

# **School Improvement Plan - 2011-2012**

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## **Lanesville Elementary School (2611)**

**Lanesville Community School Corp**

**Lanesville, 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

Lanesville Elementary 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

## **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

- Allison Conrad - Parent/Guardian
- Lee Hasken - Community Representative (Business)
- Marsha Himmelhaver - Administrator
- Rebecca Uessler - Teacher
- Robin Wolfe - Teacher

## Strategy Chairs

- Erin Green
- Marsha Himmelhaver
- Bethany Miller
- Liz Schigur
- Robin Wolfe

## Community Council

- Tammy Arbuckle - Local Business and 6th grade unique learning parent
- LeighAnn Campbell - Youth Services; 1st grade parent
- Lisa Cook - 5th Grade Gen Ed Parent, Healthcare Business
- Jennifer Dishman - K and 3rd grade general education parents
- Gail Harmon-Williams - Parent of previous student
- Lee Hasken - 3rd grade parent, Community Agency, Business
- Karen Kaake - Youth Service, 6th Grade Gen Ed and Gifted Ed Parent
- Julia Keibler - 3rd and 6th Grade Gen Ed Parent, Community Agency

- Shelley Leffler - K Gen Ed Parent
- Denzil Mc Kim - School Board member, Community Service
- Melissa Overstreet - 1st grade Parent
- Monica Roadcap - 3rd grade Parent, Community Service
- Joan Schickel - Multiple Community Agencies
- Pete Schickel - Community, Multiple Community Agencies
- Sandy Tyree - 6th Grade Gen Ed 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:**

A school community that promotes respect, honesty, compassion, positive attitude, active listening, acceptance of uniqueness of others, and personal responsibility

A highly qualified staff that differentiates instruction to suit student's unique learning styles

A school community that makes students the central focus of our school while providing standards and research based instruction

A school that is safe with an enjoyable and motivating learning environment

A school community that expects them to reach their maximum potential as they master all Indiana standards kindergarten through sixth grade and are prepared for higher education and the global workforce

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

Honesty Respect Compassion Enthusiasm and positive attitude Active listening Accept differences Participate in the collaborative community Responsibility Provide a safe and enjoyable learning environment for students Self-motivated life long learners.

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

Will be enthusiastic self-motivated lifelong learners who enjoy learning Will be productive citizens Will be accepting of each person's uniqueness Will be active listeners Will be contributors to a safe, positive learning environment Will be supportive of each other Will be responsible Will be honest Will be respectful Will be an active member of the collaborative community

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

- % of students who are at or above grade level - LA: 100%
- % of students who are at or above grade level - Math: 100%
- % of students who are passing ISTEP+: 100%
- % of students who are mastering IN state standards: 100%
- % of students who are passing each grade level: 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.

## 3rd Grade Students - Achieving Mastery of Reading Vocabulary on ISTEP Mastery of Standards

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
N/A	84	88	83	92		96		100		100		100

## All male students - Achieving Mastery of Math on ISTEP Mastery of Standards

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
84	77	83	72	89		95		100		100		100

## All students - Achieving Pass Plus of Eng/LA on ISTEP Mastery of Standards

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
14	10	15	15	20		25		30		35		100

**All students - Achieving Pass Plus of Math on ISTEP Mastery of Standard**

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
22	15	18	20	23		27		30		33		100

**Grades K - 2 Students - Achieving Low-Risk Benchmark of Eng/LA on DIBELS from Spring Assessment**

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
76	NA	81	76	86		92		100		100		100

**K-2 - Achieving low risk benchmark of Math on MClass**

2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
NA	NA	NA	60	70		80		90		100		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... All students receive lessons that meet the needs of all learners**

15% of students in grades 3 - 6 disagree that teachers relate what they are teaching to their personal interests. 13% of primary students disagree that they receive extra help and that they have enough time to finish their work 19% of students in grades 3 - 6 disagree they receive extra time for assignments if needed 14% of students in grades 3 - 6 disagree and 17% don't know that they can describe their preferred learning style. 32% of the faculty disagree and 23% don't know whether students could describe their preferred learning style.

