

**Edgecombe County Public Schools  
SCHOOL IMPROVEMENT PLAN  
A Continuous Improvement Strategic Plan**

School Name: West Edgecombe Middle School

School Year: 2009-2010

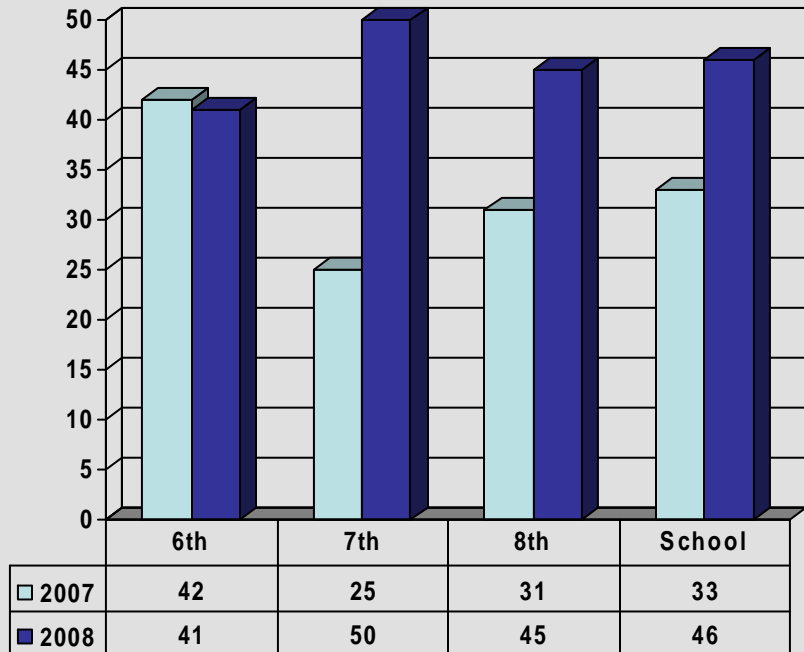
Current NCLB Status: Made AYP. Met 21 out of 21 goals

Current ABC Status: Made expected growth in Reading and Math

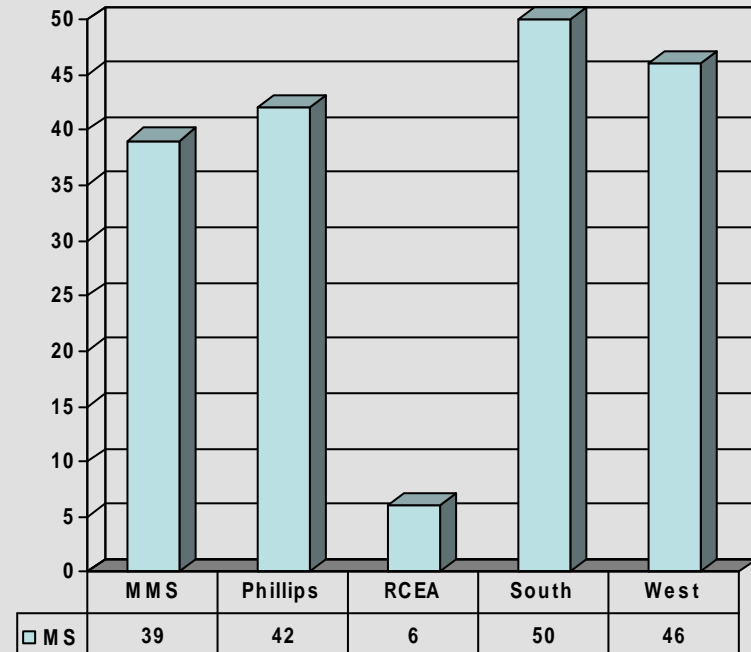
**P PLAN: Identify the gap and the approach**

Overall SMART Goal (Three year projection):  
West will increase Reading proficiency from 46 to 75% by 2011 as measured by the NC EOG Reading test.

**Reading EOG Results—2007-2008**



**District Reading Results**



**Data Analysis:** Answer the data analysis questions.

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<p>1. What are key strengths <b>and data to support it?</b></p> <p>-08-09 shows 7<sup>th</sup> and 8<sup>th</sup> grade made expected growth in Reading.          -The school met expected growth in Reading.          -The school made AYP in Reading.</p>	<p>2. What are the key opportunities for Improvement <b>and data to support it?</b></p> <p>--Less than 50% of our students are proficient in reading.          --Our 6<sup>th</sup> Grade students did not meet growth in reading.</p>	<p>3. What information/ data is needed that we do not have?</p> <p>We have everything that is needed.</p>
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**Target SMART Goal (One year projection based on the gap analysis in question 2 above.):**  
 By the end of the 2009-2010 school year West will increase from 45.82 to 60% in Reading according to NC standards.

