

# **School Improvement Plan - 2013-2014**

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## **Lawrenceburg Primary School (1210)**

**Lawrenceburg Com School Corp**

**Lawrenceburg, IN**

This plan will be revised annually. Updates may be found each June at <http://www.asainstitute.org/publicsip>. The plan was developed with assistance from the:



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# School Improvement Plan Introduction

Lawrenceburg Primary School

This school improvement plan was developed using a vision-based and data-driven process called *Vision-to-Action* that was developed by the Indiana Student Achievement Institute. In addition to containing the strategies our school and community identified as key to raising student achievement and closing achievement gaps in our school, this plan contains strategies that meet the expectations of:

- Indiana Student Achievement Institute
- Indiana Rules and Regulations
- Title I - Schoolwide
- Priority

## **Participation**

The following people were involved in developing this School Improvement Plan

- Teachers
- Students
- Parent representatives
- Community representatives

## **Process**

Those involved in developing this School Improvement Plan participated in a series of discussions related to the *Vision-to-Action* steps:

1. Establish a local culture of high expectations
2. Create a common vision for student success
3. Analyze achievement data and set realistic data targets for each of the next three years
4. Analyze force field data and identify concerns within the following areas.
  - Academic expectations
  - Curriculum content
  - Instructional practices
  - Classroom assessment
  - Extra help
  - Student guidance
  - Learning environment
5. Research strategies to address our concerns and select high-leverage strategies to implement
6. Develop a to-do list for each strategy

## **Using Data for Decision-Marking**

The Vision-to-Action process relies heavily on data as a foundation for decision-making.

1. Achievement Data – To what degree are students prepared for success at the next educational level, and ultimately for success in postsecondary education and a global economy?
2. Force Field Data – What conditions in the school and community interfere with high student achievement?
3. Strategy Data – Is the strategy having the desired impact on adults and students?

## **Implementation Next Year**

Our work next year will be guided by the to-do list that we have developed for each strategy.

Questions about the School Improvement Plan should be directed to the building principal.

# Who Wrote this School Improvement Plan?

Many individuals were involved in the creation of this school improvement plan.

## Groups and Roles

The **Steering Team** is comprised of educators, a parent, and a business representative. The Steering Team's role is to help the Full Faculty and Community Council 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus in decisions related to school improvement.

The **Full Faculty** is made up of all educators. The role of the Full Faculty is to 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus with each other and the Community Council for decisions related to school improvement.

The **Community Council** is comprised of parents and representatives of community stakeholder groups. All parents were invited to be part of the Community Council and any interested parent was welcome to join the Council. The role of the Community Council is to 1) analyze data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) reach consensus with each other and the Full Faculty in decisions related to school improvement.

The **Student Body** includes every student enrolled in the school. The role of the Student Body is to 1) review data, 2) discuss key questions related to school improvement planning in an open and honest manner, and 3) provide input for the Full Faculty and Community Council.

## Discussion Topics

The Full Faculty, Community Council and Student Body participated in guided discussions about the following topics. Written summaries of all discussions were developed and are on file at the school.

- Discussion 1: Global Economics
- Discussion 2: Vision for Student Success
- Discussion 3: Achievement Data Analysis and Achievement Goals
- Discussion 4: Force Field Data Analysis (student needs) and Areas of Concern
- Discussion 5: Strategy Selection

## Steering Team

- Amy Fuller - Teacher
- Natasha Gilmour - Community Representative (Business)
- Tammy Gregory - Administrator
- Tisha Linzy - School Counselor
- Kelly Shelton - Parent/Guardian
- Cathy Uhlman - Teacher

## Strategy Chairs

- Amy Fuller
- Tammy Gregory
- Kim Niewedde
- Terri Patterson
- Mary Sampson
- Ruth Shinkle
- Cathy Uhlman

## Community Council

- Valerie Linkmeyer - Community
- Donna Aerni - Parent
- Ahmad Ahmad - Business
- Erin Ahmad - Parent
- Amy Blaut - Parent

