



School Improvement Plan

As required by the stipulations for the renewal of your Charter Agreement, please complete and submit the School Improvement Plan to the Office of Charter Schools. The State Board of Education has required that the plan:

- Is designed to improve instruction at the school and address all other deficiencies that have been cited by the Charter School Office at that school during the last two academic years.
- Include specific research-based strategies that are designed and proven to be effective in increasing instructional outcomes.

School Information

School Name: LEA Rocky Mount Preparatory School, Inc. 64A
Code Mailing 3334 Bishop Road, Rocky Mount, NC 27804 252-
Address: Phone: 443-9923

School Leader Information

Principal/Director: Dr. Heather D. Collins
Title: Interim Head of School
Phone: 252-443-9923 – ext. 103
Email: Heather.collins@rmprep.org

Board Information

Board Chair: Term Keen Gravely
of Office: Phone: 2022-2025
Email: 252-443-9923
Kgravely@rmprep.org

Goals

Provide three to five goals your school has during the next 3 years. These should be written as SMART goals, and should contain research-based strategies designed to increase instructional outcomes. As appropriate, goals should be aligned to the schools improvement plan submitted in NC Star.

Goal 1	
Goal:	100% of classrooms will deliver rigorous standards aligned grade-level content as measured by Observation and Feedback Walk-throughs and Protocols by September 30, 2023
<i>Research-Based Strategies</i>	
Strategy 1:	Train and Implement Get Better Faster Rigor Trajectory with Fidelity.
Action Steps:	<ol style="list-style-type: none"> 1. Leaders attend Relay GSE Training – Completed by July 28, 2023 2. Instructional Coaches attend Want More Do More Training – started August 28, 2023 3. Instructional Staff follow Get Better Faster Rigor Trajectory with fidelity. 4. Teacher growth and progress is monitored through Observation and Feedback. 5. Teachers are assigned professional development based on their area of growth identified through the trajectory.
Strategy 2:	Train and Implement Weekly Data & Planning Meetings with Fidelity
Action Steps:	<ol style="list-style-type: none"> 1. Identify, train, and implement Curriculum with fidelity for grades K-12. 2. Train and implement RMP Standard Lesson Plan expectations. 3. Lesson plans include assigned curriculum resources for the content area. 4. Train Leaders and Teachers on Weekly Data and Planning meeting execution. – completed August 24, 2023
Progress Indicators:	<p>Summer:</p> <ul style="list-style-type: none"> • Content and Curriculum training are provided and completed for 100% of assigned team members. – Completed August 18, 2023 <p>Quarter 1:</p> <ul style="list-style-type: none"> • 100% of tested classes are exiting or in Phase II of the GBF Rigor Trajectory by October 20, 2023 • 100% of lesson plan feedback implemented with fidelity. • 100% of teachers are engaged in Weekly Planning meetings with the Instructional Coach or Principal. <p>Quarter 2:</p> <ul style="list-style-type: none"> • 100% of tested and non-tested classes are exiting or in Phase III by January 22, 2024. • 100% of planning meeting plans implemented with fidelity. • 100% of teachers are engaged in Weekly Data meetings with the Instructional Coach or Principal. <p>Quarter 3:</p>

	<ul style="list-style-type: none"> 100% of classes are in Phase IV of the GBF Rigor Trajectory by March 25, 2024.
Professional Development:	<p>Summer 2023: Completed by August 18, 2023</p> <ul style="list-style-type: none"> ELA and Math Content Training – Unit Planning Training and completion of Quarter 1 Unit Plans Initial Curriculum Training for grades K-12 <p>Ongoing 2023:</p> <ul style="list-style-type: none"> Weekly Data and planning Meetings with Instructional Coaches and Principals. NTN Math Coaching for Grades 2-11 Math Teachers NC New Teacher Support Program Coaching for Beginning Teachers not in tested areas. –Started August 3, 2023 Want More Do More Training for Instructional Coaches – Started August 28, 2023 (4 part training)
Assigned Implementation Team:	<p>Instructional Coaches Principals Head of School</p>