### **We are concerned that... There is a performance gap between male and female students on ISTEP+**

13% of male in grade 3 - 6 disagree or don't know if they pay attention in class while only 4% of females disagree. 15% of males and 8% of females in grade 3-6 don't ask questions in class. 12% of males and 4% of females in grades 3 - 6 do not turn in homework. 11% of males and 2% of females grade 3 - 6 don't know if they will master Indiana Academic Standards

### **We are concerned that... Student learning styles are unknown by students and teachers**

35% of student grade 3-6 reported not being able to describe their preferred learning style. 29% of teachers don't know if their students can describe their preferred learning style.

## Required Areas of Concern

### **F. Encourage Rigorous Curriculum**

### **I. Focused Academic Area**

**U. Focused Student Group**

**X. Graduation Plan**

# 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

### Common Benchmark Assessments

Teachers of the same grade level and grade levels above and below them will meet together as teams to discuss the data collected from common formative benchmark assessments throughout the course of the school year.

**Impact Level:** Low Impact

**Focus:** Specific

## Required Strategies

### F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment

Classroom teachers and support staff will be trained in each of the 9 instructional strategies included in Robert Marzano's books 'Classroom Instruction That Works' and the 'Art and Science of Teaching'. Training on the 9 strategies will occur during professional development opportunities. Implementation will be ongoing with documentation required from teachers twice a grading period. When implemented fully throughout the year, all classroom teachers will use differentiated lessons to meet the needs of all learners.

**Impact Level:** High Impact - Inside

**Focus:** Specific

### G. Attendance

Attendance will be monitored by the elementary office staff each 9 weeks and school/home communication will take place as needed. Good attendance habits will be recognized.

**Impact Level:** Low Impact

**Focus:** Specific

### I. Focused Academic Area: Systematic Reading Instruction K-3

Kindergarten through third grade teachers will implement a systematic approach for reading instruction over the course of the school year. The systematic approach will include a parent notification component, monthly collaboration, and use of research based instruction techniques.

**Impact Level:** High Impact - Inside

**Focus:** Specific

### U. Focused Student Group: Academic Performance of Male Students

Teachers will learn and then implement research based strategies according to students' learning styles within their classrooms that focus on improving male achievement throughout the year.

**Impact Level:** High Impact - Inside

**Focus:** Specific

#### **X. Graduation Plan**

A designated staff member will annually utilize classroom guidance time to present sixth grade students a developed curriculum that addresses high school graduation requirements. The Indiana Graduation Plan for each student will include goal setting, career searches, and career readiness and will be carried out over the course of the school year. The plan will be kept in the student's permanent record.

**Impact Level:** Low Impact

**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.

## Required Strategies

### F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment

The percent of teachers using Bloom's New Taxonomy levels as reported on their differentiated lesson template.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
71%	80%		85%	

The percent of teachers using Marzano's as reported on their differentiated lesson template.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
n/a	80%		85%	

Percent of teachers specifically listing expectations for the lesson as documented on the lesson template.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
n/a	80%		85%	

Percent of teachers utilizing the standards and assessment vocabulary as documented on the lesson template.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
88%	85%		90%	

**I. Focused Academic Area: Systematic Reading Instruction K-3**

Percent of teachers who bring one research based instructional technique to discuss during scheduled collaboration.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
n/a	100%		100%	

Percent of teachers sending DIBELS result information per testing window

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
n/a	100%		100%	

**U. Focused Student Group: Academic Performance of Male Students**

Percent of teacher who plan lessons according to their male students learning styles.

Baseline 10-11	Follow Up 11-12 1st Semester / 1st Trimester		Follow Up 11-12 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
n/a	85%		100%	

## 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.

## Common Benchmark Assessments

**Nov 22, 2011:** Collaborative discussion time across grade levels **Person:** Teachers

**May 11, 2012:** Collaborative discussion time across grade levels **Person:** Teachers

## Encourage Rigorous Curriculum

**Apr 1, 2011:** Collect baseline data: Percent of teachers specifically listing expectations for the lesson as documented on the lesson template. **Person:** Robin Wolfe

**Apr 1, 2011:** Collect baseline data: Percent of teachers utilizing the standards and assessment vocabulary as documented on the lesson template. **Person:** Robin Wolfe

**Apr 1, 2011:** Collect baseline data: The percent of teachers using Bloom's New Taxonomy levels as reported on their differentiated lesson template. **Person:** Robin Wolfe