- Amy Blaut
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- Nicole Bosch - Parent
- Victoria Brown - Parent
- Nick Burress - Parent
- Erin Cornett - Parent
- Melody DeWitt-Mullins - Parent
- Jama Easton-Redar - Parent
- Dan Fricke - Parent
- Shelley Fricke - Parent
- Amy Fuller - Teacher
- Karl Galey - Superintendent
- Christy Gilliam - Parent
- Nastasha Gilmour - Community Member
- Kate Jansen - Parent
- Chris Karsteter - Parent
- Gina Lewis
- Greg Lewis - Parent
- Veronica Loring - Parent
- Deanna McAtee - Parent
- Susan Morgan
- Susan Morgan
- Victoria Sams - Parent
- William Sams - Parent
- Allyson Schleicher - Grandparent
- Jessica Self - Parent
- Kelly Shelton - Parent
- Emily Sparks - Parent
- Cathy Uhlman - Teacher
- Melissa Watkins - Parent
- Barb Whiteford - parent

# Vision Statement

The Vision Statement was developed by all educators, all students, and members of the community and is reviewed and updated annually. The foundation of the statement identifies the core convictions upon which this school improvement plan is built and answers the question, "What do our students deserve in order to be successful learners, responsible citizens, and productive members of a global economy?" The second part of the vision statement describes ideal adults who are striving to provide students with the things they deserve in order to achieve at a rigorous level. The third part of the vision statement describes ideal students in a school and community where adults live by their convictions. The last part of the vision statement includes ideal data that represent the community's dreams. This lofty data serves as the focal point for the remainder of the school improvement plan and requires the school and community to work toward every student succeeding at a high level.

## **We believe all students deserve:**

to be surrounded by adults that value each student's individual learning potential. We believe all students deserve dedicated teachers who are positive role models and who engage their students in a variety of researched based teaching strategies. We believe all students should receive extra help and time to experience school success by providing a low student/teacher ratio (1:18 in general education classrooms; 1:15 in full inclusion classrooms).

## **All adults in our community are living by these core convictions daily and as a result, show the following attitudes and actions:**

All educators, parents, and community members should value a highly engaging education that provides a safe and caring environment for all students. Enthusiastic teachers will employ creative teaching methods while encouraging students to reach their fullest potential by providing challenging materials that exceed the Common Core State Standards. Parents and Educators will actively communicate on a regular basis working together to foster student success. Parents will take responsibility at home to ensure students are prepared daily for successful learning through excellent attendance, proper health care, and emotional support. Parents will instill responsibility for their children's actions by supporting the enforcement of school policies. Community members are actively involved in our children's education. They expose our children to educational activities and resources to enrich their learning experiences. By volunteering, our Parent-Teacher Organization supports and provides valuable programs for both students and teachers.

## **In this environment where all adults are living by their core convictions, all students:**

will be excited to be at school where they will be active listeners and engaged in their learning. All students display appropriate behavior and accept responsibility for their actions. All students will live by the Lawrenceburg Primary Pledge: I will be responsible. I will respect myself and others. I will choose to learn. I will allow my teacher to teach. I will do my personal best.

## **As a result of these efforts, our school's student achievement data is as follows:**

- % of students who pass ISTEP Math at 3rd Grade Level: 100%
- % of students who pass ISTEP English/LA at 3rd Grade Level: 100%
- % of students who meet or exceed AIMSweb Reading Benchmarks: 100%
- % of students who meet or exceed AIMSweb Math Benchmarks: 100%
- % of students who pass each grade by mastering the CCSS: 100%
- % of students who pass IREAD3: 100%

# Academic Goals

The academic goals were established after a thorough analysis of multiple achievement data assessments including the state math assessment, state English / language arts assessment, student mastery of each Indiana Academic Standard, and report card grades. A full list of academic assessments is found in the "Force Field Excerpts" section of this plan. Other types of data are discussed in the Needs Assessment section of this plan.

The Full Faculty, Community Council (including parent representatives), and Student Body were involved in the analysis of the achievement data. The following questions were addressed during the data analysis.

- How does this data compare to our vision (ideal) data?
- What specific data fields disturb us?
- What specific data fields please us?
- Where do we observe achievement gaps?

Using a consensus based decision-making model, the Full Faculty and Community Council (including parents) first identified a small number of broad academic areas on which the school and community agreed to focus their energy next year. Then, the teachers and Community Council members "drilled down" the data within those areas and identified specific courses or academic standards that, if improved, would impact the broader academic areas. Both the broad academic areas and the specific academic areas are included as goals below. Data targets that the educators and community members felt most strongly about were then provided to the students for their input. Finally, the educators and community members agreed to numerical goals that the school would strive to reach by the end of next school year. These goals fall between the current student data and the vision (ideal) data.