4. What is your next step (Identify key approach or strategy you will implement during Quarter 1 to achieve your target goal.)?  
 To Establish reading PLC teams to improve student performance on the NC EOG Reading Test  
 To screen all students in reading

**D DO: Develop and Implement Plan**

Provide detailed – Steps	Quarter 1 Implementation Plan (for each Target Goal)		Person(s) Responsible	Measure/Indicator	Start Date	End Date
	#1	The experienced ELA teachers bring knowledge of the curriculum and collaboration. The experienced teachers also have successful strategies.	6-8 LA teachers	Common Assessments	8-25-09	10-29-09
#2	Determine what will be taught during 40 minute block (WEST)	6-8 teachers	Pre-assessments/Assessments	8-25-09	10-29-09	
#3	Submit PLC schedules and norms to begin PLCs immediately	6-8 teachers	PLC calendar/notebooks	8-25-09	8-24-09	
#4	Use AIG teacher and coaches help teachers with higher-order teaching strategies	6-8 teachers and Ms.Nicholson	PLC, Conference, Lesson Planning	8-25-09	10-29-09	
#5	Use AIG teacher for WEST time to help the higher performing student achieve growth	6-8 teachers and Charlene Nicholson	Common Assessments	8-25-09	10-29-09	
#6	Use extra 40 minutes to regroup student after accessing them	6-8 Teachers	PLC minutes	8-25-09	10-29-09	
#7	Develop formative assessments to determine student needs	6-8 Teachers and Charlene Nicholson	PLC minutes	8-25-09	10-29-09	
#8	Use SuccessMaker to increase reading skills	6-8 Teachers	SuccessMaker report	8-27-09	10-29-09	
#9	Use District coaches to offer best practices/ reading strategies	Teachers and Debra Lightfoot,	Lesson Plans	8-25-09	10-29-09	
#10	Use Corrective Reading to build fluency and comprehension (EC)	Ed Murphy and Sandra Joyce	SRA report	8-28-09	10-29-09	
#11	Use ClassScapes to create higher-level thinking skills	6-8 Teachers	Lesson plans—SC report	8-25-09	10-25-09	
#12	Share reading goals and objectives with parents	Teachers/Daniels	Parent log	9-01-09	9-01-09	
#13	Have Parent Reading Night Oct. 20 at 6:00	Teachers/Daniels	Parent log	10-20-09	10-20-09	
#14	Use graphic organizers to develop writing and thinking skills	6-8 Teachers/Daniels	Lesson plan	8-25-09	10-29-09	
#15	Allow students in WALL to work in reading groups and experience read aloud from manager	Ms. Hinton/ all Teachers	Lesson plan	9-8-09	10-29-09	

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<b>Implementation Plan Quality Check:</b>		
What resources/budget needs do you have for the first quarter? None at this time.		
If you identified budget needs, what budget code(s) will you use to meet the budget needs for this quarter? n/a		
If funding is not available, identify the steps from the implementation plan that will address the funding gap. Using resources that we have available.		
What professional development, if any, will be offered in Quarter 1 to support the staff in implementation? -A presentation of reading strategies across the curriculum. -Share strategies for word identification -Training for Classscape & Successmaker		
Parent and Community (Stakeholder) involvement during this quarter -SIT and PTO to meet once a month. -Share information at open house/literacy night -Principal round table		
<b>Determine the measures/data that will be used to determine effectiveness of the 1<sup>st</sup> Quarter approach by answering the following questions:</b>		
<b>A. What data will you use to determine if the strategy was implemented?</b> -Common formative assessments -District benchmarks -Lesson plans	<b>B. What data will you use to determine if the strategy was consistently implemented?</b> -Common formative assessments -District benchmarks -Lesson plans	<b>C. What data will you use to determine if the strategy impacted overall goal or target goal?</b> -Common assessment data -PLC agendas, notes, and development logs -Lesson plans -Observations
<b>S</b>	<b>Study – Analysis of data after implementing an approach</b>	
<b>At the end of Quarter 1 answer the following questions based on the data collected from your identified measures:</b>		
1. What are key strengths <b>and data to support it?</b>	2. What are the key opportunities for Improvement <b>and data to support it?</b>	3. What information/ data is needed that we do not have?
<b>Reflect on Quarter 1 data analysis. Check which option best describes your Quarter 2 direction. (double click box to select 'checked' to check box)</b>		
<input type="checkbox"/> Target goal <u>met</u> and changed to further impact overall goal. <input type="checkbox"/> Target goal <u>not met</u> , but data indicates current approach is effective so we will continue current strategy and update implementation plan for the next quarter.	<input type="checkbox"/> Target goal <u>not met</u> so we will continue current strategy, but make improvements to implementation plan based on data analysis above. <input type="checkbox"/> Target goal <u>not met</u> and data indicates gap is widening so we will abandon current strategy and identify a new strategy.	

