

EASTERN North Carolina SCHOOL FOR THE DEAF

Strategic Plan

2017-2020



School Vision

The mission of the Eastern North Carolina School for the Deaf (ENCSD) is to provide individualized comprehensive educational, vocational, and residential programs for deaf, hearing-impaired students and multi-handicapped (Deaf Plus) leading to productive, independent, and successful lives.

BELIEF STATEMENT

A comprehensive quality educational program should include:

- A safe learning and working environment
- A barrier free communication environment for all students and staff
- Respect and sensitivity for diversity leads to increased learning and opportunities for students and staff
- Opportunities to promote life-long learners
- A cooperative relationship between school, students, family and community
- A focus on high achievement and high expectations

OUR VISION

The Eastern North Carolina School for the Deaf seeks to become a beacon and national leader in providing high quality educational services for our students in order to challenge them to achieve at their maximum potential. Students and staff shall uphold the highest principles of exchange of ideas and encouragement to become successful lifelong learners. Parents, students, staff, and community shall become a united team to support each student, achieving self-sufficiency in their communities and American society.

Priority Area/ Goals	Priority Strategies/ Related Actions	Evaluation	Responsible
Goal 1 Graduate High School Prepared Improve instructional practices for deaf and hard of hearing students to meet the requirements of NCSCOS and the Expanded Core Curriculum (ECC) <i>SBE Goal 2</i> <i>SBE Goal 3</i>	ENCSD teachers implement high quality instruction for students to master content and create an infrastructure for professional development including follow-up activities	--Track number of professional development sessions and frequency/intensity/duration of use of standards in lesson plans --Teacher professional development (PD) outcomes --Analyze student data systematically	--Principal --Lead Teacher --Teachers
	Teachers will attend two PD sessions based on their content area.	--Note number of essential PD completed and numbers using strategies from the PD by June 30, 2020	--Principal --Lead Teacher --Teachers
	Ensure high quality instruction by hiring highly qualified core teachers who are not only D/HH (deaf/hard of hearing) certified and/or EC (exceptional children) but have completed appropriate coursework/or will participate in on-going deaf, hard of hearing, multi-handicapped (Deaf Plus) and related-areas professional development	--Teachers in core subject areas will add D/HH certification and/or EC (exceptional children) certification to teaching license within time frame set in their PD Plans --Document and monitor implementation of strategies learned in professional development in D/HH and/or EC education throughout each year --Track percentage certified in meeting HQ requirements annually through database	--Principal --Teachers

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Goal 1 (Continued) Graduate High School Prepared Improve instructional practices for deaf and hard of hearing students to meet the requirements of NCSCOS and Expanded Core Curriculum (ECC) <i>SBE Goal 1</i>	Provide an orientation to residential life trainers regarding strategies on completion of homework assignments/study skills so they may better assist students in the residential setting; ongoing reinforcement/coaching	--Track completion of PD in 2017-18, 2018-19, 2019-20 --Focus group reviews with trainers every semester to determine effectiveness	--Director of Student Life --Residential Life Coordinator/Supervisors --Residential Life Trainers (RLTs)
	In addition to standardized test scores, use school assessments for all students throughout the school year to document student progress	Analyze data from --MAPs assessments (three times annually)	--Educational diagnostician --Teachers --Students
	Ongoing use and assessment of the Fairview Learning Program	-- Documentation of student language and writing profiles -- ENCSD Language Assessment Reports	--Speech Language Pathologist --Educational Diagnostician --Teachers --Lead Teacher

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<p>Goal 2</p> <p>ENCSD will provide seamless transition throughout the continuum of services to equip students to graduate from high school prepared for work, further education and citizenship</p> <p><i>SBE Goal 1</i></p> <p><i>SBE Goal 3</i></p>	<p>Implementation of daily/independent living skills curriculum for K-12</p>	<p>--Determine daily/independent living skills curriculum and implement by January 1, 2018</p>	<p>--Principal --Lead Teacher --Teachers --Support Staff</p>