When reading the data tables below, please note that the title of each table includes:

- The group of students targeted to meet the goal
- The benchmark that those students will reach

The numbers in the tables reflect baseline data for past years and the target data for future years. The "vision data" represents our ideal data. It is the mission of our school to work toward this ideal.

## 1st Grade - attain green/blue on AIMSweb MCOMP (Math Computation) by Spring Benchmark

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

## 1st Grade - attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

## 1st Grade - attain green/blue on AIMSweb TEN (Test of Early Numeracy) by Spring Benchmark

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**2nd Grade - attain green/blue on AIMSweb MAZE (Comprehension) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**2nd Grade - attain green/blue on AIMSweb MCAP (Math Applications) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**2nd Grade - attain green/blue on AIMSweb MCOMP (Math Computation) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**2nd Grade - attain green/blue on AIMSweb RCBM (Reading Fluency) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**Kindergarten - attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100

**Kindergarten - attain green/blue on AIMSweb TEN (Test of Early Numeracy) by Spring Benchmark**

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	NA		NA	80		82		84		86		100





## Needs Assessment / Areas of Concern

The Areas of Concern were established after a comprehensive needs assessment that included a survey of all educators, all students, parents and community members. Survey data for students and parents were disaggregated by ethnicity and economic level. The needs assessment also included a collection of data that reflected specific student needs (e.g. attendance rate), and a summary of discussion responses to inquiry questions about areas that might be interfering with learning in the school and community. The collection of data provided information about the school's expectations for student achievement, curriculum, instruction, classroom assessment, extra help, student guidance and the learning environment.

All educators and the Community Council (including parent representatives) were involved in the analysis of the student needs data. Specific attention was given to areas within the classroom that are interfering with learning. The following questions were addressed during the data analysis.

- What data indicate an area that is interfering with achievement in our targeted academic areas for improvement?
- What data indicate an area that is interfering with achievement for the student group we have targeted for improvement?

The student body was asked to respond to an open ended question, "What is interfering with learning at our school?"

Using a consensus based decision-making model, the Full Faculty and Community Council identified key areas that concerned them because they were interfering with students' ability to reach the established academic goals and more specifically, were interfering with the achievement of the targeted student group. The Full Faculty and Community Council agreed to address these "Areas of Concern" through targeted strategies next year.

The student needs assessment will be conducted again in the future to analyze the impact of the strategies included in this plan.

The Areas of Concern identified by our Full Faculty and Community Council (including parents) are listed below.

## Local Areas of Concern

**We are concerned that... behavioral needs of students hinder the educational success of all students**

FF Survey, short answer and inquiry questions

**We are concerned that... parent involvement in child's education is low**

InSAI FF survey and inquiry questions

**We are concerned that... Students are not actively engaged in their own learning**

InSAI FF Survey and Inquiry Questions

**We are concerned that... Outreach to Preschool Parent Involvement Programs**

**We are concerned that... Instruction by Highly Qualified Teachers**

**We are concerned that... Instruction by Highly Qualified Paraprofessionals**

**We are concerned that... Student Transition**

**We are concerned that... Parent Notice - Assessment Results**

**We are concerned that... School-Parent Involvement Policy**

**We are concerned that... Parent Right-to-Know Letter - Qualifications**

**We are concerned that... Parent Right-to-Know Letter - Non-Qualified Teacher**

**We are concerned that... School-Parent Compact**

**We are concerned that... Annual Parent Meeting**

**We are concerned that... Timely Additional Assistance**

## **Required Areas of Concern**

**F. Encourage Rigorous Curriculum**

**G. Attendance**

**I. Focused Academic Area**

**U. Focused Student Group**

# Strategies

Strategies were established after identifying 1) Achievement Goals (see the Achievement Goals section), and 2) Areas of Concern (see the Needs Assessment - Areas of Concern section). Educators researched possible strategies for addressing each Area of Concern and then presented possible strategies to Full Faculty and Community Council for their consideration. The student body was provided with a list of Areas of Concern and asked to provide their input regarding strategies the school and community could employ to address the concerns. Using a consensus based decision-making model, the Full Faculty and Community Council (including parent representatives) agreed to several strategies to implement next year.

