

School Improvement Plan - 2012-2013

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Bon Air Elementary Sch (2945)

Kokomo-Center Twp Con Sch Corp

Kokomo, 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:



Indiana Student Achievement Institute
931 25th Street
Columbus, IN 47201
Phone: 812-669-0009
Email: asai@asainstitute.org
Website: <http://www.asainstitute.org>

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School Improvement Plan Introduction

Bon Air Elementary Sch

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

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

- Paula Concus - Administrator
- Barb Crites - Teacher
- Cheryl Eastes - School Counselor
- Nicole Edwards - Parent/Guardian
- Paula Jensen - Teacher
- Natalie Keck - Teacher
- Carol Lutz - Teacher
- Sandi Quinton - Administrator
- Cathy Radke - Teacher
- Julie Walker - Teacher
- Anne M Wiles - Administrator

Strategy Chairs

- Paula Concus
- Mackenzie Fugett
- Marie Guyer
- Jessica Hollingsworth
- Angela Houston
- Paula Jensen
- Melanie Longworth
- Carol Lutz
- Maryann McDonald
- Kristina Middleton

- Tina Robinson
- Darlene Welke

Community Council

- Karen Berg - Community
- Jeremy Burke - Youth Service
- Gene DeLeon - parent of special needs child
- Lisa DeLeon - parent of special needs child
- Vicki Douglas - Community
- Joe Dunbar - Community
- Jamie Dunson - parent
- Bill Hafley - Community
- Wendy Hendrix - Parent
- Dawn Jarvis - Community
- Jim Jarvis - Community
- Marie Kunkle - Community (higher ed.)
- Mary Lindgren - Community
- Kevin Love - Business
- Carol Lutz
- Maryann McDonald - Staff
- Courtney McKinney - student
- Jeff McKinney - parent
- Marci McKinney - Parent
- Betsy Phelps - Community
- Sandi Quinton
- Cathy Radke - Staff
- Greg Stephens - Business
- Jennifer Swims - Parent of 2nd grade student
- Curt Welke - Business
- Darlene Welke - Community

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:

Vision Statement Bon Air Elementary School We believe all students deserve: At Bon Air Elementary we believe that all students deserve a safe, structured and disciplined environment in a quality building with an abundance of quality materials and surrounded by caring, dedicated, qualified staff. All students should be engaged and meet the highest expectations â meeting or exceeding the standards imbedded in well-prepared lessons as demonstrated through teacher prepared and standardized assessments. To ensure that this occurs, students should have fair opportunities which include reasonably sized classrooms, access to technology, interventions based on the studentâs individual needs, enrichment programs and opportunities outside our community. Education should include not only academics, fine arts and physical education but should assist our students in developing an awareness of the world, a concern for the environment and for other individuals, and a strong moral character. Staff, parents and community members should strive together to guarantee that each student is respected as an individual â listening to their ideas and concerns, seeing that they are clean, well-fed and appropriately dressed and caring for and loving each of them. All students deserve the opportunity to thrive in an atmosphere with teachers, parents and community role models who view this type of education as a high priority. All adults in our community are living by these core convictions daily and as a result, show the following attitudes and actions: Adults in our community are living by this core conviction daily and, as a result, exhibit these attitudes and actions: â a willingness to cooperate and communicate to ensure that students are surrounded by positive role models willing to go the extra mile to make our school environment a happy, healthy, friendly and positive place to be in our community; â passionate enthusiasm for sharing their time, energy and expertise to assist students in developing a love of learning in a low-stress but disciplined and productive environment; â a commitment to be held accountable in developing honorable, self-disciplined, well-prepared students with strong work ethics modeled by all adults; â teamwork, cooperation and respectful communication by teachers, parents and community to ensure successful attainment of goals by individual students. In this environment where all adults are living by their core convictions, all students: In this environment where all adults are living by their core convictions, all students will appreciate, be responsible for and be excited about learning. Students will demonstrate confidence in their ability to set and attain realistic goals based upon their diverse interests and the high expectations of all involved including themselves. They will follow rules and procedures, knowing when to take appropriate risks without being unduly influenced by negative peer pressure. Students will exhibit a care and concern for others through their willingness to individually and cooperatively help others, and by being responsible, trustworthy, and respectful in their contacts with peers and all adults. The combination of these factors will develop pride and a sense of ownership in their school and their education leading students to feel safer, happier and healthier in their daily educational environment. As a result of these efforts, our school's student achievement data is as follows: â % of students who Pass ISTEP+ Math: 100% â % of students who Pass ISTEP+ English: 100% â % of students who Score 6 on ISTEP+ Writing: 100% â % of students who pass ACUITY Reading (Gr. 3-5): 100% â % of students who pass ACUITY Math: 100% â % of students who pass Early Literacy (K-2): 100% â % of students at/or above grade level in STAR Reading and Math: 100% â % of students who master grade level standards during academic year: 100% â % of students on Honor Roll: 100% â % of students who graduate: 100% â % of students who pass IREAD: 100%

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

Adults in our community are living by this core conviction daily and, as a result, exhibit these attitudes and actions: â a willingness to cooperate and communicate to ensure that students are surrounded by positive role models willing to go the extra mile to make our school environment a happy, healthy, friendly and positive place to be in our community;

Adults in our community are living by this core conviction daily and, as a result, exhibit these attitudes and actions: â passionate enthusiasm for sharing their time, energy and expertise to assist students in developing a love of learning in a low-stress but disciplined and productive environment;

Adults in our community are living by this core conviction daily and, as a result, exhibit these attitudes and actions: â a commitment to be held accountable in developing honorable, self-disciplined , well-prepared students with strong work ethics modeled by all adults;

Adults in our community are living by this core conviction daily and, as a result, exhibit these attitudes and actions: â teamwork, cooperation and respectful communication by teachers, parents and community to ensure successful attainment of goals by individual students.

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

In this environment where all adults are living by their core convictions, all students will appreciate, be responsible for and be excited about learning. Students will demonstrate confidence in their ability to set and attain realistic goals based upon their diverse interests and the high expectations of all involved including themselves. They will follow rules and procedures, knowing when to take appropriate risks without being unduly influenced by negative peer pressure. Students will exhibit a care and concern for others through their willingness to individually and cooperatively help others, and by being responsible, trustworthy, and respectful in their contacts with peers and all adults. The combination of these factors will develop pride and a sense of ownership in their school and their education leading students to feel safer, happier and healthier in their daily educational environment.

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

- % of students who % Passing ISTEP+ Math: 100%
- % of students who % Passing ISTEP+ English: 100%
- % of students who % Scoring 6 on ISTEP+ Writing: 100%
- % of students who % of student passing ACUIY Reading (Gr. 3-5): 100%
- % of students who % of students passing ACUIY Math: 100%
- % of students who % of student passing IRDA (Gr. K-2): 100%
- % of students who % of students at/or above grade level in STAR Reading and Math: 100%
- % of students who % of students who master grade level standards during academic year: 100%
- % of students who % of student on Honor Roll: 100%
- % of students who % of students who graduate: 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.