**Apr 1, 2011:** Collect baseline data: The percent of teachers using Marzano's as reported on their differentiated lesson template. **Person:** Robin Wolfe

**Aug 1, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Aug 8, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Aug 15, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Aug 22, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Aug 24, 2011:** K-12 Collaborative Group Time **Person:** Differentiated Instruction Group Leaders

**Aug 29, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Sep 5, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Sep 12, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Sep 19, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Sep 21, 2011:** K-12 Collaborative Group Time **Person:** Differentiated Instruction Group Leaders

**Sep 26, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Oct 3, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Oct 10, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Oct 17, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Oct 24, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Oct 31, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Nov 7, 2011:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers



**Apr 30, 2012:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**May 7, 2012:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**May 14, 2012:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**May 16, 2012:** K-12 Collaborative Group Time **Person:** Differentiated Instruction Group Leaders

**May 21, 2012:** Teachers will develop and incorporate lessons using standards and assessment vocabulary, Marzano's strategies, Bloom's Taxonomy, and specifically list expectations for all learning levels. **Person:** Teachers

**Jun 30, 2012:** Collect spring data: Percent of teachers specifically listing expectations for the lesson as documented on the lesson template. **Person:** Robin Wolfe

**Jun 30, 2012:** Collect spring data: Percent of teachers utilizing the standards and assessment vocabulary as documented on the lesson template. **Person:** Robin Wolfe

**Jun 30, 2012:** Collect spring data: The percent of teachers using Bloom's New Taxonomy levels as reported on their differentiated lesson template. **Person:** Robin Wolfe

**Jun 30, 2012:** Collect spring data: The percent of teachers using Marzano's as reported on their differentiated lesson template. **Person:** Robin Wolfe

## Focused Academic Area

**Apr 1, 2011:** Collect baseline data: Percent of teachers sending DIBELS result information per testing window **Person:** Liz Schigur

**Apr 1, 2011:** Collect baseline data: Percent of teachers who bring one research based instructional technique to discuss during scheduled collaboration. **Person:** Liz Schigur

**Jul 25, 2011:** Technology Training **Person:** Liz Schigur

**Aug 3, 2011:** K-3 Collaboration **Person:** K-3 Teachers

**Aug 25, 2011:** Technology Training **Person:** Liz Schigur

**Sep 7, 2011:** K-3 Collaboration **Person:** K-3 Teachers

**Sep 25, 2011:** Technology Training **Person:** Liz Schigur

**Sep 30, 2011:** Administer DIBELS BOY assessment **Person:** K-3 Teachers

**Sep 30, 2011:** Provide teachers release time to observe strategies of other teachers **Person:** Marsha Himmelhaver

**Oct 19, 2011:** K-3 Collaboration **Person:** K-3 Teachers

**Oct 20, 2011:** DIBELS result information sent to parents **Person:** K-3 Teachers

**Oct 25, 2011:** Technology Training **Person:** Liz Schigur

**Nov 2, 2011:** K-3 Collaboration **Person:** K-3 Teachers

**Nov 25, 2011:** Technology Training **Person:** Liz Schigur

**Nov 30, 2011:** Collect fall data: Percent of teachers sending DIBELS result information per testing window **Person:** Liz Schigur

**Nov 30, 2011:** Collect fall data: Percent of teachers who bring one research based instructional technique to discuss during scheduled collaboration. **Person:** Liz Schigur