Goal 2	
Goal:	100% of scholars will achieve academic growth by June 2024 and recover lost instructional time as measured by formative and End-of-grade/End-of-course assessments by June 2024.
Research-Based Strategies	
Strategy 1:	Implement daily, weekly, and benchmark assessments to monitor scholar growth, re-teaching, and intervention needs.
Action Steps:	<ol style="list-style-type: none"> Establish an annual assessment calendar with benchmark assessments for each grade level. Completed by August 28, 2023 Establish a benchmark data analysis meeting within one week of presenting the data. Train and implement daily exit tickets and exit ticket tracking to monitor daily content mastery. Training Completed – August 22, 2023 Train and implement weekly quizzes to monitor mastery of spiraled content. Train and implement Weekly Data Meetings to establish re-teaching plans. Monitor the implementation of re-teaching plans through Observation and Feedback Train and implement benchmark data item analysis to support revising instructional plans
Strategy 2:	Implement Data-Driven Interventions for scholars in grades K-12 within the school day to support recovering lost instructional time and closing learning gaps

Action Steps:	<ol style="list-style-type: none"> 1. Hire interventionists and tutor coordinators. – Completed by August 7, 2023 2. Establish a tutoring schedule based on the master schedule. - Completed August 31, 2023 3. Hire NC Education Corp tutors and 6-12 Math tutors (15 total) – Completed August 31, 2023 4. Train tutors and staff on the MTSS Intervention Model and Expectations - 5. Implement the Intervention Model, revising the intervention approximately every 4-6 weeks. 6. Send intervention letters to families communicating current data and interventions. To be completed September 6, 2023 7. Monitor the impact of interventions through progress monitoring
Progress Indicators:	<p>Quarter 1: October 20, 2023</p> <ul style="list-style-type: none"> • 100% of classrooms implement daily and weekly assessments as monitored by weekly lesson plans. • 100% of scholars participating in data-driven intervention during their scheduled intervention block <p>Quarter 2: January 22, 2023</p> <ul style="list-style-type: none"> • 100% of scholars show growth (as measured by their respective assessment) and or are assigned to another intervention. <p>Quarter 3-4: March 25, 2023 & June 7, 2023</p> <ul style="list-style-type: none"> • Maintain progress monitoring
Professional Development:	<ul style="list-style-type: none"> • NC Education Corp tutor training • NC Education Corp tutor onboarding • The MTSS Intervention Model includes data rules, expectations, and small group instruction. • Implementing MTSS Data Rules • Progress Monitoring
Assigned Implementation Team:	<p>Interventionists MTSS Team Leads Instructional Coaches Directors of Instruction Principals</p>

Goal 3	
Goal:	Discipline referrals and removal from instructional time will decrease by 50% as measured by Educators Handbook data by June 2025.
<i>Research-Based Strategies</i>	
Strategy 1:	100% of team members will provide a positive supportive environment while addressing scholar behaviors with best practices in social emotional learning, care, and accountability.

Action Steps:	<ol style="list-style-type: none"> 1. Train and implement Get Better Faster Management Trajectory with fidelity. 2. Develop and implement Relay GSE Minute by Minute Plans to ensure appropriate supervision and positive encouragement of behaviors throughout the day and throughout the campus. 3. Implement Individualized Behavior Support Plans 4. Create wrap-around services with homebased instruction for scholars that have faced long term suspension.
Strategy 2:	Implement a comprehensive Social-Emotional Learning Model to support scholar development of SEL strategies, skills, and positive academic and social behaviors
Action Steps:	<ol style="list-style-type: none"> 1. Train and implement grade appropriate SEL curriculum. Completed August 17, 2023 2. Train and implement Relay GSE Minute by Minute Plans – Completed August 11, 2023 3. Implement daily SEL time with fidelity utilizing identified SEL curriculums and minute by minute plans for consistency. 4. Teachers use SEL Matrix to proactively address discipline matters and prevent escalation. 5. Develop and implement a system for daily, weekly, monthly and quarterly recognitions.
Progress Indicators:	<p>Summer</p> <ul style="list-style-type: none"> • Completion of Minute-by-Minute Plans for the first 5 minutes of class, last 5 minutes of class, Arrival, Dismissal, Hallway transitions, Cafeteria Entry and Exit – Completed August 11, 2023 • Training and implementation on Arrival, Dismissal, and Last 5 minutes of class • Update Scholar Family Handbook based on 22-23 feedback. <p>Quarterly and Annually:</p> <ul style="list-style-type: none"> • 10% reduction each quarter in comparison to the same time period the previous year • Monthly Cultural Data Updates (include discipline referrals) • Scholar Recognition Data
Professional Development:	<ul style="list-style-type: none"> • Minute by Minute Plans – Completed August 11, 2023 • SEL Curriculum Implementation • SEL Matrix Implementation • Scholar Family Handbook Expectations
Assigned Implementation Team:	Assistant Principal Principals Head of School