All students - Pass ISTEP - English Language Arts (AYP)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
65%	62.3%	68%	67.3	71%		75%		79%		81%		100%

All students - Pass ISTEP - Math Problem solving

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
68%	65.4	71%	71.9	74%		78%		82%		84%		100%

First grade - F & P showing level J or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	25*%	30%	83%	85%		87%		89%*		90%		100%

Grade 2 students - F & P showing level N or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	42.1*%	45%	66%	69%		72%		75%		78%		100%

Grade 3 Students - F & P showing level Q or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	60	65	40%	46%		52%		57%		61%		100

Grade 4 students - F & P showing level T or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	54	65	65%	69%		72%		75%		78%		100

Grade 5 students - F & P showing level W or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	51	62	50	55%		60%		64%		68%		100

Kindergarten - F & P showing Level C or higher (Spring Assessment)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	59.5*%	63%	67%	71%		73%		76%		79%		100%

Special Ed Students Grades 3-5 - Passing ISTEP / IMAST Reading Comprehension (seat data)

2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	40%	43%	75.4	78%		80%		82%		84%		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... Students need exposure to and information about higher education

We are concerned that... Student behavior is interfering with learning

* 34% of our students have been referred outside the classroom for discipline purposes, therefore losing instruction time. 20% of these referrals have resulted in an in-school suspension. * Many students believe they have a hard time paying attention in class because of other students' behavior issues. (Kindergarten= 100%, First Grade= 100%, Second grade= 100%, Third grade= 63%, Fourth grade= 78%, Fifth grade= 58%) * Faculty, Parents and Community also agreed with the students and said that students have a hard time focusing in class because of distracting behavior. (Faculty= 78%, Community= 70% and Parents= 36%) * We will continue to update our data after the 2011-12 school year.

We are concerned that... Communication between home and school needs to be timely

Communication with parents regarding student progress; communication with parents in timely manner for school events.

Required Areas of Concern

A. Parent Involvement

B. Educator Training - Parent Involvement

C. Outreach to Preschool Parent Involvement Programs

E. Parent Information Resource Center Website

F. Encourage Rigorous Curriculum

G. Attendance

I. Focused Academic Area

J. Instruction by Highly Qualified Teachers

J2. Instruction by Highly Qualified Paraprofessionals

K. Attracting Highly Qualified Teachers

L. Student Transition

M. Parent Notice - Assessment Results

Q. School-Parent Involvement Policy

R1. Parent Right-to-Know Letter - Qualifications

R2. Parent Right-to-Know Letter - Non-Qualified Teacher

S. School-Parent Compact

T. Annual Parent Meeting

U. Focused Student Group

W. Timely Additional Assistance

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

Parent Involvement & Communication: Automated School Messenger

Teachers will continue to utilize the automated telephone system that will call parents to inform them of important upcoming school events throughout the entire school year, including School Improvement Planning community meetings. The automated school messenger is a tool that will be used to enhance communication between parents and teachers to ensure academic success. The automated school messenger will also be used to notify parents of specific events that are taking place with in specific grade levels such as final project presentation.

Impact Level: High Impact - Inside

Focus: General

Schoolwide Reform Strategy-College Awareness

All teachers in grades K-5 will immerse students with knowledge and information regarding higher education. Teachers will display artifacts of the colleges they attended in their classroom, and hallways will be named after colleges. The display of artifacts and naming of hallways will be done for the entire school year. Additionally, each grade level will visit a local or nearby college so that by the end of 5th grade all students will have visited 6 different colleges. College visits will take place in the fall or spring depending on scheduling.

Impact Level: Low Impact

Focus: General

Schoolwide Reform Strategy: Positive Behavior Program

Teachers will continue to develop and implement a behavior program that encourages positive behavior through positive behavioral supports. The positive behavior program will involve all students and will be designed to encourage appropriate behavior, responsibility, and ownership of individual academic success throughout the school year.

Impact Level: High Impact - Inside

Focus: General

Teachers Included in Assessment Decisions

Teachers will be expected to participate in monthly grade level team meetings to review and analyze assessment data, to make decisions based upon results that will improve student achievement, improve student behavior, and link results to instructional strategies and methods. Data will be recorded and graphed on class analysis charts or by individual students. Assessment data will be standards-based, utilizing data from the following data assessment selections: ISTEP+, Acuity, STAR, Fountas & Pinnell, and Writing Prompts.

Impact Level: High Impact - Inside

Focus: General

Required Strategies

A. Parent Involvement: Back to School Picnic

During the first week of school, the principal, teachers, and PTO will provide a back to school picnic for parents and students. Parents are introduced to teachers and may tour classrooms. This informal meeting will allow teachers to discuss Indiana academic standards that will be taught, ISTEP expectations, and how parents can support student achievement at home.

Impact Level: High Impact - Outside

Focus: General

A. Parent Involvement: Literacy Services: Parent Academy

Four times throughout the school year, teachers will organize and host Parent Academy. Parents and students will be invited to attend sessions that inform and train parents how to encourage and support academic achievement at home. Parents will learn how to help their children at home with reading, including how to monitor their progress. Parents will have opportunities to discuss reading strategies with staff. Parents will be able to make items needed for this enrichment time to have at home. We will send home a follow up survey to determine effectiveness of the Parent Academy as well as to find out what type of follow up assistance would be beneficial.

Impact Level: High Impact - Outside

Focus: General

A. Parent Involvement: Newsletters

Every 9 week grading period a school-wide newsletter will be sent home. Each grade level will submit a highlight of upcoming events and standards being implemented in the classroom. Additionally, the newsletter will include information from the specials teachers, social worker, principal, and nurse. Community resources will be communicated within each newsletter as well.

Impact Level: Low Impact

Focus: General

A. Parent Involvement: Parent/Teacher Conference

Once during the fall semester as well as once during the spring semester, teachers will conduct parent/teacher conferences and distribute student grade cards. Teachers and parents will discuss academic progress, social habits, and expectations. Additionally, teachers will discuss Indiana academic standards that will be taught as well as expectations for ISTEP. These meetings will also be used to explain to parents how to monitor student progress as well as how to effectively communicate with the classroom teacher to enhance academic achievement.

Impact Level: High Impact - Inside

Focus: General

A. Parent Involvement: Plan, Review & Improve Schoolwide Plan

Parents will be involved in the planning, review and improvement of the Schoolwide Plan during family/community/staff meetings to be held during the Fall and Spring semesters. During the Fall meeting, the current plan will be reviewed while during the Spring meeting, the plan will be revised and improved for the following school year. Parents will have an opportunity to review the plan prior to the Fall meeting. The current Schoolwide Plan will be posted on the school website and sent home. Surveys will be sent to parents to collect input about the plan from those that cannot attend the meetings. Moreover, parents will be asked to evaluate the effectiveness of the parent involvement activity by completing surveys at the end of the activity.

Impact Level: Low Impact

Focus: General

A. Parent Involvement: PTO Breakfast with a Relative

In the fall, the PTO will provide a breakfast for students and their grandparents. In the spring, the PTO will provide a muffin breakfast for students and their moms as well as a donut breakfast for students and their dads. This breakfast encourages family support and involvement with their child.

Impact Level: Low Impact

Focus: General

A. Parent Involvement: Recognition & Awards Program

Following the end of each grading period, the principal and PTO will conduct an awards program to recognize students for academic achievement, citizenship, and attendance. Parents are invited to attend the awards program. The principal will communicate with parents how parents can monitor student progress to enhance academic achievement during the awards

program.

Impact Level: Low Impact

Focus: General

B. Educator Training - Parent Involvement

During both the first and second semester at a staff meeting, teachers will learn how to understand the value and utility of parental contributions, the importance of having parents involved in school activities, how to effectively communicate and work with parents as partners, how to encourage parents to become more involved in the school community and how to implement and coordinate parent programs that build ties between the parents and the schools.

Impact Level:

Focus: General

C. Outreach to Preschool Parent Involvement Programs

The principal and kindergarten teachers will send copies of their monthly newsletter about upcoming parent activities to the Parent Enrichment Manager at Head Start. The newsletter may also include information for parents about the knowledge and skills that children need in order to be prepared for kindergarten, and reading/math activities for parents to engage in with their preschooler at home.

Impact Level: Low Impact

Focus: General

E. Parent Information Resource Center Website

At the beginning of the 2012-2013 school year, teachers will notify parents about the Indiana PIRC link(www.fscp.org) on our school website. This information will also be included in our monthly newsletter.