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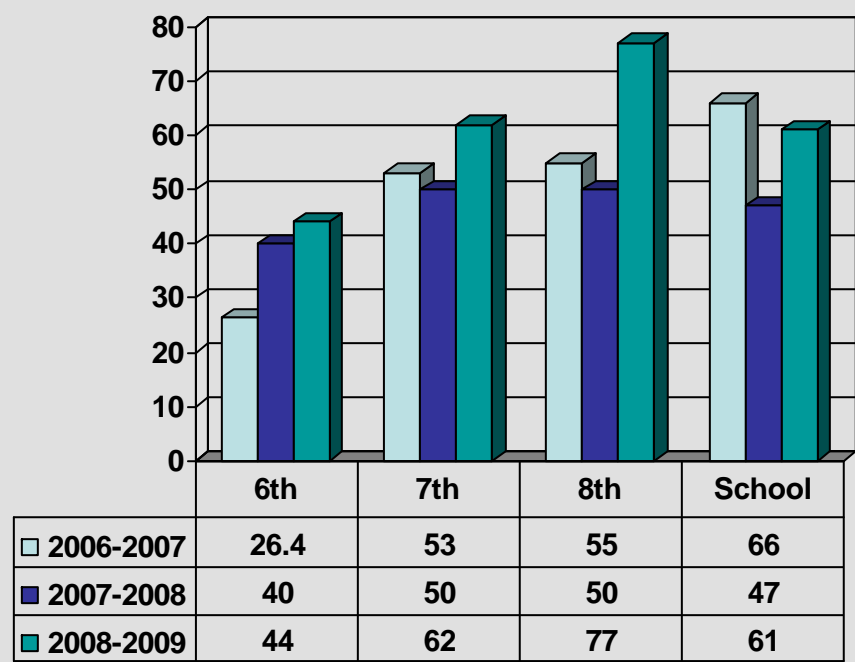
Current NCLB Status: Made AYP. Met 21 out of 21 goals

Current ABC Status: Made expected growth in Reading and Math

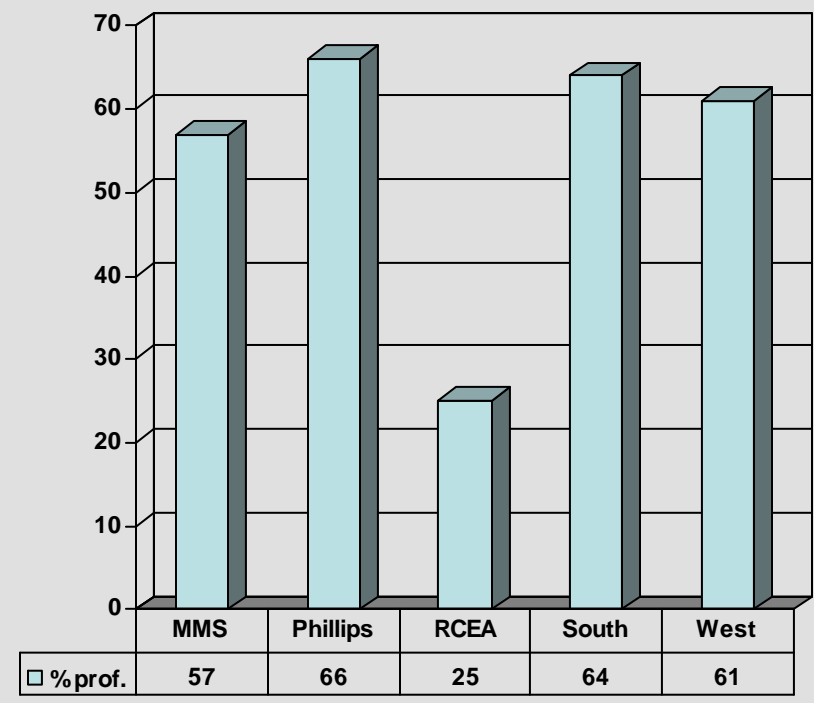
**P PLAN: Identify the gap and the approach**

Overall SMART Goal (Three year projection): West will increase Math proficiency from 61% to 85% by 2011 as measured by the NC EOG Math test.

**Math EOG Results-2006-2009**



**District Math Results**



**Data Analysis:** Answer the data analysis questions.

1. What are key strengths **and data to support it?**
2. What are the key opportunities for Improvement **and data to support it?**
3. What information/ data is needed that we do not have?

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-2008-2009 shows 7<sup>th</sup> and 8<sup>th</sup> grade made expected growth in Math.

Our 6<sup>th</sup> grade students did not make expected growth.

We have everything that is needed.

-The overall school made Expected Growth in math  
 -The school made APY in math.

Target SMART Goal : West Edgecombe will increase math proficiency from 61% to 70%.

4. What is your next step (Identify key approach or strategy you will implement during Quarter 1 to achieve your target goal.)?

To implement the following strategies...

-Access all students in math by September 4, 2009.

-Start PLC meetings immediate to group students according to needs.