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<p>Goal 2 (Continued)</p> <p>ENCSD will provide seamless transition throughout the continuum of services to equip students to graduate from high school prepared for work, further education and citizenship</p> <p><i>SBE Goal 1</i></p> <p><i>SBE Goal 2</i></p>	<p>Require teachers to differentiate instruction to match each student's needs for both the NCSCOS and the Expanded Core Curriculum</p>	<p>--Monitor how differentiated instruction is being done and to what extent it is being effective across all curriculum by January 30, 2020</p> <p>--Evaluate through Principal observations/walkthroughs, and teacher self-report throughout every school year 2017-18, 2018-19, 2019-20</p>	<p>--Principal</p>
	<p>Use quantitative and qualitative data-driven approaches that focus on multiple measures of student performance such as summative tests, benchmark tests, rubrics, and portfolios to determine what learning targets students need to achieve</p>	<p>--Record growth in test scores and changes on the qualitative scales-ongoing</p> <p>--Review EVAAS data-ongoing</p>	<p>--Principal</p> <p>--Teacher</p>

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<p>Goal 2 (Continued)</p> <p>ENCSD will provide seamless transition throughout the continuum of services to equip students to graduate from high school prepared for work, further education and citizenship <i>SBE Goal 1</i> <i>SBE Goal 3</i></p>	<p>To develop a regional preschool program at ENCSD</p> <ul style="list-style-type: none"> --ENCSD send representative to IFSP meetings for students with hearing loss in surrounding counties --Hire Teacher of the Deaf with Preschool Certification --Hire Teacher Aide with Early Childhood Education Certification --Advertise the program/registration events --Complete purchasing for curriculum, furniture, technology and supplies 	<ul style="list-style-type: none"> --Keep attendance records at registration events and IFSP meetings --Purchase orders 	<ul style="list-style-type: none"> --Director --Principal --Lead Teacher --EC Program Coordinator --Enrollment Coordinator --Social Worker
	<p>Work with all school districts and schools in educating and helping more students who are deaf/hard of hearing and multi-handicapped (Deaf Plus) or those with additional disabilities, receive the services they need</p>	<ul style="list-style-type: none"> --Review data annually to show how the ENCSD outreach has helped with new enrollment and service delivery 	<ul style="list-style-type: none"> --Principal --Social Worker --EC Program Coordinator --Enrollment Coordinator
	<ul style="list-style-type: none"> --Collaborate with community partners including parents, media, governmental and national partners to create more job and internship opportunities for our students with the goal of exposing these future members of the workforce to new skills and experiences, and providing a seamless transition from ENCSD to their school, work or community life 	<ul style="list-style-type: none"> --Keep a count of contacts made annually --Document numbers of internship opportunities secured --Maintain a checklist of new skills and experiences gained by students in 2017-18, 2018-19 and 2019-20 	<ul style="list-style-type: none"> --Principal --CTE Coordinator --Job Coach

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<p>Goal 2 (Continued)</p> <p>ENCSD will provide seamless transition throughout the continuum of services to equip students to graduate from high school prepared for work, further education and citizenship</p> <p><i>SBE Goal 1</i></p>	<p>Transition to ENCSD</p> <ul style="list-style-type: none"> --Determine the needs of new students transitioning to ENCSD (academic & residential) --Placement in appropriate ASL class 	<ul style="list-style-type: none"> --Needs assessment completed within 10 days of enrollment date --Document attendance in ASL class 	<ul style="list-style-type: none"> --ASL coordinator --EC Program Coordinator --Enrollment Coordinator
	<p>Transition elementary school to middle school</p> <ul style="list-style-type: none"> --Identify needs of transition from elementary to middle 	<ul style="list-style-type: none"> --Examine transition program annually to ensure it matches the identified needs of students (2017-18, 2018-19 and 2019-20) 	<ul style="list-style-type: none"> --Guidance Counselor --Teachers --Principal --Lead Teacher --Parents
	<p>Transition middle school to high school</p> <ul style="list-style-type: none"> --Identify needs of transition from middle to high school --Establish orientation program 	<ul style="list-style-type: none"> --Needs assessment completed by end of school, annually --Orientation program established by June 15, 2017, annually 	<ul style="list-style-type: none"> --Guidance Counselor --Teachers --Principal --Parents

