

School Improvement Plan - 2013-2014

Generated on June 18, 2013 at 8:30 AM

Hagerstown Elementary School (8989)

Nettle Creek School Corp

Hagerstown, 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>

Table of Contents

- School Improvement Plan Introduction 3
- Who Wrote this School Improvement Plan? 4
- Vision Statement 6
- Academic Goals 7
- Needs Assessment / Areas of Concern 11
- Strategies 13
- Strategy Data 18
- To-Do List 21
- Professional Development Summary 24
- Relationship Report: Areas of Concern / Strategies / Achievement Goals 27
- Force Field Excerpt 36
- Continuous Improvement Timeline 37

School Improvement Plan Introduction

Hagerstown Elementary School

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

- Indiana Student Achievement Institute
- Indiana Rules and Regulations
- 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-Making

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

- Mary Barnett - Teacher
- Kelly Broyles - Community Representative
- Denise Gulley - School Counselor
- Darla Henley - Parent/Guardian
- Marla Lieberman - Teacher
- Peggy Muller - Teacher
- Lynette Stainbrook - Community Representative
- Lora Wilson - Administrator

Strategy Chairs

- Julie Arnold
- Leah Combs
- Denise Gulley
- Debbie Hollenberg
- Tina Limburg
- Belinda Locke
- Bruce Swallow
- Lisa Wicker
- Lora Wilson

Community Council

- Kristin Callahan - Parent
- Karey Claywell - Parent
- Amy Crossley - Community Agency
- Fred Dill - Parent
- Joanna Dill - Parent
- Tiffany Elliott - Parent/ PTO Pres.
- Sondra Glunt - Preschool Parent
- Amanda Harris - Parent
- Shannon Henry - Parent / Community Business
- Toni Jones - Parent / Business
- Gary Keesling - Board Member
- Tara Kinder - Parent
- Joe Klemann - Community
- Alison Senese - Parent
- Josie Seybold - Parent
- Jenni Shilling - Parent
- Jennifer Warvel - Parent

Vision Statement

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

We believe all students deserve:

to be instructed by qualified, effective, and motivated educators who respect individual student differences. We believe all students deserve a safe, caring and disciplined environment that encourages open communication and active participation. We believe all students deserve equal learning opportunities which meet their individual learning styles within a broad curriculum. We believe all students deserve to be respected, encouraged, and praised in their efforts to meet high expectations. These ideals comprise the core convictions of the adults invested in the Hagerstown Elementary School community.

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

All parents, educators and community members demonstrate their commitment to education by communicating to EVERY child the expectation to succeed and work together until they have found the path to each student's success. This is accomplished by being willing to try and support a variety of teaching techniques, listening to what students have to say, and respecting students and other adults in the school community. Educators are excited about the learning process and remain current on educational research. Student diversity is expected, accepted and embraced and therefore children are respected for their educational differences. The triad of parents, educators, and community members has high expectations for themselves as well as their students. They model life-long learning for students. Children are held accountable by the adults in their lives taking a proactive stance by closely monitoring student performance by utilizing the many tools that are available to insure student success. Purposeful communication is a priority among the educational triad. Finally, adults look for the many strengths of their students and celebrate them understanding that children are an investment in the future.

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

are enthusiastic learners driven by their intrinsic motivation to succeed. Students will give their best effort to attain success; personal rewards are also earned with their success. They come to all classes with homework completed, materials available and organized. They are ready to actively listen, and are well fed, rested, and healthy. Students are willing to be risk takers and accept the challenge of rigorous tasks. They regularly reflect on mistakes to make improvements, and see the benefit of their hard work. All students respect diversity among their peers and adults. Self-discipline is demonstrated through accepting rules and exemplary citizenship. All students have goals for their future and are led by their curiosity to expand their knowledge of classroom topics and personal interests.

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

- % of students who achieve mastery grade: 100%
- % of students who are at or above grade level in reading: 100%
- % of students who are at or above grade level in language: 100%
- % of students who are at or above grade level in math: 100%
- % of students who master 3rd grade ISTEP essential skills: 100%
- % of students who master 4th grade ISTEP essential skills: 100%
- % of students who master 5th grade ISTEP essential skills: 100%
- % of students who master 6th grade ISTEP essential skills: 100%

Academic Goals

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

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

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

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

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

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

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

3rd Grade - Achieve mastery on problem solving on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	92%	93%	83	94%		95%		96%		98		100%

3rd grade free /reduced lunch students - % passing ISTEP language arts

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	79	82	83	85		88		91		95		100%

4th Grade - Achieve mastery on problem solving on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	77	80%	78	83%		86%		89%		91%		100%

5th Grade - Achieve mastery on problem solving on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	88	90%	85	90%		92%		96%		98%		100%

6th Grade - Achieve mastery on problem solving on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	78	81%	90	92%		94%		96%		98%		100%

All students in grade 1 - Read on grade level.

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
90%	92%	95%	89%	92%		96%		100%		100%		100%

All students in grade 2 - Read on grade level.