Impact Level:

Focus:

F. Encourage Rigorous Curriculum: Schoolwide Reform Strategy: Goal Setting

Teachers in each grade level will create a goal setting chart for every student in their class based on the academic standards. The goal setting charts will be designed to assist students in setting personal academic goals in all subject areas including reading, writing, and math throughout the entire school year. Additionally, individualized goal setting by each student will assist teachers in providing a rigorous curriculum based on the needs of each individual student.

Impact Level: High Impact - Inside

Focus: Specific

G. Attendance

The school follows the district attendance policy. Teachers report attendance twice daily via Power School. The school will contact parents after three unexcused absences. Continued unexcused absences will be referred to the School Social Worker or Attendance Coordinator for investigation. They will monitor attendance and make sure students are in compliance. Monitoring includes letters and meetings with parents, and if needed, further legal action will be taken as dictated by local and state policies. The school recognizes students with perfect attendance at the end of each quarter, as well as at the end of the school year, and awards are given for both the quarter and end of the year perfect attendance.

Impact Level: Low Impact

Focus: General

I. Focused Academic Area: Schoolwide Reform Strategy: Reading Workshop

This strategy increases the quality in reading where our students achieve at a lower level in comparison to their performance in other academic areas. Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and our Community Council (including parent representatives) completed three tasks: 1) They analyzed achievement data and identified an academic area in which our students are weak in comparison to their achievement in other areas; 2) They analyzed force field data (needs assessment) and identified student needs; 3) They explored a variety of possible strategies to address the student needs. Following these three steps, the faculty and Community Council selected this strategy for continued implementation next year. All K-5 teachers will assess students with a benchmark reading test 3 times a year. During grade level team meetings, teachers will analyze data and prepare units of study for each 9 week grading period. As part of the mini-lessons during Reading Workshop, all K-5 teachers will teach and model grade level standards-based reading strategies and skills (with a focus on phonemic awareness, phonics, fluency, vocabulary and comprehension). Students will receive differentiated instruction at their reading level during small group guided reading sessions and at literacy work stations. The classroom teacher will have individual conferences with each student weekly to review reading logs, response journals, reading goals and progress as well as specific needs. During sharing and reflection, students will have time to talk about what they are

reading. Our school will monitor three types of data to help us understand the degree to which this strategy is meeting student needs: 1)Strategy data will help us determine the degree to which the adults changed their practices; 2)Force field data will help us determine the degree to which student needs changed; and 3)Achievement data will help us determine if the changes in adult practices and student needs had an impact on student achievement. 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

I. Focused Academic Area: Schoolwide Reform Strategy: Small Guided Reading Groups

This strategy increases the quality in reading where our students achieve at a lower level in comparison to their performance in other academic areas. Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and our Community Council (including parent representatives) completed three tasks: 1) They analyzed achievement data and identified an academic area in which our students are weak in comparison to their achievement in other areas; 2) They analyzed force field data (needs assessment) and identified student needs; 3) They explored a variety of possible strategies to address the student needs. Following these three steps, the faculty and Community Council selected this strategy for implementation next year. All teachers in grades K-5 will implement small guided reading groups following scope and sequence on a daily basis throughout the entire school year. Based on reading assessments, teachers will group students based in his/her reading level and providing small group reading instruction to meet the needs of all students. Our school will monitor three types of data to help us understand the degree to which this strategy is meeting student needs: 1)Strategy data will help us determine the degree to which the adults changed their practices; 2)Force field data will help us determine the degree to which student needs changed; and 3)Achievement data will help us determine if the changes in adult practices and student needs had an impact on student achievement. 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

J. Instruction by Highly Qualified Teachers

To ensure that all of our students are taught by highly qualified teachers, we will 1)hire only highly qualified teachers; 2)help those who are not highly qualified develop and implement a personalized plan for becoming highly qualified, and 3)make sure that our low-achieving students are taught by highly qualified professionals. In addition, we will make parents aware of the school's progress in employing highly qualified teachers and professionals by communicating with them during meetings and parent conferences, and through newsletters, the school website and specific notification letters as needed. Staff is required by the Kokomo Center Schools Human Resource Department to meet the requirements of NCLB prior to hiring. The principal at the school verifies that each staff meets the requirements of NCLB by checking records in the HR department and by discussing qualifications with staff. The principal will maintain a list of all teachers in the building that indicates whether or not each teacher holds a valid Indiana teaching license and that each teacher has demonstrated subject matter knowledge (PRAXIS, NTS, HOUSSE, CAS). All teachers will be assigned to areas in which they are certified to teach. Currently, all teachers are highly qualified. If non-highly qualified teachers were to exist in the school, the instructional facilitator would provide professional development activities to assist the non-highly qualified teacher(s) in meeting the highly qualified teacher requirements.

Impact Level:

Focus:

J. Instruction by Highly Qualified Teachers: On-Going Professional Development

Ongoing support will be provided to staff and to improve teacher quality. Teachers, paraprofessionals and the principal will participate in monthly staff training sessions led by the Instructional Facilitators (coaches). The focus of the training will be the Schoolwide Reform Strategies in the Schoolwide Plan. Specifically, staff will be trained to meet the individual needs of all students, particularly the lowest achieving students, through differentiated instruction methods. There ongoing technology training and support by a technology coach.

Impact Level: High Impact - Inside

Focus: Specific

J2. Instruction by Highly Qualified Paraprofessionals.

Paraprofessionals are required by the Kokomo Center Schools Human Resource Department to meet status of highly qualified prior to hiring. The principal at the school verifies that each paraprofessional meets the requirements. These requirements include having a minimum of 48 credit hours of university credit, or an associate's degree from college, or successfully completing/passing the Parapro Test. When working with students, paraprofessionals are directly supervised a licensed certified teacher. To maintain and improve their skills and knowledge, paraprofessionals are provided ongoing, job-embedded opportunities for professional development by school staff.

Impact Level: High Impact - Inside

Focus:

K. Attracting Highly Qualified Teachers

To ensure that students are taught by highly qualified teachers, we will 1)review teacher qualifications annually; 2)assign only highly qualified teachers to low achieving students; and 3)encourage our highly qualified teachers to stay in our school by providing a supportive and caring environment and by providing professional development opportunities. The Bon Air school website and newsletter will be used to promote community relations and provide information to attract high quality staff. Ongoing professional development during the school year and summer, including an intensive new teacher-training program, professional collaboration and planning time, and coaching by the Instructional Facilitator attracts high quality staff in a safe and secure learning environment. Experienced teachers will be recruited, assigned and retained to serve high needs students through an intensive selection process. The principal will review the qualifications of staff and work with the Instructional Facilitator to provide extensive training.

Impact Level:

Focus:

L. Student Transition: Early Childhood-Kindergarten

Kindergarten teachers will contact Head Start, other local preschools and families of preschool students to invite them to a collaborative informational meeting prior to the start of school to discuss the Kindergarten curriculum and program. We will work with staff at Head Start to coordinate and align instruction for children transitioning from preschool to kindergarten. To better prepare preschool students for the kindergarten curriculum, preschool teachers and families will be given copies of the curriculum, including grade level standards, skills and expectations needed by preschool students to be ready for Kindergarten. The kindergarten teachers will collaborate with local pre-school programs to assist students and parents in making a smooth transition from pre-school to kindergarten.

Impact Level:

Focus:

L. Student Transition: Elementary to Middle School

5th grade teachers will prepare 5th grade students for middle school by taking them to the school they will be attending the following year and touring the school. Additionally, 5th grade students will have the opportunity to practice unlocking locker combinations so that they are prepared to use lockers in middle school. 5th grade students will adjust their goal setting to incorporate goals for their upcoming school year. Students will meet the administrators, counselor and 6th grade team, visit classrooms, tour the building, learn about expectations, procedures, courses, and extra curricular opportunities. Middle schools will hold a back to school event prior to the start of 6th grade to give families an opportunity to meet the staff, tour the building and receive information about the school policies, procedures, curriculum, and activities for families. Students in K-4 will also participate in a transition day. Each student will visit and spend time with a classroom teacher at the grade level they will be in the following year. For example: 2nd grade students will visit 3rd grade classrooms and teachers, 3rd grade will visit 4th grade and so on.

