were tested on their knowledge of producing, marketing, utilizing, and maintaining landscape plants in addition to, related products, equipment, and services. Team members included: Michael Carter, Ellie Hornthal, Alex Kockler and Kaleigh Winslow.

The agronomy team placed ninth out of 27 teams. Participants were tested on their knowledge of seeds, insects, soils and crops. They also demonstrated skills in solving complex problems related to crop production. Team members included: Abby Cartwright, Eryn Meeks, Emma Montoro and Connor Stevenson.



SUBMITTED PHOTO

Members of the Northeastern High School Future Farmers of America state competition team are shown. They include: Carissa Bobko, Owen Boyce, Mallory Bogardus, Mariah Boyce, Tyler Braddy, Michael Carter, Abby Cartwright, Ellie Hornthal, Alex Kockler, Emma Montoro, Madeline Parrish, Matthew Pendleton, Grace Pierce, Tyler Raduns, Connor Stevenson, Tatum Wilson, Kaleigh Winslow, Lauren Winslow and Nathan McKeen. Not shown are Eryn Meeks and Chloe Redd.

The introduction to horticulture team placed ninth out of 30 teams. Participants were tested on their proficiency in plant, weed and pest identification and general horticultural knowledge. Team members included: Owen Boyce, Tyler Braddy, Grace Pierce and Chloe Redd.

The milk quality team placed 13th out of 50 teams. Participants demonstrated their knowledge of the quality production, processing,

ing, distribution, promotion and marketing of milk and dairy foods. Team members included: Madeline Parrish, Matthew Pendleton, Tyler Raduns and Lauren Winslow.

Nathan McKeen was named the Northeastern High FFA State Delegate. Also, Mallory Bogardus, Madeline Parrish, and Connor Stevenson received their FFA State Degree for completing required components.

Health Sciences adds CNA, pharm tech

The ECPHS Health Sciences program has a new class of nursing aide and pharmacy technician students who will be working toward their certification and official pinning at the end of the year.

The Nursing Fundamentals course is an enhanced adaptation of the North Carolina Division of Health Service Reg-



Elizabeth City-Pasquotank Public Schools pharmacy technician students include (front row, l-r): Monique Kesling, Jeanyne Smith, Emma Teachey, Makaylah Liverman, Shekinah Powell, Qu'Asia Wilson, K'Lasha Perkins; (middle row, l-r): Julianna Connor, Brooke Overman, Jaycie Gregory, Faith Jordan, Brianna Shannon; and (back row, l-r): Sarah Smithson, Sydney Proctor, Raven Atkins and Shenell Brown. Flanking the students on the back row are (left) Sheila Hughes, instructor, and Roshanna Mullen-Grace (right) the pharmacy technician assistant.

ulation Nurse Aide I curriculum. It helps prepare students for the National Nurse Aide Assessment. Students who pass the NNAAP become listed on the NC NAI Registry as a certified nursing aide.

The Pharmacy Technician course is a guided online course approved by the National Healthcareer Association.

Students completing the program will sit for the Pharmacy Technician Certification Board exam which offers a credential as a certified pharmacy technician. A total of six students were accepted and completed the program during the 2018-19 school year.

After obtaining their credentials, some students will enter the workforce for full-time employment while others may seek part-time employment as they attend a college or university for advanced studies.

A STRONG START



WILLIAM DAVIES/STAFF PHOTOGRAPHER

Northeastern's Daniel Lamb (left) during the boys' soccer match against Gates, Wednesday, August 21, 2019 at Northeastern High School.

Eagles cruise to win against Red Barons

Northeastern 9
Gates 0

BY DAVID GOUGH
Sports Editor

Northeastern boys' soccer began its season on Wednesday night with a non-conference home game against the Gates County Red Barons.

The Eagles cruised to their first win of the season as they defeated Gates 9-0.

NIS scored four goals in the first half, with two coming within the first 12 minutes of the game.

"One of the things we wanted to do was to go ahead and just start getting shots," Northeastern head coach Michael Bat-

lett said. "They did just that as the Eagles (1-0) managed more than 10 shots on goal in the first half. Daniel Lamb, a captain and the only senior on the team, recorded Northeastern's first goal of the season in the sixth minute of the game.

With a Simeon Hardie throw-in to sophomore Rigoberto Medina from the left side-line, Medina passed the ball near the top of the penalty box for Lamb to have a clear shot to roll the ball into the right side of the net.

A few minutes later, Hardie corner kicked from the right side, where junior Michael Carter got a touch and passed it to

him left to get Brendan Flynn a

See EAGLES, A6



WILLIAM DAVIES/STAFF PHOTOGRAPHER

Northeastern's Brendan Flynn (2) after scoring a goal during the boys' soccer match against Gates, Wednesday at Northeastern High School.

#EaglePrideOwnIt
2019-2020