**Dec 20, 2011:** Provide teachers release time to observe strategies of other teachers **Person:** Marsha Himmelhaver

**Dec 25, 2011:** Technology Training **Person:** Liz Schigur

**Jan 11, 2012:** K-3 Collaboration **Person:** K-3 Teachers

**Jan 25, 2012:** Technology Training **Person:** Liz Schigur

**Feb 15, 2012:** K-3 Collaboration **Person:** K-3 Teachers

**Feb 25, 2012:** Technology Training **Person:** Liz Schigur

**Mar 9, 2012:** Administer DIBELS MOY assessment **Person:** K-3 Teachers

**Mar 9, 2012:** Provide teachers release time to observe strategies of other teachers **Person:** Marsha Himmelhaver

**Mar 25, 2012:** Technology Training **Person:** Liz Schigur

**Mar 29, 2012:** DIBELS result information sent to parents **Person:** K-3 Teachers

**Apr 4, 2012:** K-3 Collaboration **Person:** K-3 Teachers

**Apr 25, 2012:** Technology Training **Person:** Liz Schigur

**May 2, 2012:** K-3 Collaboration **Person:** K-3 Teachers

**May 25, 2012:** Technology Training **Person:** Liz Schigur

**May 31, 2012:** Administer DIBELS EOY assessment **Person:** K-3 Teachers

**Jun 1, 2012:** DIBELS result information sent to parents **Person:** K-3 Teachers

**Jun 30, 2012:** Collect spring data: Percent of teachers sending DIBELS result information per testing window **Person:** Liz Schigur

**Jun 30, 2012:** Collect spring data: Percent of teachers who bring one research based instructional technique to discuss during scheduled collaboration. **Person:** Liz Schigur

## Focused Student Group

**Apr 1, 2011:** Collect baseline data: Percent of teacher who plan lessons according to their male students learning styles. **Person:** Bethany Miller

**May 11, 2011:** Administer Learning Style Survey to teachers **Person:** Bethany Miller

**Aug 12, 2011:** Select a learning style inventory **Person:** Strategy Team

**Aug 31, 2011:** Develop a tip sheet on learning style **Person:** Strategy Team

**Aug 31, 2011:** Present selected learning style inventory to staff members **Person:** Bethany Miller

**Sep 16, 2011:** Administer learning styles inventory to students **Person:** Teachers

**Sep 27, 2011:** Gather learning style inventory data on identified at risk males **Person:** Teachers

**Sep 28, 2011:** Present information for learning style lesson development **Person:** Bethany Miller

**Oct 17, 2011:** Routinely implement appropriate lessons for identified at risk males according to their learning styles **Person:** Teachers

**Nov 22, 2011:** Discuss lesson implementation with colleagues **Person:** Teachers

**Nov 30, 2011:** Collect fall data: Percent of teacher who plan lessons according to their male students learning styles. **Person:** Bethany Miller

**Feb 15, 2012:** Discuss lesson implementation with colleagues **Person:** Teachers

**May 11, 2012:** Discuss lesson implementation with colleagues **Person:** Teachers

**Jun 30, 2012:** Collect spring data: Percent of teacher who plan lessons according to their male students learning styles. **Person:** Bethany Miller

## Graduation Plan

**Aug 29, 2011:** Distribute On Track Magazines provided by the State **Person:** Counselor or designee

**Oct 27, 2011:** Sign Graduation Plan document **Person:** Teacher

**Dec 12, 2011:** Conduct Interest Inventory **Person:** Counselor/designee

**Jan 30, 2012:** Explore High School diploma options **Person:** Counselor/Designee

**Feb 27, 2012:** Career Exploration **Person:** Counselor/designee

# Professional Development Summary

## REPORT IS NOT FINAL - NOT ALL STRATEGIES HAVE MET CRITERIA

**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.

## Common Benchmark Assessments

No professional development is needed for this strategy.

## F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment

### K-12 Collaborative Group Time

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Feb 29, 2012

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### K-12 Collaborative Group Time

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Aug 24, 2011

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Sep 21, 2011

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Nov 16, 2011

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Dec 7, 2011

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Enter a brief description of the Professional Development Activity

**Intended Participants:** Teachers

**Date:** Feb 1, 2012

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** Apr 18, 2012

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

### **K-12 Collaborative Group Time**

**Brief Description:** Teachers are divided into random small groups for discussion of differentiated instruction implementation.

**Intended Participants:** Teachers

**Date:** May 16, 2012

**Activity Purpose:** Skill Building, Feedback/Support

**Activity Format:** Talk to, Study Group, Peer Coaching, Collaborative Problem Solving

**Funding:** none

**Does this activity occur during the school day?** Yes

## **I. Focused Academic Area: Systematic Reading Instruction K-3**

### **Technology Training**

**Brief Description:** Teachers will be given training to use DIBELS Next, Smart Tables, and other new technology.

**Intended Participants:** Teachers

**Dates:** Jul 25, 2011; Aug 25, 2011; Sep 25, 2011; Oct 25, 2011; Nov 25, 2011; Dec 25, 2011; Jan 25, 2012; Feb 25, 2012; Mar 25, 2012; Apr 25, 2012; May 25, 2012

**Activity Purpose:** Information, Skill Building

**Activity Format:** Presentation, Peer Coaching

**Funding:** none

**Does this activity occur during the school day?** Yes

## **U. Focused Student Group: Academic Performance of Male Students**

### **Present information for learning style lesson development**

**Brief Description:** Teachers will be presented information on each type of learning style and appropriate lesson plan development for each style.