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
89%	80%	93%	93%	97%		100%		100%		100%		100%

All students in grade K - Read on grade level.

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
77%	98%	98%	99%	100%		100%		100%		100%		100%

Female students - Percent passing ISTEP+ Math

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
			77%	85%		90%		95%		98%		100

free /reduced lunch students - % passing ISTEP math

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	77	80%	74%	83%		86%		89%				100%

Grade 3 - Read on grade level.

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
90%	83%	94%	63%	90%		95%		98%		100%		100%

special education - % showing expected growth in math on NWEA

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
50%	56.3%	55%	41%	60%		65%		70%		75%		100%

special education - % showing expected growth in reading on NWEA

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
50%	56.2%	55%	32%	60%		65%		70%		75%		100%

Students in grade 3 - Achieve mastery on non fiction/info text on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	83	85%	87%	89%		91%		93%		95%		100

Students in grade 4 - Achieve mastery on non fiction/info text on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	81	83	93	95		97		99		100		100

Students in grade 5 - Achieve mastery on non fiction/info text on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	76	78	74%	76%		77%		80%		83%		100

Students in grade 6 - Achieve mastery on non fiction/info text on the ISTEP+ assessment

2010-2011		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		Vision Data
Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	79	81	86%	88%		90%		92%		94%		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... 1. Student behavior impedes student learning.

66% of intermediate students, 60% of students and 65% of faculty agree or strongly agree student behavior makes it hard to work

We are concerned that... Parent Involvement

We are concerned that... Educator Training - Parent Involvement

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

We are concerned that... Parent Information Resource Center Website

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

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

We are concerned that... Attracting Highly Qualified Teachers

We are concerned that... Student Transition

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

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

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

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

We are concerned that... School-Parent Compact

We are concerned that... Annual Parent Meeting

We are concerned that... Timely Additional Assistance

Required Areas of Concern

F. Encourage Rigorous Curriculum

G. Attendance

I. Focused Academic Area

U. Focused Student Group

X. Graduation Plan

Strategies

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

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

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

The strategy titles and descriptions are listed below:

Local Strategies

Annual Parent Meeting

Title I staff will hold multiple parent meetings throughout the school year at flexible times for all parents to be informed of the schools participation in and requirements of Title I, Part A programs and their ability to be involved in those programs.

Documentation of this meeting will be kept on file with the building principal which will include a meeting agenda and a sign in sheet.

Impact Level: Low Impact

Focus: General

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 at our school by providing teachers with quality professional development and by positively promoting the district and school to the public. Nettle Creek School Corporation attracts highly qualified teachers by posting job openings with area universities, on the IDOE job bank, in local newspapers and in both the Junior-Senior High and Elementary buildings. Hagerstown Elementary supports the Corporations efforts in attracting highly qualified teachers by interviewing and hiring only highly qualified applicants, providing new teachers with quality professional development and by positively promoting the district and school to the public.

Impact Level: Low Impact

Focus: General

Educator Training - Parent Involvement

Teachers receive parent involvement training through PD360, an online professional development program. The building principal will provide staff with information regarding the enhancement of communication lines between home and school at the initial teachers' meeting in August.

Impact Level: High Impact - Outside

Focus: General

Instruction by Highly Qualified Paraprofessionals.

Hagerstown Elementary does not hire paraprofessionals that do not meet the Highly Qualified requirements. Documentation regarding; associate's degree, 30 hours of college course work and/or passage of the ParaPro assessment, is maintained in the building principal's file for each paraprofessional. Should an individual be selected through the interview process for a paraprofessional position at Hagerstown Elementary and not meet the Highly Qualified requirements, Hagerstown Elementary will pay for one administration of the ParaPro exam.

Impact Level: High Impact - Inside

Focus: General

Instruction by Highly Qualified Teachers

To ensure that all of our students are taught by highly qualified teachers and paraprofessionals, we will 1) hire only highly qualified teachers and paraprofessional, 2) help those who are not highly qualified develop and implement a personalized plan for becoming highly qualified, 3) make sure that our low-achieving students are taught by highly qualified teachers and paraprofessionals. Hagerstown Elementary School does not hire teachers who do not meet the Highly Qualified requirements. The building principal maintains a binder which includes current teaching licenses, HOUSSE documents and PRAXIS scores for appropriate staff. In the event that a non-highly qualified teacher exists in the school, notification will be sent to parents of the students involved and the Corporation will apply for a waiver through the IDOE on behalf of the teacher for up to one school year. Any non-highly qualified teacher will be employed on a temporary basis during which time they will participate in professional development opportunities. They will also be paired with a grade level mentor teacher.

Impact Level: High Impact - Inside

Focus: General

Outreach to Preschool Parent Involvement Programs

The school links a website to the Hagerstown Elementary School webpage that outlines and provides examples of kindergarten readiness skills and an explanation of the kindergarten Indiana Academic Standards. Literature will be distributed during kindergarten round up and flyers will be given to the area preschools to send out with their students.