Goal 4	
Goal	Retain 90% of our staff as measured by retention data by June 2024.
<i>Research-Based Strategies</i>	
Strategy 1:	Establish Feedback loops to support teacher voices and recognition of their value within our school environment.
Action Steps:	<ol style="list-style-type: none"> 1. Develop and implement a system of daily, monthly, and annual recognitions for team members. 2. Implement quarterly feedback surveys supported by Assistant Principals to ensure teacher feedback is addressed. 3. Celebration and Calibration Meetings to provide staff opportunities to collaborate and inform decision-making monthly. 4. Provide compensation for additional duties
Strategy 2:	Protect teacher planning and non-instructional time.
Action Steps:	<ol style="list-style-type: none"> 1. Reduced number of teaching positions needed for the 2023-2024 school year. 2. Modified Professional Development Calendar on Friday with PD assigned as needed based on Observation and Feedback
Progress Indicators:	<ul style="list-style-type: none"> • Percentage of Lesson Plans turned in on time. • Staff changes throughout the school year
Milestone Dates:	October 20, 2023 January 24, 2024 March 25, 2024 June 7, 2024
Professional Development:	Teacher Working Conditions Survey Analysis for School Leaders Feedback Friday Results for School Leaders
Assigned Implementation Team:	Assistant Principals Principals Human Resources Head of School

Goal 5	
Goal:	100% of Teachers will grow in their effectiveness rating, resulting in improved proficiency and academic growth for scholars as measured by Observations and Feedback and EVAAS Measures by June 2024.
<i>Research-Based Strategies</i>	
Strategy 1:	Each teacher is provided job-embedded professional development with daily, weekly, and monthly access to development opportunities and necessary resources.
Action Steps:	<ol style="list-style-type: none"> 1. Hire instructional coaches for ELA and math-tested areas. – Completed July 30, 2023 2. Contract North Carolina New Teacher Support Program to support Beginning Teachers not being coached by in-house instructional coaches. – Completed July 6, 2023 3. Contract National Training Network to support Math Coaches and Math Teachers throughout the school year. – Contract signed July 10, 2023