**Intended Participants:** Teachers

**Date:** Sep 28, 2011

**Activity Purpose:** Information, Skill Building

**Activity Format:** Presentation

**Funding:** none

**Does this activity occur during the school day?** Yes

# X. Graduation Plan

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... All students receive lessons that meet the needs of all learners**

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

- All male students -- Achieving Mastery of Math on ISTEP Mastery of Standards
- All students -- Achieving Pass Plus of Eng/LA on ISTEP Mastery of Standards
- All students -- Achieving Pass Plus of Math on ISTEP Mastery of Standard
- Grades K - 2 Students -- Achieving Low-Risk Benchmark of Eng/LA on DIBELS from Spring Assessment
- K-2 -- Acheiving low risk benchmark of Math on MClass

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

- Common Benchmark Assessments
- G. Attendance
- F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment

### **We are concerned that... There is a performance gap between male and female students on ISTEP+**

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

- All male students -- Achieving Mastery of Math on ISTEP Mastery of Standards

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

- F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment
- U. Focused Student Group: Academic Performance of Male Students

### **We are concerned that... Student learning styles are unknown by students and teachers**

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

- All male students -- Achieving Mastery of Math on ISTEP Mastery of Standards
- Grades K - 2 Students -- Achieving Low-Risk Benchmark of Eng/LA on DIBELS from Spring Assessment
- K-2 -- Acheiving low risk benchmark of Math on MClass

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

- F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment
- U. Focused Student Group: Academic Performance of Male Students

## Required Areas of Concern

### F. Encourage Rigorous Curriculum (IN Rules)

#### Data Targets Influenced by This Concern:

- 3rd Grade Students -- Achieving Mastery of Reading Vocabulary on ISTEP Mastery of Standards
- All male students -- Achieving Mastery of Math on ISTEP Mastery of Standards
- All students -- Achieving Pass Plus of Eng/LA on ISTEP Mastery of Standards
- All students -- Achieving Pass Plus of Math on ISTEP Mastery of Standard
- Grades K - 2 Students -- Achieving Low-Risk Benchmark of Eng/LA on DIBELS from Spring Assessment

#### Strategies to Impact This Concern:

- F. Encourage Rigorous Curriculum: Differentiated Instruction and Assessment

### I. Focused Academic Area (IN Rules)

#### Data Targets Influenced by This Concern:

- 3rd Grade Students -- Achieving Mastery of Reading Vocabulary on ISTEP Mastery of Standards
- Grades K - 2 Students -- Achieving Low-Risk Benchmark of Eng/LA on DIBELS from Spring Assessment

#### Strategies to Impact This Concern:

- I. Focused Academic Area: Systematic Reading Instruction K-3

### U. Focused Student Group (IN Rules)

#### Data Targets Influenced by This Concern:

- All male students -- Achieving Mastery of Math on ISTEP Mastery of Standards

#### Strategies to Impact This Concern:

- U. Focused Student Group: Academic Performance of Male Students

### X. Graduation Plan (IN Rules)

#### Data Targets Influenced by This Concern:

- All students -- Achieving Pass Plus of Eng/LA on ISTEP Mastery of Standards
- All students -- Achieving Pass Plus of Math on ISTEP Mastery of Standard

#### Strategies to Impact This Concern:

- X. Graduation Plan

## 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?	Elementary Office Work Room
<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>	None
C. Are your school's attendance rates supportive of learning? What activities will you implement next year to increase or maintain your attendance rate?	2010 current attendance rate stands at 97%. We will continue to make daily calls to families who do not report absences.
D. List the titles of the assessment instruments that are used in addition to ISTEP+ / ECA and give a brief description of each.	<p>Wireless Generation DIBELS reading assessment            Grades K-2            Wireless Generation MClass Math assessment Grades            K-2            Terra Nova Kindergarten            Acuity Grades 3-6</p>

## 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 2013-2014 school year