AASA Goal 2 and Associated Strategies

AASA Goal 2:	**Every student in the Advance Applied STEM Academy at Northside High School will be led by 21st Century, creative, passionate, and technologically skilled professionals.**	
Supports SBE Goal:	Goal 2 – North Carolina public schools will be led by 21st Century professionals.	
Supports OCS Goal:	Onslow County Schools and students will be led by creative, passionate, and technologically skilled professionals.	
Supports NHS Goal:	Northside High School students will be led by creative, passionate, and technologically skilled professionals.	
AdvancED Standard 2:	Governance and Leadership	
AdvancED Standard 3:	Teaching and Assessing for Learning	
AdvancED Standard 4:	Resources and Support Systems	
AdvancED Standard 5:	Using Results for Continuous Improvement	

Target:	The Onslow County School System will decrease the teacher turnover rate. The annual result will be calculated
Indicator(s):	Locally defined teacher turnover rate, state reported teacher turnover rate, NCTWC survey results, evaluation analysis.

Goal 2 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

Indicator(s) 1:

Promote a positive and informed working environment for all employees.

Strategy: AVID Professional Development - Throughout the school year, teachers will have the opportunity to participate in AVID professional development during faculty meetings, empowering teachers to use innovative and research-based strategies to improve teaching and learning. Peer and administrative observations will be completed to ensure AVID strategies are being implemented with fidelity. Data Analysis and Benchmarking - Teachers will meet collaboratively across grade-levels and subject areas. Teachers and administrators will collaborate in subject specific cohorts throughout the LEA to align standard division documents and benchmarking, and to share best practices.

Research Cited: The AVID College Readiness System (ACRS) has been closely studied by numerous research teams and individuals. In addition to our own data collection , AVID's success has been demonstrated by numerous third-party studies. Professional Learning Communities: http://www.sedl.org/

Benchmarks:

2014-15: 80% of the AASA Academic Team utilize AVID strategies to deliver instruction; 85% use benchmarking and data analysis to drive instruction.

2015-16: 85% of the AASA Academic Team utilize AVID strategies and the Engineering Design Process to deliver instruction; 88% use benchmarking and data analysis to drive instruction.

2016-17: 90% of the AASA Academic Team utilize AVID strategies and the Engineering Design Process to deliver instruction; 90% use benchmarking and data analysis to drive instruction.

2017-18: 95% of the AASA Academic Team utilize AVID strategies and the Engineering Design Process to deliver instruction; 95% use benchmarking and data analysis to drive instruction.

	Indicator(s) 2:	**Recruit, hire, retain and mentor educators who will pursue continuous improvement and ongoing adult learning opportunities.**
		Strategy: Make available resources and learning opportunities for educators to become and remain technologically skilled and Recognize outstanding achievements in the field of education.
		Research Cited: Professional Learning Communities: http://www.sedl.org/
		Benchmarks:
		2014-15: 80% of the AASA Academic Team will participate in ongoing adult learning opportunities to include National Boards, advanced degree, AP training, externships, industry-standard certifications, etc.
		2015-16: 83% of the AASA Academic Team will participate in ongoing adult learning opportunities to include National Boards, advanced degree, AP training, externships, industry-standard certifications, etc.
		2016-17: 85% of the AASA Academic Team will participate in ongoing adult learning opportunities to include National Boards, advanced degree, AP training, externships, industry-standard certifications, etc.
		2017-18: 88% of the AASA Academic Team will participate in ongoing adult learning opportunities to include National Boards, advanced degree, AP training, externships, industry-standard certifications, etc.
Check		
	Review frequency:	Quarterly
	Assigned implementation team:	
	What data will be used to determine whether the strategies were deployed with fidelity?	

Act		
	Based upon identified results, should/how should strategies be changed?	