	<ol style="list-style-type: none"> 4. Develop coaching groups to ensure appropriate ratio of teachers to coaching professionals (Instructional Coaches and Directors of Instruction) 5. Provide content training to ELA and Math teachers. 6. Ensure Unit Planning and Pacing Guides are provided for all core content areas and curriculum. 7. Assign Friday Professional Development as needed as measured by weekly Observation and Feedback.
Strategy 2:	Implement Weekly Data and Planning Meetings to ensure teachers are prepared with high-quality core instruction and supply effective Tier 1 interventions.
Action Steps:	<ol style="list-style-type: none"> 1. Receive Want More Do More Training for Weekly Data and Planning Meetings (Instructional Coaches) 2. Train teachers on Weekly Data and Planning Meetings 3. Implement and Maintain Weekly Data and Planning Meetings
Progress Indicators:	<p>Summer:</p> <ul style="list-style-type: none"> • Training Directors, Deans, Instructional Coaches, and Teachers on Weekly Data and Planning Meetings protocols - Completed August 18, 2023 <p>Quarter 1: October 20, 2023</p> <ul style="list-style-type: none"> • 100% of core content teachers take part in Weekly Planning Meetings with their Principals or Instructional Coaches <p>Quarter 2: January 22, 2024</p> <ul style="list-style-type: none"> • 100% of core content teachers take part in Weekly Data and Planning Meetings • 100% of non-core teachers take part in Weekly Planning Meetings <p>Quarter 3: March 24, 2024</p> <ul style="list-style-type: none"> • 100% of teachers take part in Weekly Data and Planning Meetings
Professional Development:	<p>Summer 2023:</p> <ul style="list-style-type: none"> • ELA and Math Content Training • Unit Planning Training and completion of Quarter 1 Unit Plans • Initial Curriculum Trainings • Wonders Curriculum for Grades 3-5 ELA <p>Ongoing 2023:</p> <ul style="list-style-type: none"> • Weekly Data & Planning Meetings with Instructional Coaches and Principals • NC New Teacher Support Program Coaching for Beginning Teachers not in tested areas and Monthly Beginning Teacher Professional Development • Want More Do More Training for Instructional Coaches

Assigned Implementation Team:	Directors of Instruction Instructional Coaches Assistant Superintendent
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Certify Submission

Type and sign your name below.

<u>Keen Gravely</u>	_____	_____
Board Chair Name	Digital Signature	Date
<u>Dr. Heather D. Collins</u>	_____	
School Administrator Name	Digital Signature	_____
		Date



Professional Development Plan

As required by the stipulations for the renewal of your Charter Agreement, your school is required to participate in the following Professional Development:

- Each academic year of its three-year charter, all members of the school's Board of Directors and its school leadership team, including the School Director and School Principal, must participate in at least 5 leadership or instructional practice training modules or sessions offered or recommended by the Office of Charter Schools or CSAB.
- All teachers working at the school must receive meaningful training from an experienced educational professional on how to improve instructional outcomes for students.

Complete the document with your plan to ensure that this Professional Development will occur *for* the Board, School Leadership, and Teachers.

School Information

School Name: LEA	Rocky Mount Preparatory School
Code Mailing	64A
Address: Phone:	3334 Bishop Road, Rocky Mount, NC
	27804

Principal/Director: **School Leader Information**

Title:	Dr. Heather Collins
Phone: Email:	Interim Head of School
	252-343-4576
Board Chair: Term	Heather.collins@rmprep.org

of Office: Phone: **Board Information**

Email:	Keen Gravely
	2022-2025
	252-443-9923
	kgravely@rmprep.org

Professional Development

The school must be prepared to collect and submit certificates of attendance at all trainings to verify attendance and completion of modules or sessions.

Year 1

<i>Board and Leadership Session 1</i>	
Name of Training	Board Retreat
Name of Presenter/Trainer	Mr. Brandon McPherson School Leadership
Name of Training Organization	Multiple Organization
Date(s) of Training	July 31, 2023
Amount of Time	4 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Shelton Daniel, Member Charles Davis, Member Dr. D'Andrea Heggs, Assistant Supt. Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, Director of Instruction Kenya Grant, Director of Instruction Lois Glass, Director of Instruction Susan Sharpe, Director of Instruction Quadric Witherspoon, Dean of Culture Robin Wright, Director of Specialized Services
Training Description	Legal Landscape Academic and Cultural Data Review Strategic Direction for the Upcoming School Year

<p>Expected Outcomes</p>	<p>Receive Legal updates to be aware of for the upcoming year.</p> <p>Share Academic and Cultural Data</p> <p>Share Policy Changes and Strategic Initiatives for the Upcoming Year</p>	<p>Provided by Poyner Spruill, LLC</p> <p>Provided by RMP Team Members</p> <p>Provided by RMP Team Members</p>
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<i>Board Session 2</i>	
Name of Training	Budget & Finance
Name of Presenter/Trainer	Greg Sindors
Name of Training Organization	Superior Ed Solutions
Date(s) of Training	September 16, 2023
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Tanika Bryant, Member Charles Davis, Member
Training Description	To support the Board in developing positive narratives and forward-thinking insights for leading and motivating toward progress and improved outcomes.
Expected Outcomes	1. The board will be well-versed in budgeting, fiscal responsibility, and financial management. This includes understanding school finance systems, allocation of resources, and budget oversight.