**Strategy Data:** Strategy data will help the Full Faculty and Community Council determine the degree to which the strategy has changed adult practices. Baseline data was collected this year. Follow-up data will be analyzed at the end of each semester next year. Combined with the needs assessment data (including student surveys) and the achievement data, our school will have a good understanding of the success of the strategies in meeting student needs. The strategy data tables can be found in the Strategy Data section of this plan.

**Strategy To-Do Lists:** Each strategy has been assigned a Strategy Chair. In some cases, the Strategy Chair asked others to form a Strategy Task Force. For almost all strategies, the Strategy Chair developed a detailed "To-Do" list that includes activities related to 1) implementation, 2) professional development, 3) anti-resistance (helping those impacted by the strategy to embrace the strategy), and 4) strategy evaluation. The strategy to-do lists can be found in the Strategy To-Do List section of this plan.

The strategy titles and descriptions are listed below:

## Local Strategies

### Annual Parent Meeting

Lawrenceburg Primary School will convene a flexible number of annual parent meetings (such as morning and evening so that as many parents as possible are able to attend), at a time convenient for parents to inform them of their school's participation in Title I, Part A programs, and to explain the Title I, Part A requirements and the right of parents to be involved in those programs. In order to keep parents informed, schools must invite all parents of children participating in Title I, Part A programs to these meetings and encourage them to attend. Documentation including an agenda and a parent sign-in sheet will be kept in preparation for a DOE monitoring visit. (SW)

**Impact Level:** High Impact - Outside

**Focus:** General

### Attracting Highly Qualified Teachers

Lawrenceburg Community School Corporation will work to ensure that highly qualified teachers seek employment at the school by posting the qualifications required for the position on our website and in each of the corporation buildings when the job vacancies are posted. (SW)

**Impact Level:** Low Impact

**Focus:** General

### High Five Behaviors

Each student will be engaged in their learning. The school stakeholders will continue protocols established through the High Five program to promote a school-wide culture of engagement. Educators will monitor their instructional design and classroom management techniques to promote student success inside and outside the classroom.

**Impact Level:** High Impact - Inside

**Focus:** General

### Instruction by Highly Qualified Paraprofessionals.

Lawrenceburg Community Schools and Lawrenceburg Primary School have evaluated and verified that all LPS Paraprofessionals are Highly Qualified as per Indiana Guidelines. The school corporation maintains a list of all Paraprofessionals in each building that indicates whether or not each person has two years of college experience or has successfully passed the PRAXIS exam. All classified openings include in the qualifications that the applicant must be Highly Qualified.

**Impact Level:** High Impact - Inside

**Focus:** General

### **Instruction by Highly Qualified Teachers**

Lawrenceburg Community Schools and Lawrenceburg Primary School have evaluated and verified that all LPS teachers are Highly Qualified as per Indiana Guidelines. The school corporation maintains a list of all teachers in each building that indicates whether or not each teacher holds a valid Indiana teaching license and records how each teacher has demonstrated subject matter knowledge (PRAXIS, NTS, HOUSSE, CAS). All future certified openings include in the qualifications that the applicant must be Highly Qualified.

**Impact Level:** High Impact - Inside

**Focus:** General

### **Language Liaisons**

Lawrenceburg Community Schools and Lawrenceburg Primary School will work with our community partners to assist our students and families who are not native English speakers to understand all aspects of the school setting. We will provide translators, hold conferences, and translate school documents into their native language.

**Impact Level:** High Impact - Inside

**Focus:** Specific

### **Outreach to Preschool Parent Involvement Programs**

Lawrenceburg Primary School will contact area preschool programs to inform them about kindergarten round up and to invite participants for school tours. The school will discuss the knowledge and skills that children need in order to be prepared for kindergarten, and/or offer preschool parents resources to engage children in reading or math projects at home. (SW)

**Impact Level:** High Impact - Inside

**Focus:** Specific

### **Parent Notice - Assessment Results**

Notice will be sent by the school office the first week of school or at registration to all students notifying them that we are Title One School Wide. Lawrenceburg Primary School educators will provide assessment results to our parents by attaching them to progress reports (at the halfway point of each nine weeks) and report cards which are distributed at the end of every nine weeks. Parents will receive their child's assessment results in a language that the parent can understand. After school tutoring in Reading and Math will be offered to students that are not making grade level benchmarks. Tutoring will begin in September once per week through the month of May.