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Goal 3 All ENCSD students have a personalized education focusing on their individual needs <i>SBE Goal 2</i>	Ensure testing modifications for all testing (standardized and school-based) occurs	--EC database	--EC Program Coordinator --Testing Coordinator
	Create and implement IEPs that address all students needs	--100% of IEPs will include individual goals to address student needs --Continue ongoing training logs and teachers' professional development (PD) plans	--Principal --Lead teacher --Teachers --EC Program Coordinator
	Use ECATS for IEP development and management; develop and enact a comprehensive training plan that includes follow up activities to implement ECATS	ECATS training to start in September 2018 --Quarterly progress measures	--Principal --DPI --Teachers --EC Program Coordinator

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Goal 4 Ensure ENCSD has up to date financial, business and technology systems to serve its students, parents, educators and other key stakeholders <i>SBE Goal 4</i>	Use TrueNorthLogic/NCEES to track and provide professional development opportunities	--Track report derived from TrueNorthLogic/NCEES	--Principal --Teachers
	Use EVAAS data to track student achievement.	--Current data will be used to assess student achievement	--Principal

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<p>Goal 4 (Continued)</p> <p>Ensure ENCSD has up to date financial, business and technology systems to serve its students, parents, educators and other key stakeholders</p> <p><i>SBE Goal 4</i></p>	<p>Install an electronic system to connect all classrooms for whole school announcements, communications and safety</p> <p>System includes guard house, perimeter fencing, and building access</p>	<p>System in place by December 31, 2018</p>	<p>--Director --IT Staff --Business Manager --Facility Services Manager</p>
	<p>Install swipe cards for student and staff entry into buildings as part of our enhanced/ security system</p>	<p>System in place by December 31, 2018</p>	<p>--Director --IT Staff --Business Office --Maintenance</p>

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Goal 4 (Continued) Ensure ENCSD has up to date financial, business and technology systems to serve its students, parents, educators and other key stakeholders <i>SBE Goal 4</i>	Upgrade servers to virtual servers and upgrade network to latest OS to support applications, library inventory systems, storage, backups and security	Complete based on age of equipment	--IT Staff
	Replace (End of Life) wireless controllers and access points ensuring all a fully accessible wireless system	Complete by August 2018	--IT Staff
	Replace (End of Life) network switches ensuring a fast, robust and secure network. Purchase cisco smartnet contracts to ensure reliable 24/7 network	Complete by August 2018	--IT Staff
	Replace firewall with z-scaler to ensure student and staff safety	Complete by Sept 30 th 2017	
	Replace outdated workstations and computers based on a 5 year re-cycle policy	Complete yearly based on age of equipment	--IT Staff
	Increase or replace iPads, chrome books, tables, etc. based on needs ensuring all students have access	Complete yearly based on age of equipment and needs	--IT Staff
	Utilize DPI's helpdesk to ensure fast and effective support	Complete by July 2018	
	Replace LCD Projectors in class room with Brightlink projectors	Complete by July 2018	--IT Staff

	Upgrade current school wide bulletin board to improve exceptional school communication and safety	Complete by July 2018	--IT Staff
	Replace outdated PBX telephone system to voice over IP	Appraisals by December 2018	--IT Staff --Director --Maintenance --Business Officer

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<p>Goal 5</p> <p>ENCSD will provide an environment that will ensure that every student is healthy, safe and responsible</p> <p><i>SBE Goal 5</i></p>	<p>Revision of current safety and security plan for students at ENCSD</p> <p>--Work in partnership with Wilson County Schools in their emergency management plan</p> <p>--Ensure any residential curriculum used reflects safety</p>	<p>--Review and revision of Safety Plan completed by January 30, 2018</p> <p>--Make contacts and have partnership agreement with Wilson County. Schools by January 30, 2018</p>	<p>--School Director</p> <p>--Principal</p> <p>--School Resource Officer</p> <p>--All staff</p>
	<p>Promote healthy, active lifestyles for students</p> <p>--Develop a plan to address student health that incorporates daily life skills</p> <p>--Utilize certified community resources</p>	<p>--Research existing curriculum relative to the promotion of wellness by June 30, 2018</p> <p>--Implement a plan of action by August 19, 2018</p>	<p>--Principal</p> <p>--PE/Health Teacher</p> <p>--Food Service Director</p>