<i>Board and Leadership Session 3</i>	
Name of Training	Education Law and Policy
Name of Trainer/Presenter	Dr. Shaunda Cooper
Name of Training Organization	Superior Solutions
Date(s) of Training	October 20, 2023
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	Understanding the legal and policy framework governing education in North Carolina.
Expected Outcomes	1. Board members and staff will have a clear understanding of State and federal education laws, regulations, and policies.

<i>Board and Leadership Session 4</i>	
Name of Training	Curriculum and Instruction
Name of Presenter/Trainer	Dr. Heather D. Collins Mr. Tristan Hunter
Name of Training Organization	School Leadership
Date(s) of Training	November 18, 2023
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	Board members will be informed about curriculum development, assessment, and instructional strategies to decide on curriculum choices and academic standards.
Expected Outcomes	1. Learn instructional platforms. 2. Become knowledgeable of assessments and instructional strategies.

Board and Leadership Session 5	
Name of Training	Community Engagement
Name of Presenter/Trainer	Dr. Shaunda Cooper
Name of Training Organization	Superior Solutions
Date(s) of Training	December 9, 2023
Amount of Time	2 Hours Total
Who Will Attend {Name and Title}	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Heather Collins, Interim Head of School
Training Description	The board will learn strategies for building strong relationships with the community.
Expected Outcomes	<ol style="list-style-type: none"> 1. Effective communication with the community. 2. Public relations and strategies for involving parents, teachers, and community members in decision-making.

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Board and Leadership Training	
Name of Training	Session 6
Name of Presenter/Trainer	Equity & Inclusion
Name of Training Organization	Dr. Shaunda Copper
Date(s) of Training	Superior Solutions
Amount of Time	February 17, 2024
Who Will Attend (Name and Title)	4 hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	Understanding, promoting, and prioritizing diversity, equity, and inclusion.
Expected Outcomes	<ol style="list-style-type: none"> 1. Learn how to address issues related to diversity racial equity, and ensuring an inclusive learning environment.

Board and Leadership Training Session 7	
Name of Training	Leadership and Governance
Name of Presenter/Trainer	Dr. Shaunda Cooper
Name of Training Organization	Superior Solution
Date(s) of Training	March 16, 2024
Amount of Time	4 hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	Instructional Leadership Team Members are immersed in the Uncommon Schools practices that have supported high academic achievement throughout the country and in model charter schools in North Carolina (Durham Charter & Henderson Collegiate)
Expected Outcomes	1. Instructional Leadership Team Members will execute key strategies such as Weekly Data and Planning Meetings, Observation and Feedback, and Student Culture to support teacher and scholar growth and improved academic achievement.

Board and Leadership Session 1	
Name of Training	Charter Renewal Training
Name of Presenter/Trainer	Office of Charter Schools
Name of Training Organization	NCDPI
Date(s) of Training	July 2024
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	The Board and School Leaders will learn about the expectations of the Charter Renewal process and their current progress toward renewal.
Expected Outcomes	1. Provide knowledge of the Charter Renewal Process

Board and Leadership Session 2	
Name of Training	Legal Landscape
Name of Presenter/Trainer	Brandon McPherson
Name of Training Organization	Poyner Spruill, LLC
Date(s) of Training	July 2024
Amount of Time	2 Hour,
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services

Training Description	Receive Legal updates to be aware of the upcoming year.
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Expected Outcomes	1. Will have knowledge of legal issues and how to address school matters within the parameters of the law.
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<i>Board and Leadership Session 3</i>	
Name of Training	Board and School Leadership Partnership & Evaluation
Name of Presenter/Trainer	Board on Track
Name of Training Organization	Board on Track
Date(s) of Training	2024 – Virtual Training
Amount of Time	2 Hours :
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School
Training Description	Board and Senior School Leaders will learn what the relationship between the Board and School Leadership should include and how to develop a forward-progressing evaluation process.
Expected Outcomes	1. Learn the characteristics of good Board and School Leadership relationships. 2. Learn the characteristics of the School Leader evaluation process.