**D DO: Develop and Implement Plan**

Provide detailed – Steps	Quarter 1 Implementation Plan (for each Target Goal)		Person(s) Responsible	Measure/Indicator	Start Date	End Date
	#1	The experienced math teachers bring knowledge of the curriculum and collaboration. The experienced teachers also have successful strategies.	All 6-8 Math Teachers	Common Assessments	8-18-09	10-29-09
#2	Determine what will be taught during 40 minute block (WEST) After screening all students	All 6-8 Math Teachers	Pre-assessments/Assessments	8-18-09	10-29-09	
#3	Submit PLC schedules and norms first week of school	All 6-8 teachers	PLC calendar/notebooks	8-18-09	10-29-09	
#4	Seek higher-order teaching strategies	6-8 teachers, Lightfoot, Nicholson, Daniels	PLC, Conference, Lesson Planning	8-18-09	10-29-09	
#5	Use AIG teacher for WEST time to help the higher performing student achieve growth	Nicholson	Common Assessments	8-18-09	10-29-09	
#6	-Share math goals at Open House and all PTO meetings	Daniels	PTO agenda	9-1-09	10-29-09	
#7	Provide math pacing guides for parents	6-8 math teachers	Agenda	9-1-09	10-29-09	
#8	Math Parent Night 2 times per year 11/17 and 3/16	6-8 math teacher and Daniels	Agenda, parent log	11-09	11-09	
#9	Use of AVID math strategies school-wide	Dickens, Wilmot, Grear	Lesson plans	8-25-09	10-29-09	
#10	Using Classscapes (Math, Reading, and Science) to create higher-level thinking skills all year	6-8 Math Teachers	Classscapes data	8-28-09	10-29-09	
#11	Using successMaker (Math and Reading) to enhance math skills	6-8 Math Teachers	SuccessMaker report	8-28-09	10-29-09	
#12	Incorporate county-wide coaches into PLCs on given days at school.	Andrews	Lesson Plans, Conferences	8-25-9	10-29-09	

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**Implementation Plan Quality Check:**

What resources/budget needs do you have for the first quarter?  
 None at this time.

If you identified budget needs, what budget code(s) will you use to meet the budget needs for this quarter?  
 n/a

If funding is not available, identify the steps from the implementation plan that will address the funding gap.  
 Using resources that are already available.

What professional development, if any, will be offered in Quarter 1 to support the staff in implementation?  
 -Training for Classscape & SuccessMaker  
 -Sharing Math strategies at staff meetings/PLC's  
 -Using District Math Coach for Math strategy development

Parent and Community (Stakeholder) involvement during this quarter  
 -SIT and PTO to meet once a month.  
 -Share information at open house/literacy night  
 -Principal round table

**Determine the measures/data that will be used to determine effectiveness of the 1<sup>st</sup> Quarter approach by answering the following questions:**

A. What data will you use to determine if the strategy was implemented? -Common formative assessments -District Benchmarks	B. What data will you use to determine if the strategy was consistently implemented? -Common formative assessments -District Benchmarks	C. What data will you use to determine if the strategy impacted overall goal or target goal? -Common assessment data -PLC agendas, notes, and development logs
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**S Study – Analysis of data after implementing an approach**

**At the end of Quarter 1 answer the following questions based on the data collected from your identified measures:**

1. What are key strengths and data to support it?	2. What are the key opportunities for Improvement and data to support it?	3. What information/ data is needed that we do not have?
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**Reflect on Quarter 1 data analysis. Check which option best describes your Quarter 2 direction. (double click box to select 'checked' to check box)**

<input type="checkbox"/> Target goal <u>met</u> and changed to further impact overall goal. <input type="checkbox"/> Target goal <u>not met</u> , but data indicates current approach is effective so we will continue current strategy and update implementation plan for the next quarter.	<input type="checkbox"/> Target goal <u>not met</u> so we will continue current strategy, but make improvements to implementation plan based on data analysis above. <input type="checkbox"/> Target goal <u>not met</u> and data indicates gap is widening so we will abandon current strategy and identify a new strategy.
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Current NCLB

Status:

Made AYP—Met 21 out of 21 Target Goals

Current ABC Status:

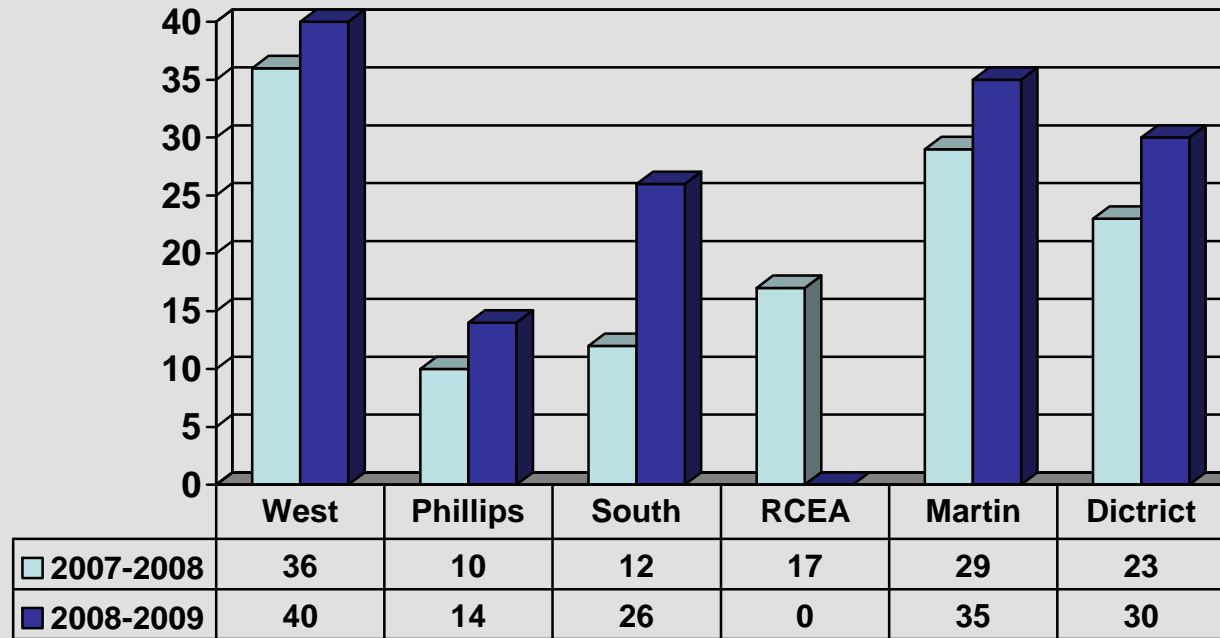
Made expected growth in Reading and Math