**Impact Level:** High Impact - Inside

**Focus:** General

### **Parent Right-to-Know Letter - Non-Qualified Teacher**

Lawrenceburg Community Schools and Lawrenceburg Primary School will provide all parents a copy of the "Parent Right to Know Letter - Highly Qualified Teacher" each year at student registration. The purpose of the letter is to send to parents timely notice that their child has not been taught for 4 or more consecutive weeks by a highly qualified teacher.

**Impact Level:** Low Impact

**Focus:** General

### **Parent Right-to-Know Letter - Qualifications**

Lawrenceburg Primary School will send to all parents at the beginning of the school year a letter to inform the parents that they have the right to request and receive information in a timely manner regarding the professional qualifications of their child's classroom teacher(s) including all components described on the DOE Parent Right-to-Know Checklist (SW)

**Impact Level:** Low Impact

**Focus:** General

### **School-Parent Compact**

Lawrenceburg Community Schools and Lawrenceburg Primary school will give all parents a copy of the "School Parent Compact" each year at student registration. Documentation will be kept and recorded of all parents that received the compact. The school plans will review (and possibly revise) a School-Parent Compact each year to make sure that it includes all components described on the DOE School-Parent Compact Checklist (SW)

**Impact Level:** Low Impact

**Focus:** General

## School-Parent Involvement Policy

Lawrenceburg Community Schools and Lawrenceburg Primary School will give all parents a copy of the "School-Parent Involvement Policy" each year at student registration. Documentation will be kept and recorded of all parents that received the policy. This policy will be reviewed annually and includes all the components listed on the DOE School Parent Involvement Policy Checklist. The policy has been written with meaningful parent input.

**Impact Level:** High Impact - Inside

**Focus:** General

## Student Transition

Lawrenceburg Primary School will notify the community about kindergarten round up, provide kindergarten screening opportunities, and invite interested participants to visit the school. We will continue our partnership with SEIOC (Head Start, First Steps. LPS will partner with CES to organize a tour for second graders as well as a parent information night for incoming third graders.

**Impact Level:** High Impact - Inside

**Focus:** Specific

## Timely Additional Assistance

The educators of Lawrenceburg Primary School will provide our students with extra assistance by increasing the quantity of instruction to promote their learning needs. We will do this through the Title I program, afterschool tutoring, and club opportunities.(SW)

**Impact Level:** High Impact - Inside

**Focus:** Specific

# Required Strategies

## F. Encourage Rigorous Curriculum: Math & Reading Instruction

Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and the Community Council (including parent representatives) participated in discussions about students' need for academic rigor to prepare them for a global economy. The faculty and Community Council also reviewed force field data (needs assessment) to help identify strengths and weaknesses in our school's curriculum rigor. Teachers will encourage rigorous curriculum by utilizing the adopted math and reading series that includes the intervention kits, technology, and other research-based instructional practices . Each grade level will utilize problem solving techniques as well as provide remediation and enrichment for identified students. Based on our follow-up data which we will review at the end of each semester next school year, we will make adjustments to this strategy as appropriate.

**Impact Level:** High Impact - Inside

**Focus:** Specific

## F. Encourage Rigorous Curriculum: Standards Based Report Cards

Lawrenceburg Primary School currently utilizes standards-based report cards at the kindergarten and first grade level. The stakeholders will use the Indiana Department of Education and corporation curriculum maps to identify the common core state standards to be assessed for each of the four nine week grading periods. They will then incorporate those standards into the report cards.

**Impact Level:** High Impact - Inside

**Focus:** General

## G. Attendance

Attendance will be monitored on a daily basis in the office by the secretaries along with the school administration. In order to keep parent(s), guardian(s) informed as to their child's absences, the school will notify them upon the fifth absence from school during the school year. This will be done by an automated/personal phone call, home visit, or letter and may be documented in the child's attendance file. If a student accumulates a total of ten unexcused absences, a referral may be made to the Juvenile Probation Department. Severe cases of poor attendance will be prosecuted under Indiana's compulsory school attendance laws.