<i>Board and Leadership Session 4</i>	
Name of Training	Board Management vs. Board Governance
Name of Presenter/Trainer	Office of Charter Schools

Name of Training Organization	NCDPI
Date(s) of Training	TBD
Amount of Time	12 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Tanika Bryant, Member Charles Davis, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	This training will define for staff what types of incidences and requirements are handled by the Board of Directors and what types of incidences and matters are handled by staff.
Expected Outcomes	<ol style="list-style-type: none"> 1. Board members will clearly understand their roles, responsibilities, and how they are implemented. 2. Staff members will have a clear understanding of their roles, and responsibilities of the board and how they should be actioned.

<i>Board and Leadership Session 5</i>	
Name of Training	Board Finance
Name of Presenter/Trainer	Tentatively, the Business Office or Office of Charter Schools
Name of Training Organization	NCDPI
Date(s) of Training	TBD
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Tanika Bryant, Member Charles Davis, Member Heather Collins, Interim Head of School
Training Description	The board and Team will receive training on best practices in school finance.
Expected Outcomes	<ol style="list-style-type: none"> 1. Learn best practices in school finances. 2. Check in on finance procedures and revise as needed.

<i>Ongoing Leadership Training</i>

Name of Training	Principal Coaching
Name of Presenter/Trainer	BTSSpark
Name of Training Organization	BTSSpark
Date(s) of Training	Twice per month (20 sessions per year)
Amount of Time	2p Hours
Who Will Attend (Name and Title)	Dr. Heather Collins, Interim Head of School

	<p>Dr. Jeannine Wallace, 9-12 Principal</p> <p>Kenya Grant, 6-8 Principal</p> <p>Lois Glass, 3-5 Principal</p> <p>Susan Sharpe, K-2 Principal</p> <p>Quadric Witherspoon, Assistant Principal</p>
Training Description	School leaders will receive executive coaching on executing school goals and practices throughout the school year.:
Expected Outcomes	<ol style="list-style-type: none"> 1. School leaders will receive support and guidance in managing their daily duties in alignment with Rocky Mount Prep strategic initiatives.

<i>Ongoing Teacher Training</i>	
Name of Training	Get Better, Faster Strategies Weekly Data and Planning Meetings
Name of Presenter/Trainer	Instructional Coaches and Principals
Name of Training Organization	Get Better Faster Want More Do More
Date(s) of Training	Weekly
Amount of Time	40 - 50 Hours
Who Will Attend (Name and Title)	<p>Teachers</p> <p>Instructional Coaches</p> <p>Assistant Principals</p> <p>Principals</p>
Training Description	Teachers will develop their practice to implement Get Better Faster Strategies and Weekly Data and Planning Meetings through weekly coaching meetings with their instructional and cultural leaders.
Expected Outcomes	<ol style="list-style-type: none"> 1. The teachers will strengthen their professional practice, provide appropriate reteach opportunities, and ensure scholars receive the instruction to score proficiently and grow on the End of Grade/End of Course assessment.

<i>Board and Leadership Session 1</i>	
Name of Training	Charter Renewal Preparation
Name of Presenter/Trainer	Office of Charter Schools
Name of Training Organization	NCDPI
Date(s) of Training	July 2025
Amount of Time	12 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	The Board and School Leaders will learn about the expectations of the Charter Renewal process and their current progress toward renewal.
Expected Outcomes	1. Provide knowledge of the Charter Renewal Process and check progress toward charter renewal expectations.