Impact Level:

Focus:

M. Parent Notice - Assessment Results

Individual reports of student performance on ISTEP+ will be sent to every parent in their native language along with a letter that describes and interprets the ISTEP+ results and encourages parents to contact school staff with questions and concerns. Parents will also be given information about how to access their children's test results online at the IDOE Parent Network website. Other individual assessment results from district benchmark assessments (STAR, Acuity, Fountas & Pinnell) will be sent to parents along with an explanation of the assessment and suggestions for parents. Parents may contact the school to meet the teacher and/or principal to further discuss student performance on these assessments.

Impact Level:

Focus:

Q. School-Parent Involvement Policy

Parents are invited to participate in the development and review of the School-Parent Involvement Policy at the Annual Title I meeting. All parents are mailed a copy of the policy prior to the meeting. Suggestions are reviewed and discussed in order to make any necessary revisions to the policy. The School Parent Involvement Policy will address components listed on the DOE School Parent Involvement Policy Checklist. Parents will also help plan, review and improve programs and the schoolwide plan during the meeting.

Impact Level:

Focus:

R1. Parent Right-to-Know Letter - Qualifications

The Parent-Right-to-Know Letter will inform the parents that they have the right to request and receive information in a timely manner regarding the professional qualifications of their student's classroom teachers including all components described on DOE's Parent Right-to-Know Checklist. The Parent-Right-to-Know letter is printed in the Kokomo-Center Schools Guide to Policies and Procedures handbook and is distributed to all parents by mail and during enrollment. Parents are required to sign a form signifying they have received and read the information in the handbook, including the Parent-Right-to-Know letter.

Impact Level:

Focus:

R2. Parent Right-to-Know Letter - Non-Qualified Teacher

The Parent Right-to-Know Letter (Non Highly Qualified) is sent, in a timely fashion, to parents of students who have been assigned to or who have been taught for 4 or more consecutive weeks by a teacher who is not highly qualified.

Impact Level:

Focus:

S. School-Parent Compact

Our school develops a school-parent compact that outlines how parents, the entire school staff, and students share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards. The school-parent compact is revised and reviewed annually by staff and parents. The compact is shared with parents and students during parent conferences. Moreover, it is mailed to all parents. The School-Parent Compact will include all components described on the DOE School-Parent Compact Checklist.

Impact Level:

Focus:

T. Annual Parent Meeting

Parents are invited to attend the annual Title I meeting to 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, and to help them learn about curriculum, academic standards and assessments. Meetings are held at the school with sessions during the day and the evening. Parents are given copies of the Parent Involvement Policy, School-Parent Compact and the School Improvement Plan. Parent input is encouraged and discussed as revisions are made to these documents. Parents will be asked to complete a survey that assesses the effectiveness of the school's parent involvement programs. The results of the Annual Review will be discussed. Documentation including an agenda and a parent sign-in sheet will be kept in a school planning binder.

Impact Level:

Focus:

U. Focused Student Group: Special Education Co-Teaching

This strategy addresses the needs of special education students who are low achieving in comparison to their peers. Prior to selecting this strategy for inclusion in the School Improvement Plan, all teachers and the Community Council (including parent representatives) completed three tasks: 1) They analyzed achievement data and identified a student group who low achieving in comparison to their peers, 2) They analyzed force field data (needs assessment) that was disaggregated by the NCLB student groups to help them understand why students in the targeted student group are performing at a lower level; and 3) They explored a variety of possible strategies to address the targeted student group's needs. Following these three steps, the faculty and Community Council selected this strategy for implementation next year. General education teachers and special education teachers will work collaboratively in providing additional support for special education students. Special education teachers will support special education students inside the general education classroom on a daily basis (push in). Grade level teams of teachers will collaborate bi-monthly to develop strategies and match interventions to meet the needs of students who are struggling to master grade level skills. Our school will monitor three types of data to help us understand the degree to which this strategy is meeting student needs: 1) Strategy data will help us determine the degree to which the adults changed their practices; 2) Force field data will help us determine the degree to which student needs changed; 3) Achievement data will help us determine if the changes in adult practices and student needs had an impact on student achievement. Based on our follow-up data, we will make adjustments to this strategy as appropriate.

Impact Level: High Impact - Inside

Focus: Specific

W. Timely Additional Assistance: -After school program

Students in need of extra assistance may attend an after school program facilitated by a Title I staff member 3 days a week for 45 minutes from September through November and then January through April.

Impact Level:

Focus:

W. Timely Additional Assistance: Targeted Small Group Intervention

All students will be assessed to determine levels of proficiency (for example STAR, Acuity, Fountas & Pinnell, and/or teacher assessment). The teachers will identify students that are at least a year below grade level in reading. Students that have not mastered grade level standards will receive an additional 20-30 minutes per day of small group targeted intervention instruction by support staff that focuses on individual needs for improving vocabulary, phonemic awareness, phonics, comprehension and fluency as well as writing skills/strategies. Lessons will be differentiated by support staff based upon skill level, learning style and grade level. We will provide thematic, integrated instruction, designed to accommodate the needs of various learning styles. Progress will be monitored with work samples and informal reading assessments; data will be analyzed and linked to modifications in instruction. Each student will set reading goals for the school year and record his/her progress on data charts. Students will share data charts with parents during student led conferences. The timely additional assistance will be coordinated with the Response to Instruction process for identifying, serving, and monitoring students that require Tier 2 and 3 interventions.

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.

Local Strategies

Schoolwide Reform Strategy-College Awareness

Percent of teachers who display college artifacts in or outside their classroom.

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
100	100		100	

Schoolwide Reform Strategy: Positive Behavior Program

% of students who take responsibility for their own actions and learning as indicated by the positive behavior system

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
NA	60		75	

% of staff who implement the positive behavioral system

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
NA	100		100	

Required Strategies

F. Encourage Rigorous Curriculum: Schoolwide Reform Strategy: Goal Setting

Percent of teachers using the schoolwide goal setting charts

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
85	100		100	

I. Focused Academic Area: Schoolwide Reform Strategy: Small Guided Reading Groups

% of teachers implementing small guided reading groups

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
100%	100%		100%	

L. Student Transition: Early Childhood-Kindergarten

% of parents who participate in meet and greet

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

U. Focused Student Group: Special Education Co-Teaching

% of Special Ed Teachers co-teaching with General Education Teachers

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
NA	40%		60%	

W. Timely Additional Assistance: -After school program

% of teachers who participate in the after school program to give students extra assistance

Baseline 11-12	Follow Up 12-13 1st Semester / 1st Trimester		Follow Up 12-13 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

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.