**Impact Level:** High Impact - Inside

**Focus:** General

### **I. Focused Academic Area: Math Problem Solving**

Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and the Community Council (including parent representatives) participated in discussions about students' need for academic rigor to prepare them for a global economy. The faculty and Community Council also reviewed force field data (needs assessment) to help identify strengths and weaknesses in our school's curriculum rigor. Teachers will review the math curriculum and implement problem solving strategies (PLAN) within the instruction of all math standards. Based on our follow-up data which we will review at the end of each semester next school year, we will make adjustments to this strategy as appropriate.

**Impact Level:** High Impact - Inside

**Focus:** Specific

### **U. Focused Student Group: After School Tutoring**

Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and the Community Council (including parent representatives) participated in discussions about students' need for academic rigor to prepare them for a global economy. The faculty and Community Council also reviewed force field data (needs assessment) to help identify strengths and weaknesses in our school's curriculum rigor. Lawrenceburg Primary School will provide our at risk students with after school tutoring to enhance their engagement level and to remediate their reading and math skills. Based on our follow-up data which we will review at the end of each semester next school year, we will make adjustments to this strategy as appropriate.

**Impact Level:** High Impact - Inside

**Focus:** Specific

## Strategy Data

Strategy data will help the teachers and Community Council determine the degree to which the strategy has changed adult practices. Baseline data was collected this year. Follow-up data will be analyzed at the end of each semester next year. Combined with the needs assessment data (including student surveys) and the achievement data, our school will have a good understanding of the strategy's success in meeting student needs. The strategy data tables below indicate 1) the group of adults or students that are expected to change as a result of this strategy, 2) the desired practice(s), and 3) what the school will count to determine the degree to which the practice(s) changed.

Due to the nature of our strategies, we have decided not to monitor strategy data. Instead, the impact of our strategies will be determined through the analysis of Achievement Data and Force Field Data.



## To-Do List

After the strategies were selected for next year, each strategy was assigned to a Strategy Chair. In some cases, the Strategy Chair asked others to form a Strategy Task Force. For almost all strategies, the Strategy Chair developed a detailed "To-Do" list that includes activities related to 1) implementation, 2) professional development, 3) anti-resistance (helping those impacted by the strategy to embrace the strategy), and 4) strategy evaluation. At the beginning of next year, each strategy chair will go over their strategy's "To-Do" list with the entire faculty. Throughout the year, each strategy chair will check off each strategy activity as it is completed. At the end of the first semester, each strategy chair will present the percentage of completed activities to the Full Faculty and Community Council. If the strategy activities were not fully implemented, the chair will facilitate a discussion about changes that will occur during the second semester to ensure that all activities are completed.

Report by strategy. Showing completed and yet-to-be-completed action steps.

# Professional Development Summary

**Alignment with the School Improvement Plan:** The Professional Development Plan is directly aligned with strategies found in the School Improvement Plan. Professional development activities enhance educator's knowledge within one or more of the following areas: a) expectations, b) curriculum content, c) classroom instruction, d) classroom assessment, e) extra help, f) guidance, and g) the learning environment. The amount of funding allocated for each professional development activity and the funding source is listed for each professional development activity.

**Effective Learning Process:** The Professional Development Plan was written by teacher-leaders and includes activities that will help teachers develop the knowledge and skills needed to successfully implement the strategies listed in the School Improvement Plan. The plan includes a variety of formats for professional development. Activities have been embedded in the school day as appropriate. The plan also includes activities designed to provide teachers with feedback over time. Finally, "strategy data" is collected for comprehensive strategies that identifies the degree to which the strategy has brought about a positive changes in adult practices.

**Professional Growth Environment:** Each strategy is supported by a "strategy chair." Strategy chairs are responsible for 1) writing (with support from colleagues) a strategy plan including on-going professional development activities, anti-resistance, and evaluation activities, 2) providing on-going mentoring to their colleagues in the implementation of the strategy, 3) analyzing the effectiveness of the strategy, and 4) making a recommendation to the faculty with respect to whether or not the strategy should be sustained.

## High Five Behaviors

No professional development is needed for this strategy.

## Student Transition

No professional development is needed for this strategy.

## Timely Additional Assistance

No professional development is needed for this strategy.

## F. Encourage Rigorous Curriculum: Math & Reading Instruction

No professional development is needed for this strategy.