**P**

**PLAN: Identify the gap and the approach**

Overall SMART Goal (Three year projection):

West Edgecombe Middle School will increase Science proficiency from 39.5 to 75% by 2011.



**8<sup>th</sup> Grade Science Results**

**Data Analysis:** Answer the data analysis questions.

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5. What are key strengths and data to support it? Our 8 <sup>th</sup> grade students made a gain of 8.5% in science.	6. What are the key opportunities for Improvement and data to support it? Less than 50% of our students are proficient in science.	7. What information/ data is needed that we do not have? --Data from SuccessMaker
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Target SMART Goal (One year projection based on the gap analysis in question 2 above.): West Edgecombe Middle School will increase Science proficiency from 39.5 to 55% by 2010.

8. What is your next step (Identify key approach or strategy you will implement during Quarter 1 to achieve your target goal.)?  
 --Universal screening on science skills  
 --Screening students using SuccessMaker  
 --Science teachers collaborating

**D DO: Develop and Implement Plan**

J		Person(s) Responsible	Measure/Indicator	Start Date	End Date	
<b>Provide detailed - Steps</b>	#1	SuccessMaker will be used by science teachers as whole class resource	Hachey and Dickens	SuccessMaker report	8/27/09	10/29/09
	#2	ClassScapes will be use to access students in science	Hachey, Dickens, Duckett, Garrow	ClassScape report	8/27/09	10/29/09
	#3	Coach books will be used to access students in science	Hachey, Dickens, Duckett, Garrow	Lesson plans/PLC minutes	8/26/09	10/29/09
	#4	Using district coaches to share best practices in PLCs	Josie Davis	PLC minutes	8/26/09	10/29/09
	#5	Vocabulary strategies reviewed often so students will have knowledge of science skills	Hachey, Dickens, Duckett, Garrow	PLC minutes-lesson plans	8/25/09	10/29/09
	#6	AIG teacher working with teachers and students to develop science skills	Charlene Nicholson	PLC minutes, lessons	8/25/09	10/29/09
	#7	Earth Science will be taught for additional rigor	Katy Hachey	Lesson Plans	8/25/09	10/29/09
	#8	Science PLC/Vertical alignment to learn student needs.	Hachey, Dickens, Duckett, Garrow	PLC minutes	9/16/09	10/29/09
	#9	Universal screening in Science to help with teaching at students' knowledge level	Hachey, Dickens, Duckett, Garrow	Lesson plans, assessments	8 5/08	9/4/09
	#10	--Our science teacher looped with the students from 7 <sup>th</sup> to 8 <sup>th</sup> grade	Dickens			

**Implementation Plan Quality Check:**

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What resources/budget needs do you have for the first quarter?		
None		
If you identified budget needs, what budget code(s) will you use to meet the budget needs for this quarter?		
N/A		
If funding is not available, identify the steps from the implementation plan that will address the funding gap.		
N/A		
What professional development, if any, will be offered in Quarter 1 to support the staff in implementation?		
SuccessMaker Training ClassScapes Training		
Parent and Community (Stakeholder) involvement during this quarter		
Science goals will be shared during open house on September 1, 2009 Parent conferences will be held September 16, 2009		
<b>Determine the measures/data that will be used to determine effectiveness of the 1<sup>st</sup> Quarter approach by answering the following questions:</b>		
A. What data will you use to determine if the strategy was implemented?	B. What data will you use to determine if the strategy was consistently implemented?	C. What data will you use to determine if the strategy impacted overall goal or target goal?
Common assessments Local benchmarks	Common assessments Local benchmark	Common assessments Local benchmark
<b>S Study – Analysis of data after implementing an approach</b>		
<b>At the end of Quarter 1 answer the following questions based on the data collected from your identified measures:</b>		
4. What are key strengths and data to support it?	5. What are the key opportunities for Improvement and data to support it?	6. What information/ data is needed that we do not have?
<b>Reflect on Quarter 1 data analysis. Check which option best describes your Quarter 2 direction. (double click box to select 'checked' to check box)</b>		
<input type="checkbox"/> Target goal <u>met</u> and changed to further impact overall goal. <input type="checkbox"/> Target goal <u>not met</u> , but data indicates current approach is effective so we will continue current strategy and update implementation plan for the next quarter.		<input type="checkbox"/> Target goal <u>not met</u> so we will continue current strategy, but make improvements to implementation plan based on data analysis above. <input type="checkbox"/> Target goal <u>not met</u> and data indicates gap is widening so we will abandon current strategy and identify a new strategy.