Encourage Rigorous Curriculum

Jun 10, 2012: Professional development 1:1 technology curriculum development **Person:** Amanda Landrum

Aug 8, 2012: 1:1 technology facilitator in the building **Person:** Jessica Hollingsworth

Aug 8, 2012: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Aug 8, 2012: Calendar for technology/curriculum meetings **Person:** Amanda Landrum

Aug 8, 2012: Reflective journal or blog **Person:** Amanda Whybrew

Sep 8, 2012: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Oct 8, 2012: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Oct 10, 2012: Reflective journal or blog **Person:** Amanda Whybrew

Nov 8, 2012: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Nov 30, 2012: Collect fall data: Percent of teachers using the schoolwide goal setting charts **Person:**

Dec 8, 2012: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Dec 12, 2012: Reflective journal or blog **Person:** Amanda Whybrew

Jan 8, 2013: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Feb 8, 2013: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Feb 13, 2013: Reflective journal or blog **Person:** Amanda Whybrew

Mar 8, 2013: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Apr 8, 2013: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Apr 17, 2013: Reflective journal or blog **Person:** Amanda Whybrew

May 8, 2013: 1:1 technology team meetings **Person:** Jessica Hollingsworth

Jun 30, 2013: Collect spring data: Percent of teachers using the schoolwide goal setting charts **Person:**

Focused Academic Area

Jun 30, 2012: Completion of reading plan for DOE **Person:** Paula Concus

Jun 30, 2012: Completion of reading plan for DOE **Person:** Paula Concus

Aug 8, 2012: Calendar and agenda for reading plan team meetings **Person:** Amanda Landrum

Aug 9, 2012: Technology support available daily for reading sites **Person:** Jessica Hollingsworth

Aug 18, 2012: Reading plan team **Person:** Carol Lutz

Aug 18, 2012: Reading plan team **Person:** Carol Lutz

Aug 23, 2012: Collect baseline data: **Person:** Darlene Welk

Aug 23, 2012: Collect data on implementation of reading plan in relation to focused academic area **Person:** Darlene Welke

Aug 23, 2012: Fontas and Pinnell **Person:** classroom teacher / title 1

Aug 24, 2012: Fontas and Pinnell assessment (one on one) **Person:** classroom teacher/title one

Aug 24, 2012: STAR reading assessment (computer) **Person:** classroom teacher

Aug 24, 2012: Utilize reading web sites and technology **Person:** all staff

Aug 31, 2012: Utilize reading web sites and technology **Person:** all staff

Sep 7, 2012: Utilize reading web sites and technology **Person:** all staff

Sep 14, 2012: Utilize reading web sites and technology **Person:** all staff

Sep 18, 2012: Reading plan team **Person:** Carol Lutz

Sep 18, 2012: Reading plan team **Person:** Carol Lutz

Sep 21, 2012: Utilize reading web sites and technology **Person:** all staff

Sep 28, 2012: Utilize reading web sites and technology **Person:** all staff

Oct 5, 2012: Utilize reading web sites and technology **Person:** all staff

Oct 12, 2012: Utilize reading web sites and technology **Person:** all staff

Oct 15, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Oct 18, 2012: Reading plan team **Person:** Carol Lutz
Oct 18, 2012: Reading plan team **Person:** Carol Lutz
Oct 19, 2012: Utilize reading web sites and technology **Person:** all staff
Oct 22, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Oct 25, 2012: Collect data on implementation of reading plan in relation to focused academic area **Person:** Darlene Welke
Oct 26, 2012: Fontas and Pinnell assessment (one on one) **Person:** classroom teacher/title one
Oct 26, 2012: STAR reading assessment (computer) **Person:** classroom teacher
Oct 26, 2012: Utilize reading web sites and technology **Person:** all staff
Oct 29, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Nov 2, 2012: Utilize reading web sites and technology **Person:** all staff
Nov 5, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Nov 8, 2012: DDL **Person:** Jessica Hollingsworth
Nov 9, 2012: Utilize reading web sites and technology **Person:** all staff
Nov 10, 2012: Student DDL **Person:** Classroom teacher
Nov 10, 2012: Utilize the digital library **Person:** Jessica Hollingsworth
Nov 12, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Nov 16, 2012: Utilize reading web sites and technology **Person:** all staff
Nov 18, 2012: Reading plan team **Person:** Carol Lutz
Nov 18, 2012: Reading plan team **Person:** Carol Lutz
Nov 19, 2012: Technology book study **Person:** Jessica Hollingworth/ Carol Lutz
Nov 23, 2012: Utilize reading web sites and technology **Person:** all staff
Nov 30, 2012: Collect fall data: **Person:** Darlene Welke
Nov 30, 2012: Collect fall data: % of teachers implementing small guided reading groups **Person:** Darlene Welke
Nov 30, 2012: Utilize reading web sites and technology **Person:** all staff
Dec 7, 2012: Utilize reading web sites and technology **Person:** all staff
Dec 10, 2012: Utilize the digital library **Person:** Jessica Hollingsworth
Dec 14, 2012: Utilize reading web sites and technology **Person:** all staff
Dec 18, 2012: Reading plan team **Person:** Carol Lutz
Dec 18, 2012: Reading plan team **Person:** Carol Lutz
Dec 21, 2012: Utilize reading web sites and technology **Person:** all staff
Dec 27, 2012: Collect data on implementation of reading plan in relation to focused academic area **Person:** Darlene Welke
Dec 28, 2012: Fontas and Pinnell assessment (one on one) **Person:** classroom teacher/title one
Dec 28, 2012: STAR reading assessment (computer) **Person:** classroom teacher
Dec 28, 2012: Utilize reading web sites and technology **Person:** all staff
Jan 4, 2013: Utilize reading web sites and technology **Person:** all staff
Jan 10, 2013: Utilize the digital library **Person:** Jessica Hollingsworth
Jan 11, 2013: Utilize reading web sites and technology **Person:** all staff
Jan 18, 2013: Reading plan team **Person:** Carol Lutz
Jan 18, 2013: Reading plan team **Person:** Carol Lutz
Jan 18, 2013: Utilize reading web sites and technology **Person:** all staff
Jan 25, 2013: Utilize reading web sites and technology **Person:** all staff
Feb 1, 2013: Utilize reading web sites and technology **Person:** all staff
Feb 8, 2013: Utilize reading web sites and technology **Person:** all staff
Feb 10, 2013: Utilize the digital library **Person:** Jessica Hollingsworth
Feb 15, 2013: Utilize reading web sites and technology **Person:** all staff
Feb 18, 2013: Reading plan team **Person:** Carol Lutz
Feb 18, 2013: Reading plan team **Person:** Carol Lutz
Feb 22, 2013: Utilize reading web sites and technology **Person:** all staff
Feb 28, 2013: Collect data on implementation of reading plan in relation to focused academic area **Person:** Darlene Welke
Mar 1, 2013: Fontas and Pinnell assessment (one on one) **Person:** classroom teacher/title one
Mar 1, 2013: STAR reading assessment (computer) **Person:** classroom teacher
Mar 1, 2013: Utilize reading web sites and technology **Person:** all staff
Mar 8, 2013: Utilize reading web sites and technology **Person:** all staff
Mar 10, 2013: Utilize the digital library **Person:** Jessica Hollingsworth
Mar 15, 2013: Utilize reading web sites and technology **Person:** all staff
Mar 18, 2013: Reading plan team **Person:** Carol Lutz
Mar 18, 2013: Reading plan team **Person:** Carol Lutz
Mar 22, 2013: Utilize reading web sites and technology **Person:** all staff
Mar 29, 2013: Utilize reading web sites and technology **Person:** all staff

Apr 5, 2013: Utilize reading web sites and technology **Person:** all staff
Apr 10, 2013: Utilize the digital library **Person:** Jessica Hollingsworth
Apr 12, 2013: Utilize reading web sites and technology **Person:** all staff
Apr 18, 2013: Reading plan team **Person:** Carol Lutz
Apr 18, 2013: Reading plan team **Person:** Carol Lutz
Apr 19, 2013: Utilize reading web sites and technology **Person:** all staff
Apr 26, 2013: Utilize reading web sites and technology **Person:** all staff
May 2, 2013: Collect data on implementation of reading plan in relation to focused academic area **Person:** Darlene Welke
May 3, 2013: Fontas and Pinnell assessment (one on one) **Person:** classroom teacher/title one
May 3, 2013: STAR reading assessment (computer) **Person:** classroom teacher
May 3, 2013: Utilize reading web sites and technology **Person:** all staff
May 10, 2013: Utilize reading web sites and technology **Person:** all staff
May 10, 2013: Utilize the digital library **Person:** Jessica Hollingsworth
May 17, 2013: Utilize reading web sites and technology **Person:** all staff
May 18, 2013: Fontas and Pinnell **Person:** classroom teacher / title 1
May 18, 2013: Reading plan team **Person:** Carol Lutz
May 18, 2013: Reading plan team **Person:** Carol Lutz
Jun 30, 2013: Collect spring data: **Person:**
Jun 30, 2013: Collect spring data: % of teachers implementing small guided reading groups **Person:** Darlene Welke