## F. Encourage Rigorous Curriculum: Standards Based Report Cards

No professional development is needed for this strategy.

## I. Focused Academic Area: Math Problem Solving

No professional development is needed for this strategy.

## **U. Focused Student Group: After School Tutoring**

No professional development is needed for this strategy.

# **Relationship Report: Areas of Concern / Strategies / Achievement Goals**

This report shows the relationship between the Areas of Concern, Strategies, and Achievement Goals. For each Area of Concern, the report shows 1) the strategies that will enable the school to successfully address the concern and 2) the achievement goals that will be positively impacted when the concern is successfully addressed.

## **Local Areas of Concern**

### **We are concerned that... behavioral needs of students hinder the educational success of all students**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- High Five Behaviors
- Outreach to Preschool Parent Involvement Programs
- Student Transition
- G. Attendance
- U. Focused Student Group: After School Tutoring

### **We are concerned that... parent involvement in child's education is low**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Annual Parent Meeting
- Language Liaisons
- Outreach to Preschool Parent Involvement Programs
- Parent Notice - Assessment Results
- Parent Right-to-Know Letter - Qualifications
- School-Parent Compact
- School-Parent Involvement Policy
- Student Transition
- G. Attendance
- U. Focused Student Group: After School Tutoring

### **We are concerned that... Students are not actively engaged in their own learning**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- High Five Behaviors
- Timely Additional Assistance
- F. Encourage Rigorous Curriculum: Math & Reading Instruction
- I. Focused Academic Area: Math Problem Solving
- U. Focused Student Group: After School Tutoring

## **We are concerned that... Outreach to Preschool Parent Involvement Programs**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Outreach to Preschool Parent Involvement Programs

## **We are concerned that... Instruction by Highly Qualified Teachers**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Attracting Highly Qualified Teachers
- Instruction by Highly Qualified Teachers

## **We are concerned that... Instruction by Highly Qualified Paraprofessionals**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Instruction by Highly Qualified Paraprofessionals.

## **We are concerned that... Student Transition**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Student Transition

## **We are concerned that... Parent Notice - Assessment Results**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Parent Notice - Assessment Results

## **We are concerned that... School-Parent Involvement Policy**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- School-Parent Involvement Policy

## **We are concerned that... Parent Right-to-Know Letter - Qualifications**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Parent Right-to-Know Letter - Qualifications

## **We are concerned that... Parent Right-to-Know Letter - Non-Qualified Teacher**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Parent Right-to-Know Letter - Non-Qualified Teacher

## **We are concerned that... School-Parent Compact**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- School-Parent Compact

## **We are concerned that... Annual Parent Meeting**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Annual Parent Meeting

## **We are concerned that... Timely Additional Assistance**

**Data Targets Influenced by This Concern:**

**Strategies to Impact This Concern:**

- Instruction by Highly Qualified Paraprofessionals.
- Timely Additional Assistance
- U. Focused Student Group: After School Tutoring

## **Required Areas of Concern**

### **F. Encourage Rigorous Curriculum (IN Rules, SW)**

**Data Targets Influenced by This Concern:**

- 1st Grade -- attain green/blue on AIMSweb MCOMP (Math Computation) by Spring Benchmark
- 1st Grade -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark
- 1st Grade -- attain green/blue on AIMSweb TEN (Test of Early Numeracy) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb MAZE (Comprehension) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb MCAP (Math Applications) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb MCOMP (Math Computation) by Spring Benchmark

**Strategies to Impact This Concern:**

- High Five Behaviors
- Timely Additional Assistance
- F. Encourage Rigorous Curriculum: Math & Reading Instruction
- F. Encourage Rigorous Curriculum: Standards Based Report Cards

## **G. Attendance (IN Rules)**

### **Data Targets Influenced by This Concern:**

- Kindergarten -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark
- Kindergarten -- attain green/blue on AIMSweb TEN (Test of Early Numeracy) by Spring Benchmark

### **Strategies to Impact This Concern:**

- G. Attendance

## **I. Focused Academic Area (IN Rules, SW)**

### **Data Targets Influenced by This Concern:**

- 1st Grade -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb MAZE (Comprehension) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb RCBM (Reading Fluency) by Spring Benchmark
- Kindergarten -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark

### **Strategies to Impact This Concern:**

- I. Focused Academic Area: Math Problem Solving

## **U. Focused Student Group (IN Rules, SW)**

### **Data Targets Influenced by This Concern:**

- 1st Grade -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb MAZE (Comprehension) by Spring Benchmark
- 2nd Grade -- attain green/blue on AIMSweb RCBM (Reading Fluency) by Spring Benchmark
- Kindergarten -- attain green/blue on AIMSweb TEL (Test of Early Literacy) by Spring Benchmark

### **Strategies to Impact This Concern:**

- Instruction by Highly Qualified Paraprofessionals.
- Timely Additional Assistance
- U. Focused Student Group: After School Tutoring

## Force Field Excerpt

The Force Field reports are lengthy data reports that help the Full Faculty and Community Council (including parents) identify Areas of Concern (student needs). The Force Field excerpt found below contains information that must be included in the School Improvement Plan to meet various requirements of Public Law 221 and if applicable, Title I Schoolwide.

A. Where is the public copy of your school's curriculum located?	Hard copy in school office and available online
<p>B. What rules or statutes would you like to waive in order to promote student learning?</p> <ul style="list-style-type: none"> <li>● Identify the specific statute and and/or rule you wish to waive.</li> <li>● Identify the educational strategies this waiver would allow you to implement that could not be implemented under current statute and rule.</li> <li>● Explain the benefit to student achievement.</li> <li>● Describe the evaluation process that would be used to measure the success of these strategies.</li> </ul>	We are following all state manadates/rules at this time and do not wish to waive them.
C. Are your school's attendance rates supportive of learning? What activities will you implement next year to increase or maintain your attendance rate?	yes; We will recognize students who have perfect attendance each month by inducting them into the TOP Tlger Club. presenting them with a certificate and dog tag, and having them appear on the morning television announcements. Students who have perfect attendance each nine weeks will receive a special dog tag to add to their lanyard with their monthly collection.
D. List the titles of the assessment instruments that are used in addition to ISTEP+ / ECA and give a brief description of each.	AIMsweb CogAT (K, 2) Terra Nova (K, 2)
E. List the needs assessments used in your school to help you identify areas that are interfering with learning.	At LPS, we have surveyed students, staff and parents to identify areas of need. We also analyze our data to look for areas of weakness among our demogrpahic areas as well as academics.
F. List the programs that will be consolidated under the school-wide plan (if applicable). If not consolidating programs, please explain why not.	The Title I teacher works with students to address their academic needs in language arts and math at the primary building. She spends the first half of her work day at LPS and the second half at CES. We have expanded our schedule to include a Rtl time for reading and math for each grade level to better meet the needs of struggling students.



## Continuous Improvement Timeline

DISCUSSION TOPIC	FACILITATOR TRAINING (Steering Teams)			FACULTY AND COMMUNITY COUNCIL DISCUSSIONS
	ORIGINAL PLAN	REVIEW & REVISE		
	1st Year Schools	2nd and 3rd Year Schools	Alumni Schools	
New Principal and Steering Team Member Training	n/a	Aug	Aug	n/a
<b>First Year:</b> Rationale + Organizational Structure <b>After First Year:</b> Kick Off / Year End Data Review (Transcripts / ISTEP / ECA)	Session 1 - Aug	Session 1 - Aug	Session 1 – Aug AM	First 2 weeks of Sept
Vision	Session 2 – Sept	n/a	Session 1 – Aug PM	First 2 weeks of Oct*
Data Targets	Session 3 - Oct	Session 1 - Aug	Session 1 – Aug AM	First 2 weeks in Nov
Areas of Concern	Session 4 - Dec	n/a	Session 2 – Dec PM	First 2 weeks in Jan*
Strategy Selection	Session 5 - Jan	Session 2 - Dec	Session 2 – Dec AM	First 2 weeks in Feb
Conference on Learning	Jan	Jan	Jan	
Strategy Selection: Title & Description	Feb	Feb	n/a	First 2 weeks in Mar
Strategy Implementation Plans	Mar Strategy Chair Training	Mar Strategy Chair Training	Optional Strategy Chair Training	First week of Apr

\* Our school will complete these tasks every three years  
We are next scheduled to complete these tasks during the 2015-2016 school year