<i>Board and Leadership Session 2</i>	
Name of training	Standard Operating Procedures and Board Compliance
Name of Presenter/Trainer	Board on Track
Name of Training Organization	Board on Track.
Date(s) of Training	Virtual. Self-paced. Due by August 2025.
Amount of Time	1 Hour
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Shelton Daniel, Member Charles Davis, Member Dr. Heather Collins, Interim Head of School
Training Description	Board and team members will learn strategies to apply and ensure their processes and procedures are in order and compliant with state expectations.

Expected Outcomes	<ol style="list-style-type: none"> 1. Learn strategies to ensure Board compliance and meeting efficiency. 2. Revise current Standard Operations Procedures based on strategies needed from the learning.
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<i>Board and Leadership Session 3</i>	
Name of Training	Board Management vs. Board Governance
Name of Presenter/Trainer	Office of Charter Schools
Name of Training Organization	NCDPI
Date(s) of Training	TBD
Amount of Time	2Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
Training Description	This training will define for board members and staff what types of incidents and requirements are handled by the Board of Directors and what types of incidences and matters are handled by staff.
Expected Outcomes	<ol style="list-style-type: none"> 1. Board members will clearly understand their roles, responsibilities, and how they are implemented. 2. Staff members will have a clear understanding of the roles, and responsibilities of the board and how they should be actioned.

<i>Board and Leadership Session 4</i>	
Name of Training	Legal Landscape
Name of Presenter/Trainer	TBD
Name of Training Organization	Poyner Spruill, LLC
Date(s) of Training	July 2025
Amount of Time	1 Hour
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair

	Charles Davis, Member Tanika Bryant, Member Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5, Principal Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal Sheila Farmer, Director of Specialized Services
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Training Description	Receive Legal updates to be aware of the upcoming year
Expected Outcomes	The Board and Staff will have knowledge of legal issues and how to address school matters within the parameters of the law.

<i>Board and Leadership Session 5</i>	
Name of Training	Board Finance
Name of Presenter/Trainer	Tentatively, the Business Office or Office of Charter Schools
Name of Training Organization	NCDPI
Date(s) of Training	TBD
Amount of Time	2 Hours
Who Will Attend (Name and Title)	Keen Gravely, Chair Jean Kitchin, Vice Chair Tanika Bryant, Member Charles Davis, Member Heather Collins, Interim Head of School
Training Description	The board and Team will receive training on best practices in school finance.
Expected Outcomes	1. Learn best practices in school finances. 2. Check in on finance procedures and revise as needed.

<i>Ongoing Leadership Training</i>	
Name of Training	Principal Coaching
Name of Presenter/Trainer	BTSSpark
Name of Training Organization	BTSSpark
Date(s) of Training	Twice per month (20 sessions per year).
Amount of Time	50 Hours
Who Will Attend (Name and Title)	Dr. Heather Collins, Interim Head of School Dr. Jeannine Wallace, 9-12 Principal Kenya Grant, 6-8 Principal Lois Glass, 3-5 Principal

	Susan Sharpe, K-2 Principal Quadric Witherspoon, Assistant Principal
Training Description	School leaders will receive executive coaching on executing school goals and practices throughout the school year.
Expected Outcomes	School leaders will receive support and guidance in coaching teammates, effective communication, evaluation skills, and teaching and demonstration methods.

<i>Ongoing Teacher Training</i>	
Name of Training	Weekly Data and Planning Meetings
Name of Presenter/Trainer	Instructional Coaches and Principals
Name of Training Organization	Get Better Faster Want More Do More
Date(s) of Training	Weekly
Amount of Time	40 - 50 Hours
Who Will Attend (Name and Title)	Teachers Instructional Coaches Assistant Principals Principals
Training Description	Teachers will develop their practice to implement Get Better Faster strategies and Weekly Data and Planning Meetings through weekly coaching meetings with their instructional and cultural leaders.
Expected Outcomes	Teachers will grow stronger in their professional practice, provide appropriate reteach opportunities, and ensure scholars are receiving the instruction they need to score proficiently and grow on the End of Grade/End of Course assessment.

Certify Submission

Type and sign your name below.

Keen Gravely Board

Chair Name

Digital Signature

Date

Dr. Heather D. Collins

School Administrator Name

Digital Signature

Date