Focused Student Group

Jun 10, 2012: Summer Professional Development **Person:** Amanda Landrum
Aug 14, 2012: Co-teaching blog **Person:** Jessica Hollingworth
Aug 14, 2012: On going monthly co-teaching meetings **Person:** Marie Guyer
Aug 23, 2012: Co-teaching collaboration **Person:** Amanda Whybrew
Aug 23, 2012: Co-teaching collaboration release time **Person:** Paula Concus
Sep 14, 2012: On going monthly co-teaching meetings **Person:** Marie Guyer
Sep 25, 2012: Co-teaching blog **Person:** Jessica Hollingworth
Sep 27, 2012: Co-teaching collaboration **Person:** Amanda Whybrew
Sep 27, 2012: Co-teaching collaboration release time **Person:** Paula Concus
Oct 14, 2012: On going monthly co-teaching meetings **Person:** Marie Guyer
Oct 25, 2012: Co-teaching collaboration **Person:** Amanda Whybrew
Oct 25, 2012: Co-teaching collaboration release time **Person:** Paula Concus
Nov 6, 2012: Co-teaching blog **Person:** Jessica Hollingworth
Nov 14, 2012: On going monthly co-teaching meetings **Person:** Marie Guyer
Nov 22, 2012: Co-teaching collaboration **Person:** Amanda Whybrew
Nov 22, 2012: Co-teaching collaboration release time **Person:** Paula Concus
Nov 30, 2012: Collect fall data: % of Special Ed Teachers co-teaching with General Education Teachers **Person:** Marie Guyer
Dec 14, 2012: On going monthly co-teaching meetings **Person:** Marie Guyer
Dec 18, 2012: Co-teaching blog **Person:** Jessica Hollingworth
Dec 27, 2012: Co-teaching collaboration **Person:** Amanda Whybrew
Dec 27, 2012: Co-teaching collaboration release time **Person:** Paula Concus
Jan 14, 2013: On going monthly co-teaching meetings **Person:** Marie Guyer
Jan 24, 2013: Co-teaching collaboration **Person:** Amanda Whybrew
Jan 24, 2013: Co-teaching collaboration release time **Person:** Paula Concus
Jan 29, 2013: Co-teaching blog **Person:** Jessica Hollingworth
Feb 14, 2013: On going monthly co-teaching meetings **Person:** Marie Guyer
Feb 28, 2013: Co-teaching collaboration **Person:** Amanda Whybrew
Feb 28, 2013: Co-teaching collaboration release time **Person:** Paula Concus
Mar 12, 2013: Co-teaching blog **Person:** Jessica Hollingworth
Mar 14, 2013: On going monthly co-teaching meetings **Person:** Marie Guyer
Mar 28, 2013: Co-teaching collaboration **Person:** Amanda Whybrew
Mar 28, 2013: Co-teaching collaboration release time **Person:** Paula Concus
Apr 14, 2013: On going monthly co-teaching meetings **Person:** Marie Guyer
Apr 23, 2013: Co-teaching blog **Person:** Jessica Hollingworth
Apr 25, 2013: Co-teaching collaboration **Person:** Amanda Whybrew
Apr 25, 2013: Co-teaching collaboration release time **Person:** Paula Concus
May 14, 2013: On going monthly co-teaching meetings **Person:** Marie Guyer
May 23, 2013: Co-teaching collaboration **Person:** Amanda Whybrew

May 23, 2013: Co-teaching collaboration release time **Person:** Paula Concus

Jun 30, 2013: Collect spring data: % of Special Ed Teachers co-teaching with General Education Teachers **Person:** Marie Guyer

Schoolwide Reform Strategy-College Awareness

Aug 9, 2012: Determine where all teaching staff attended college. **Person:** Virginia Anglind

Aug 16, 2012: Purchase plastic sleeves to display college information. **Person:** Jessica Hollingsworth

Aug 23, 2012: Print college information for each teacher **Person:** Jessica Hollingsworth

Sep 2, 2012: Post college information sheet inside plastic sleeves outside each teachers classroom door. **Person:** Travis Cunningham

Nov 30, 2012: Collect fall data: Percent of teachers who display college artifacts in or outside their classroom. **Person:** Jessica Hollingsworth

Jun 30, 2013: Collect spring data: Percent of teachers who display college artifacts in or outside their classroom. **Person:** Jessica Hollingsworth

Schoolwide Reform Strategy: Positive Behavior Program

Aug 8, 2012: Meet with teachers to develop behavior goals **Person:** Paula Concus

Aug 8, 2012: Revisit PBS Goals **Person:** Amanda Landrum

Aug 9, 2012: Monitor implementation of behavior goals **Person:** Classroom teachers

Aug 14, 2012: Collaboration in development of plan **Person:** Amanda Whybrew

Aug 14, 2012: Provide assistance to teachers with implementation **Person:** Vicki Douglas

Aug 16, 2012: Collaboration **Person:** Amanda Whybrew

Aug 16, 2012: Meet with students to develop behavior goals **Person:** Classroom teachers

Sep 2, 2012: PBS introduction **Person:** MaryAnn McDonald

Sep 9, 2012: meet with parents to share behavior goals **Person:** Amanda Whybrew

Sep 15, 2012: Make posters that display positive behavior goals **Person:** Vicki Douglas

Sep 15, 2012: Parent Open House **Person:** Paula Concus

Sep 20, 2012: Collaboration **Person:** Amanda Whybrew

Oct 10, 2012: Revisit PBS Goals **Person:** Amanda Landrum

Oct 16, 2012: Provide assistance to teachers with implementation **Person:** Vicki Douglas

Oct 18, 2012: Collaboration **Person:** Amanda Whybrew

Nov 15, 2012: Collaboration **Person:** Amanda Whybrew

Nov 30, 2012: Collect fall data: % of staff who implement the positive behavioral system **Person:** Paula Concus

Nov 30, 2012: Collect fall data: % of students who take responsibility for their own actions and learning as indicated by the positive behavior system **Person:** Paula Concus

Dec 12, 2012: Revisit PBS Goals **Person:** Amanda Landrum

Dec 18, 2012: Provide assistance to teachers with implementation **Person:** Vicki Douglas

Dec 20, 2012: Collaboration **Person:** Amanda Whybrew

Jan 17, 2013: Collaboration **Person:** Amanda Whybrew

Feb 13, 2013: Revisit PBS Goals **Person:** Amanda Landrum

Feb 19, 2013: Provide assistance to teachers with implementation **Person:** Vicki Douglas

Feb 21, 2013: Collaboration **Person:** Amanda Whybrew

Mar 21, 2013: Collaboration **Person:** Amanda Whybrew

Apr 17, 2013: Revisit PBS Goals **Person:** Amanda Landrum

Apr 18, 2013: Collaboration **Person:** Amanda Whybrew

Apr 23, 2013: Provide assistance to teachers with implementation **Person:** Vicki Douglas

May 16, 2013: Collaboration **Person:** Amanda Whybrew

Jun 30, 2013: Collect spring data: % of staff who implement the positive behavioral system **Person:** Paula Concus

Jun 30, 2013: Collect spring data: % of students who take responsibility for their own actions and learning as indicated by the positive behavior system **Person:** Paula Concus