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Current ABC Status: Made expected growth in Reading and Math

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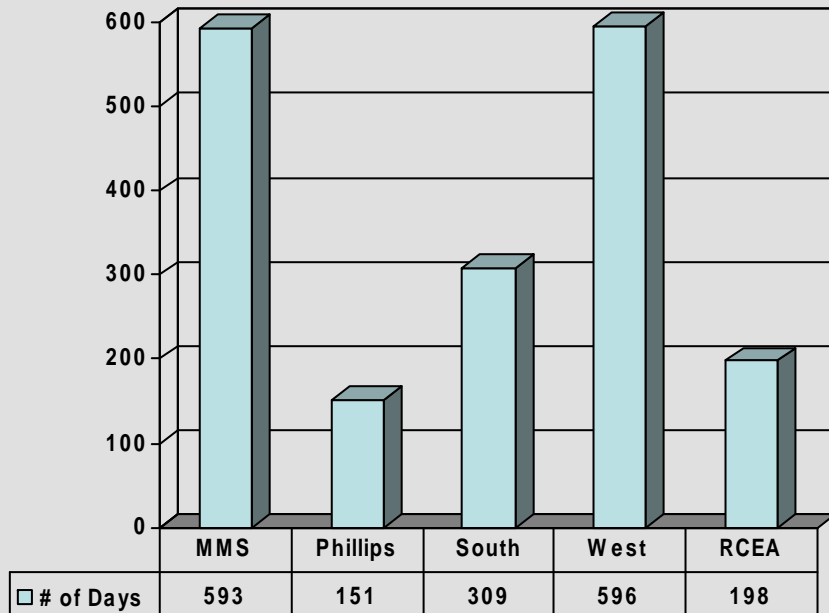
**P**

**PLAN: Identify the gap and the approach**

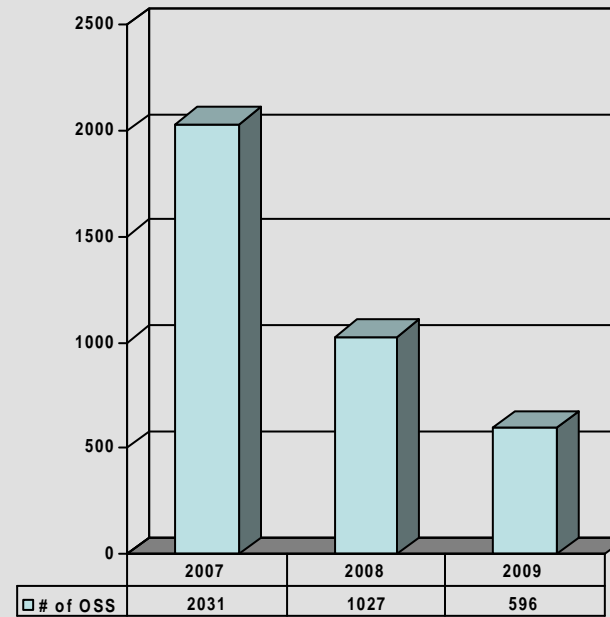
Overall SMART Goal (Three year projection):

West Edgecombe Middle School will reduce the number of OSS by 50% by 2011 from 1027 to 500.

**Middle School OSS Comparison**



**2007-2009 OSS Results at West**



**Data Analysis:** Answer the data analysis questions.

9. What are key strengths **and data to support it?**

10. What are the key opportunities for Improvement **and data to support it?**

11. What information/ data is needed that we do not have?

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West reduced the number of OSS from 1027 to 596.	We need to strengthen our character Ed. program and become more consistent with PBS goals school-wide.	A consistent PBS plan. We have all the data needed at this time.
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**Target SMART Goal (One year projection based on the gap analysis in question 2 above.):**  
 This year West will reduce the number of OSS from 596 to 300.

**12. What is your next step (Identify key approach or strategy you will implement during Quarter 1 to achieve your target goal.)?**  
 -Continue the implementation of PBS to create a positive school environment.  
 -Buddy system replaces ISS  
 -West Alternative Learning Lab (WALL) alternative to OSS-Students will report here instead of receiving out of school suspension. They will work in reading and math group as well as independent study. The OSS manager will read aloud to students and the counselor will visit with them at least once a week to give “character ed. lessons. This will decrease loss of instruction.