Teachers Included in Assessment Decisions

Jun 10, 2012: Curriculum training **Person:** Amanda Landrum

Aug 8, 2012: Grade level meeting **Person:** Carol Lutz

Aug 8, 2012: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Aug 15, 2012: Create schedule for meetings **Person:** Carol Lutz

Aug 30, 2012: Book study **Person:** Carol Lutz

Aug 30, 2012: Rewards for participation in book study **Person:** Carol Lutz

Sep 3, 2012: Grade Level Meetings **Person:** Carol Lutz

Sep 6, 2012: Book study **Person:** Carol Lutz

Sep 6, 2012: Rewards for participation in book study **Person:** Carol Lutz

Sep 8, 2012: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Sep 13, 2012: Book study **Person:** Carol Lutz

Sep 13, 2012: Rewards for participation in book study **Person:** Carol Lutz

Sep 20, 2012: Book study **Person:** Carol Lutz

Sep 20, 2012: Rewards for participation in book study **Person:** Carol Lutz

Sep 27, 2012: Book study **Person:** Carol Lutz

Sep 27, 2012: Rewards for participation in book study **Person:** Carol Lutz

Oct 1, 2012: Grade Level Meetings **Person:** Carol Lutz

Oct 4, 2012: Book study **Person:** Carol Lutz

Oct 4, 2012: Rewards for participation in book study **Person:** Carol Lutz

Oct 8, 2012: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Oct 10, 2012: Grade level meeting **Person:** Carol Lutz

Oct 11, 2012: Book study **Person:** Carol Lutz

Oct 11, 2012: Rewards for participation in book study **Person:** Carol Lutz

Oct 17, 2012: Create schedule for meetings **Person:** Carol Lutz

Nov 5, 2012: Grade Level Meetings **Person:** Carol Lutz

Nov 8, 2012: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Dec 3, 2012: Grade Level Meetings **Person:** Carol Lutz

Dec 8, 2012: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Dec 12, 2012: Grade level meeting **Person:** Carol Lutz

Dec 19, 2012: Create schedule for meetings **Person:** Carol Lutz

Jan 7, 2013: Grade Level Meetings **Person:** Carol Lutz

Jan 8, 2013: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Feb 4, 2013: Grade Level Meetings **Person:** Carol Lutz

Feb 8, 2013: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Feb 13, 2013: Grade level meeting **Person:** Carol Lutz

Feb 20, 2013: Create schedule for meetings **Person:** Carol Lutz

Mar 4, 2013: Grade Level Meetings **Person:** Carol Lutz

Mar 8, 2013: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Apr 1, 2013: Grade Level Meetings **Person:** Carol Lutz

Apr 8, 2013: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

Apr 17, 2013: Grade level meeting **Person:** Carol Lutz

Apr 24, 2013: Create schedule for meetings **Person:** Carol Lutz

May 6, 2013: Grade Level Meetings **Person:** Carol Lutz

May 8, 2013: Teachers will utilize formative assessments bi-monthly to guide instruction **Person:** classroom teachers and co-teachers

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.

Schoolwide Reform Strategy-College Awareness

No professional development is needed for this strategy.

Schoolwide Reform Strategy: Positive Behavior Program

Collaboration

Brief Description: develop Positive Behavior Program to recognize behaviors we want to support within the classroom and school

Intended Participants: Teachers, Counselors, Administrators, Parents, Community Members, Students

Dates: Aug 16, 2012; Sep 20, 2012; Oct 18, 2012; Nov 15, 2012; Dec 20, 2012; Jan 17, 2013; Feb 21, 2013; Mar 21, 2013; Apr 18, 2013; May 16, 2013

Activity Purpose: Information, Skill Building, Feedback/Support, Refinement

Activity Format: Presentation, Peer Coaching, Reflective Writing, Collaborative Problem Solving, Site Visit

Funding: district

Does this activity occur during the school day? No

Collaboration in development of plan

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

Intended Participants: Teachers, Counselors, Administrators

Date: Aug 14, 2012

Activity Purpose: Information, Skill Building, Feedback/Support

Activity Format: Study Group, Peer Coaching, Reflective Writing, Collaborative Problem Solving, Site Visit

Funding: District

Does this activity occur during the school day? No

Parent Open House

Brief Description: Share PBS information with parents

Intended Participants: Teachers, Counselors, Administrators, Parents, Community Members, Students, Other

Date: Sep 15, 2012

Activity Purpose: Information, Skill Building, Feedback/Support

Activity Format: Presentation

Funding: Title One

Does this activity occur during the school day? No

PBS introduction

Brief Description: Collaboratively develop goals for PBS implementation

Intended Participants: Teachers, Counselors, Administrators, Other

Date: Sep 2, 2012

Activity Purpose: Skill Building

Activity Format: Collaborative Problem Solving

Funding: District

Does this activity occur during the school day? No

Revisit PBS Goals

Brief Description: Check in with teachers and other stake holders for input on how things are going with the implementation of the PBS.

Intended Participants: Teachers, Counselors, Administrators, Parents, Community Members, Students, Other

Dates: Aug 8, 2012; Oct 10, 2012; Dec 12, 2012; Feb 13, 2013; Apr 17, 2013

Activity Purpose: Information, Feedback/Support, Refinement

Activity Format: Collaborative Problem Solving

Funding: Title One

Does this activity occur during the school day? No

Teachers Included in Assessment Decisions

Book study

Brief Description: The study will focus on formative assessment and how to utilize the assessment to guide instruction.

Intended Participants: Teachers, Administrators

Dates: Aug 30, 2012; Sep 6, 2012; Sep 13, 2012; Sep 20, 2012; Sep 27, 2012; Oct 4, 2012; Oct 11, 2012

Activity Purpose: Information, Skill Building, Feedback/Support, Refinement

Activity Format: Presentation, Study Group, Professional Reading, Reflective Writing, Collaborative Problem Solving

Funding: Title One

Does this activity occur during the school day? No

Curriculum training

Brief Description: Curriculum training

Intended Participants:

Date: Jun 10, 2012

Activity Purpose:

Activity Format:

Funding:

Does this activity occur during the school day? No

A. Parent Involvement: Back to School Picnic

A. Parent Involvement: Literacy Services: Parent Academy

No professional development is needed for this strategy.

F. Encourage Rigorous Curriculum: Schoolwide Reform Strategy: Goal Setting

Professional development 1:1 technology curriculum development

Brief Description: meet with teachers to set goals for technology implementation according to technology goals and assessments

Intended Participants: Teachers, Counselors, Administrators

Date: Jun 10, 2012

Activity Purpose: Information, Skill Building, Feedback/Support, Refinement

Activity Format: Presentation, Peer Coaching, Collaborative Problem Solving

Funding: district

Does this activity occur during the school day? No

I. Focused Academic Area: Schoolwide Reform Strategy: Reading Workshop

DDL

Brief Description: Professional development on using the digital library. DDL Development of Digital Library

Intended Participants: Teachers, Administrators, Other

Date: Nov 8, 2012

Activity Purpose: Information, Skill Building

Activity Format: Presentation, Collaborative Problem Solving

Funding: District

Does this activity occur during the school day? No

I. Focused Academic Area: Schoolwide Reform Strategy: Small Guided Reading Groups

Technology book study

Brief Description: Focus on utilizing technology to enhance student reading performance.

Intended Participants: Teachers, Administrators, Other

Dates: Oct 15, 2012; Oct 22, 2012; Oct 29, 2012; Nov 5, 2012; Nov 12, 2012; Nov 19, 2012

Activity Purpose: Information, Skill Building

Activity Format: Presentation, Study Group, Reflective Writing, Collaborative Problem Solving

Funding: Title 1

Does this activity occur during the school day? No

J. Instruction by Highly Qualified Teachers: On-Going Professional Development

L. Student Transition: Early Childhood-Kindergarten

No professional development is needed for this strategy.

U. Focused Student Group: Special Education Co-Teaching

Co-teaching collaboration

Brief Description: Co-teachers can meet and plan activities

Intended Participants: Teachers, Administrators

Dates: Aug 23, 2012; Sep 27, 2012; Oct 25, 2012; Nov 22, 2012; Dec 27, 2012; Jan 24, 2013; Feb 28, 2013; Mar 28, 2013; Apr 25, 2013; May 23, 2013

Activity Purpose: Skill Building, Feedback/Support, Refinement

Activity Format: Collaborative Problem Solving, Action Research

Funding: Distirt

Does this activity occur during the school day? Yes

Summer Professional Development

Brief Description: Co-Teaching sessions in Summer PD for 2 days

Intended Participants: Teachers, Counselors, Administrators

Date: Jun 10, 2012

Activity Purpose: Information, Skill Building, Feedback/Support, Refinement

Activity Format: Presentation, Professional Reading, Collaborative Problem Solving

Funding: District

Does this activity occur during the school day? No

W. Timely Additional Assistance: -After school program

W. Timely Additional Assistance: Targeted Small Group Intervention

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... Students need exposure to and information about higher education

Data Targets Influenced by This Concern:

- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- Schoolwide Reform Strategy-College Awareness

We are concerned that... Student behavior is interfering with learning

Data Targets Influenced by This Concern:

- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- Schoolwide Reform Strategy: Positive Behavior Program
- Teachers Included in Assessment Decisions
- G. Attendance
- I. Focused Academic Area: Schoolwide Reform Strategy: Small Guided Reading Groups
- J. Instruction by Highly Qualified Teachers: On-Going Professional Development
- W. Timely Additional Assistance: Targeted Small Group Intervention

We are concerned that... Communication between home and school needs to be timely

Data Targets Influenced by This Concern:

- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)

- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- Parent Involvement & Communication: Automated School Messenger
- W. Timely Additional Assistance: -After school program
- W. Timely Additional Assistance: Targeted Small Group Intervention

Required Areas of Concern

A. Parent Involvement (SW)

Data Targets Influenced by This Concern:

- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- Parent Involvement & Communication: Automated School Messenger
- A. Parent Involvement: Recognition & Awards Program
- A. Parent Involvement: Parent/Teacher Conference
- A. Parent Involvement: Newsletters
- A. Parent Involvement: Back to School Picnic
- A. Parent Involvement: Plan, Review & Improve Schoolwide Plan
- A. Parent Involvement: PTO Breakfast with a Relative
- A. Parent Involvement: Literacy Services: Parent Academy
- W. Timely Additional Assistance: -After school program

B. Educator Training - Parent Involvement (SW)

Data Targets Influenced by This Concern:

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- B. Educator Training - Parent Involvement

C. Outreach to Preschool Parent Involvement Programs (SW)

Data Targets Influenced by This Concern:

- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- C. Outreach to Preschool Parent Involvement Programs

E. Parent Information Resource Center Website (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- E. Parent Information Resource Center Website

F. Encourage Rigorous Curriculum (IN Rules, SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- Teachers Included in Assessment Decisions
- F. Encourage Rigorous Curriculum: Schoolwide Reform Strategy: Goal Setting
- U. Focused Student Group: Special Education Co-Teaching
- J. Instruction by Highly Qualified Teachers: On-Going Professional Development
- W. Timely Additional Assistance: Targeted Small Group Intervention
- W. Timely Additional Assistance: -After school program

G. Attendance (IN Rules)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- G. Attendance

I. Focused Academic Area (IN Rules, SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- I. Focused Academic Area: Schoolwide Reform Strategy: Reading Workshop
- I. Focused Academic Area: Schoolwide Reform Strategy: Small Guided Reading Groups
- W. Timely Additional Assistance: -After school program
- W. Timely Additional Assistance: Targeted Small Group Intervention

J. Instruction by Highly Qualified Teachers (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- J. Instruction by Highly Qualified Teachers
- J. Instruction by Highly Qualified Teachers: On-Going Professional Development
- W. Timely Additional Assistance: Targeted Small Group Intervention

J2. Instruction by Highly Qualified Paraprofessionals (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- J2. Instruction by Highly Qualified Paraprofessionals.
- W. Timely Additional Assistance: Targeted Small Group Intervention

K. Attracting Highly Qualified Teachers (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- K. Attracting Highly Qualified Teachers

L. Student Transition (SW)**Data Targets Influenced by This Concern:**

- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- L. Student Transition: Early Childhood-Kindergarten
- L. Student Transition: Elementary to Middle School

M. Parent Notice - Assessment Results (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- M. Parent Notice - Assessment Results

Q. School-Parent Involvement Policy (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- Q. School-Parent Involvement Policy

R1. Parent Right-to-Know Letter - Qualifications (SW)

Data Targets Influenced by This Concern:

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- R1. Parent Right-to-Know Letter - Qualifications

R2. Parent Right-to-Know Letter - Non-Qualified Teacher (SW)

Data Targets Influenced by This Concern:

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- R2. Parent Right-to-Know Letter - Non-Qualified Teacher

S. School-Parent Compact (SW)

Data Targets Influenced by This Concern:

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- S. School-Parent Compact

T. Annual Parent Meeting (SW)

Data Targets Influenced by This Concern:

- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Grade 3 Students -- F & P showing level Q or higher (Spring Assessment)
- Grade 4 students -- F & P showing level T or higher (Spring Assessment)
- Grade 5 students -- F & P showing level W or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)

Strategies to Impact This Concern:

- T. Annual Parent Meeting

U. Focused Student Group (IN Rules, SW)

Data Targets Influenced by This Concern:

- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- U. Focused Student Group: Special Education Co-Teaching
- W. Timely Additional Assistance: Targeted Small Group Intervention

W. Timely Additional Assistance (SW)**Data Targets Influenced by This Concern:**

- All students -- Pass ISTEP - English Language Arts (AYP)
- All students -- Pass ISTEP - Math Problem solving
- First grade -- F & P showing level J or higher (Spring Assessment)
- Grade 2 students -- F & P showing level N or higher (Spring Assessment)
- Kindergarten -- F & P showing Level C or higher (Spring Assessment)
- Special Ed Students Grades 3-5 -- Passing ISTEP / IMAST Reading Comprehension (seat data)

Strategies to Impact This Concern:

- W. Timely Additional Assistance: -After school program
- W. Timely Additional Assistance: Targeted Small Group Intervention

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?	In the school office and 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"> ● Identify the specific statute and and/or rule you wish to waive. ● Identify the educational strategies this waiver would allow you to implement that could not be implemented under current statute and rule. ● Explain the benefit to student achievement. ● Describe the evaluation process that would be used to measure the success of these strategies. 	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?	Yes We will continue to give attendance incentives each nine weeks and at the end of the year. We also use Automated School Messenger to notify parents of student absence. Thirteen students have been absent more than 10 days; we will try to improve that statistic. Our overall attendance rate is 95.6 %.
D. List the titles of the assessment instruments that are used in addition to ISTEP+ / ECA and give a brief description of each.	<p>Fountas and Pinnell--1:1 reading assessment STAR Reading--online reading assessment (2-5) STAR Math--online math assessment (2-5) STAR Ealy Literacy (online reading assessment K-2) Acuity--online predictive assessment (3-5)</p>
E. List the needs assessments used in your school to help you identify areas that are interfering with learning.	<p>Teacher Surveys Student Surveys Parent Surveys Community Surveys Parent Academy feedback</p>
F. List the programs that will be consolidated under the school-wide plan (if applicable). If not consolidating programs, please explain why not.	We are not consolidating any programs.

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
First Year: Rationale + Organizational Structure After First Year: 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 2014-2015 school year