**D DO: Develop and Implement Plan**

Provide detailed	Quarter 1 Implementation Plan (for each Target Goal)		Person(s) Responsible	Measure/Indicator	Start Date	End Date
	#1	Using a Buddy System to replace ISS will allow students’ learning to continue.	All Teachers	System data (Book)	8-18-09	10-29-09
#2	Continue implementation of school wide PBS	Staff/Hachey, Cabanas	PBS data	8-18-09	10-29-09	
#3	WALL alternative to OSS (See Wall in 4. above)	Daniels, Cabanas & Hinton	Office referral data	8-18-09	10-29-09	
#4	Student Recognition every opportunity we get	Staff/Willis	PBS recognition board	8-18-09	10-29-09	
#5	Review discipline data at staff/grade level meetings to increase awareness of students perhaps missing instruction.	PBS committee & grade levels	PBS Minutes	8-18-09	10-29-09	
#6	Share PBS Goals during Open House on 9/1/09	Daniels/Cabanas/Hachey	Parent log	9-01-09	9-01-09	
#7	Review School expectations during student-body meetings by grade levels on 8/28/09	Daniels and Cabanas	Observation	8-26-09	8-26-09	
#8	Discuss PBS data at staff meetings every 2 Wednesday in each month.	Katy Hachey/Cabanas	Staff log	9-9-09	10-29-09	

**Implementation Plan Quality Check:**

What resources/budget needs do you have for the first quarter? Pocket charts, rewards for PBS
If you identified budget needs, what budget code(s) will you use to meet the budget needs for this quarter? n/a
If funding is not available, identify the steps from the implementation plan that will address the funding gap. Presentation of new school wide discipline policy to staff, students, and parents.
What professional development, if any, will be offered in Quarter 1 to support the staff in implementation?

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SIT meet with PTO to explain PBS and ask PTO to help West acquire funding.

Parent and Community (Stakeholder) involvement during this quarter

Goals will be shared with parents at all parent meetings

Parent conferences will be required when students are absent or tardy after 10 days.

**Determine the measures/data that will be used to determine effectiveness of the 1<sup>st</sup> Quarter approach by answering the following questions:**

<p>A. What data will you use to determine if the strategy was implemented?</p> <p>NCWISE Discipline Data</p>	<p>B. What data will you use to determine if the strategy was consistently implemented?</p> <p>NCWISE Discipline Data Buddy System Book/Records</p>	<p>C. What data will you use to determine if the strategy impacted overall goal or target goal?</p> <p>NCWISE Discipline Data</p>
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**S Study – Analysis of data after implementing an approach**

**At the end of Quarter 1 answer the following questions based on the data collected from your identified measures:**

<p>7. What are key strengths <b>and data to support it?</b></p>	<p>8. What are the key opportunities for Improvement <b>and data to support it?</b></p>	<p>9. What information/ data is needed that we do not have?</p>
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**Reflect on Quarter 1 data analysis. Check which option best describes your Quarter 2 direction. (double click box to select ‘checked’ to check box)**

<p><input type="checkbox"/> Target goal <u>met</u> and changed to further impact overall goal.</p> <p><input type="checkbox"/> Target goal <u>not met</u>, but data indicates current approach is effective so we will continue current strategy and update implementation plan for the next quarter.</p>	<p><input type="checkbox"/> Target goal <u>not met</u> so we will continue current strategy, but make improvements to implementation plan based on data analysis above.</p> <p><input type="checkbox"/> Target goal <u>not met</u> and data indicates gap is widening so we will abandon current strategy and identify a new strategy.</p>
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**A Act – Revise or continue with implementation plan based on data analysis**

4. What is your next step for Quarter 2? Identify key approach/strategy. (If continuing with approach from Quarter 1, restate it here. If changing your approach for Quarter 2, state it here.)

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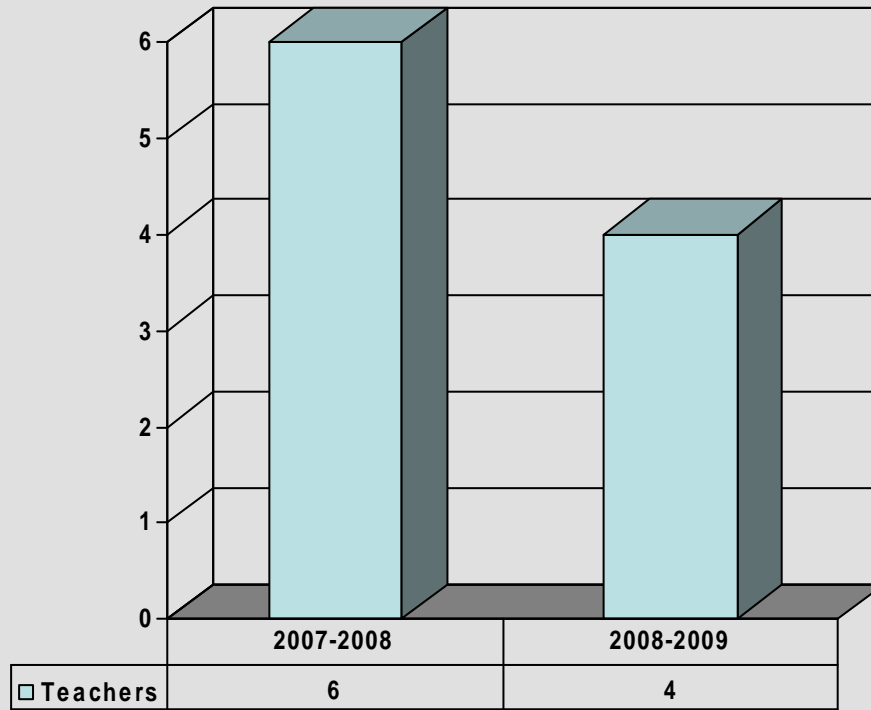
Current ABC Status: Made expected growth in Reading and Math

**P PLAN: Identify the gap and the approach**

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**Overall SMART Goal (Three year projection):**  
West will decrease the number of teachers leaving from 6 to 0 by 2011.

**Number of Teachers Leaving West Edgecombe**



**Data Analysis:** Answer the data analysis questions.

<p>13. What are key strengths <b>and data to support it?</b></p>	<p>14. What are the key opportunities for Improvement <b>and data to support it?</b></p>	<p>15. What information/ data is needed that we do not have?</p>
<p>Our turnover rate decreased from 6 to 4.5. All positions lost were due to circumstances beyond our control. For</p>	<p>We have new math teacher and new counselor.</p>	<p>None.</p>

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example, budget cuts, retiring, position elimination, and county transfer.

Target SMART Goal (One year projection based on the gap analysis in question 2 above.):  
2009-2010 West will decrease the number of teachers leaving from 4 to 0.

16. What is your next step (Identify key approach or strategy you will implement during Quarter 1 to achieve your target goal.)?

- Grade level discussions on how to make West a good place to work.
- Mentor meetings for new teachers

**D DO: Develop and Implement Plan**

Provide detailed – Steps	Quarter 1 Implementation Plan (for each Target Goal)		Person(s) Responsible	Measure/Indicator	Start Date	End Date
	#1	Teacher discussion at grade level/Notes taken about working at West	6-8 Teachers	Notes	8-18-09	10-29-09
#2	Start PLC meetings the first week of school	All Teachers	PLC notebooks	8-18-09	10-29-09	
#3	PLC and grade-level support for all teachers	6-8 Teachers	Mentor Log	8-18-09	10-29-09	
#4	Meet regularly with the BT's	Daniels	Mentor Log	8-18-09	10-29-09	
#5	Staff 2 question survey at the end of first quarter 1) Do you like or dislike working at West? 2) What do we need to do to retain teachers at West?	Daniels	Survey	8-18-09	10-29-09	
#6	PTO support—SIT will attend Advisory Counsel meetings throughout the year	Daniels, SIT	PTO Minutes	10-29-09	10-29-09	
#7	Staff “WOWS” when teachers go beyond their duty for our students.	Daniels	WOWs presented	9-01-09	9-01-09	
#8	Connections program for new teachers	District (Karen Dameron)	Meeting Logs	9-9/09	10-29-09	
#9	New district mentor for our new teachers	District	Minutes	TBD	10-29-09	
#10	All teachers have a duty free lunch everyday	Daniels and Cabanas	-observation	8-25-09	10-29-09	
#11	Teachers get 90 minute planning period every day	Daniels and Cabanas	Copy of master schedule	8-25-09	10-29-09	
#11	Celebrate-Celebrate-Celebrate	Daniels and Cabanas	Observation	8-25-09	10-29-09	

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<b>Implementation Plan Quality Check:</b>		
What resources/budget needs do you have for the first quarter? None at this time.		
If you identified budget needs, what budget code(s) will you use to meet the budget needs for this quarter? n/a		
If funding is not available, identify the steps from the implementation plan that will address the funding gap. PTO		
What professional development, if any, will be offered in Quarter 1 to support the staff in implementation? -Connections -PBS training (during staff meetings) -PLC training (during staff meetings)		
Parent and Community (Stakeholder) involvement during this quarter PTO		
<b>Determine the measures/data that will be used to determine effectiveness of the 1<sup>st</sup> Quarter approach by answering the following questions:</b>		
A. What data will you use to determine if the strategy was implemented? -Survey at end of quarter	B. What data will you use to determine if the strategy was consistently implemented? -Survey data -Teacher notes	C. What data will you use to determine if the strategy impacted overall goal or target goal? -Survey
<b>S</b>	<b>Study – Analysis of data after implementing an approach</b>	
<b>At the end of Quarter 1 answer the following questions based on the data collected from your identified measures:</b>		
10. What are key strengths <b>and data to support it?</b>	11. What are the key opportunities for Improvement <b>and data to support it?</b>	12. What information/ data is needed that we do not have?
<b>Reflect on Quarter 1 data analysis. Check which option best describes your Quarter 2 direction. (double click box to select ‘checked’ to check box)</b>		
<input type="checkbox"/> Target goal <u>met</u> and changed to further impact overall goal. <input type="checkbox"/> Target goal <u>not met</u> , but data indicates current approach is effective so we will continue current strategy and update implementation plan for the next quarter.	<input type="checkbox"/> Target goal <u>not met</u> so we will continue current strategy, but make improvements to implementation plan based on data analysis above. <input type="checkbox"/> Target goal <u>not met</u> and data indicates gap is widening so we will abandon current strategy and identify a new strategy.	