Impact Level: Low Impact

Focus: General

Outreach to Preschool Parent Involvement Programs: Early Years Newsletter

Once a month, Hagerstown Elementary will provide an "Early Years" newsletter produced by Resources for Educators to the area preschools to send home with their students. The newsletter will include school readiness ideas and activities for parents.

Impact Level: High Impact - Outside

Focus: General

Parent Information Resource Center Website

Information regarding PIRC (www.fscp.org) is sent in early fall to all parents via a Principal's Newsletter.

Impact Level: Low Impact

Focus: General

Parent Involvement: Newsletter

Connections Newsletter, "Early Years" will be sent monthly to all area pre-schools. The newsletter provides ideas for early learning and gives parents activities to do with their child to ready them for kindergarten.

Impact Level: High Impact - Outside

Focus: General

Parent Involvement: Parent Activities

The Parent Involvement Committee will offer scheduled school wide activities in the evenings throughout the school year to parents and students. Parent activities presented will equip them with strategies they can use at home to help facilitate continued learning.

Impact Level: High Impact - Outside

Focus: General

Parent Notice - Assessment Results

Hagerstown Elementary will send parent login information for ISTEP+ results. The school will distribute; NWEA-MAP, Indiana Reading Assessment, Fountas & Pinnell Benchmark assessment reading levels and classroom assessments to appropriate grade-level parents. Some examples of distribution include: Parent/Teacher Conferences, Report Cards, Mailings, Case Conferences, and Parent Portal. We will also include an assessment page on our school website with a description and a timeline of administration for each assessment. All literature will be translated into non-English speaking parents' native language as needed.

Impact Level: Low Impact

Focus: General

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

When a classroom is taught by a non-qualified teacher for more than four weeks, the building principal will send a letter to the parent/guardians of those students involved. This letter states that their son/daughter is being instructed by a "non-qualified" teacher.

Impact Level: Low Impact
Focus: General

Parent Right-to-Know Letter - Qualifications

The Superintendent sends a letter, in July, to all Hagerstown Elementary households to 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.

Impact Level: Low Impact
Focus: General

School Wide Discipline

During the monthly teachers meetings, the Hagerstown Elementary staff will discuss the CHAMPS book by Randy Sprick. Strategies learned from the staff-wide book study will be implemented in classrooms throughout the building to create consistency.

Impact Level: High Impact - Inside
Focus: General

School-Parent Compact

At the beginning of each school year during the annual orientation meeting for each grade level, the classroom teacher will review the school-parent compact with their student's parents. Parents will each sign a compact that will then be kept on file with the classroom teacher. The school will annually review/revise the School-Parent Compact that includes all components described on the DOE School-Parent Compact Checklist.

Impact Level: Low Impact
Focus: General

School-Parent Involvement Policy

The Parent Involvement Policy will be included in the Parent-Student Handbook and will also be available online at the Hagerstown Elementary website. Teachers will review this policy with parents at their annual orientation night in August. The policy will be reviewed and revised with parental input through committee work and general surveys, annually. The policy will meet the requirements set forth in the IDOE School Parent Involvement Policy Checklist.

Impact Level: Low Impact
Focus: General

Student Transition: Teacher Talk

In the fall, area preschool teachers will participate along with Hagerstown Elementary kindergarten teachers in a "Teacher Talk". In this workshop the kindergarten teachers will share desired kindergarten readiness skills and the Indiana Kindergarten Academic Standards. The group will discuss strategies to prepare the students for the transition to kindergarten. Referrals to the special needs preschool will also be discussed.

Impact Level: High Impact - Inside
Focus: General

Student Transition: Visit Kindergarten

In order to assist children and parents with the transition from preschool to kindergarten, enrolling kindergarteners and their parents will be given the opportunity to visit one model kindergarten classroom. While visiting, two kindergarten teachers will perform kindergarten readiness screenings. Incoming kindergarteners will also have their speech and hearing screened and their immunizations record assessed. In April, "Rookie Kindergarteners" will come to school for a portion of the school day and be paired up with a "Pro Kindergartener". Students will participate in morning classroom activities and then eat lunch at school while parents meet with the building principal, school counselor, and administrative assistant.

Impact Level: High Impact - Outside
Focus: General

Timely Additional Assistance

The math interventionist will provide an additional 30 minutes of math instruction two to three times per week to students having difficulty mastering proficient levels of academic achievement in math. Students will be selected based upon data. The math interventionist will utilize but not be limited to the following programs: Accelerated Math, Skills Tutor, Marcy Cook, and Math Exemplars. As part of this strategy we will provide thematic, integrated instruction designed to accommodate the needs of various learning styles.

Impact Level: High Impact - Inside

Focus: Specific

Required Strategies

F. Encourage Rigorous Curriculum

Teachers will study the book *Building Academic Vocabulary* by Robert Marzano and Debra Pickering. From this book, teachers will create a list of necessary school-wide academic words. These are non-negotiable terms/words which teachers will be responsible for teaching. Teachers will use Team Time to compare the list of words in the book to the suggested list of necessary terms on the Indiana Department of Education website. Teachers will introduce a game/activity to help teach vocabulary at the monthly teachers' meetings. 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 which we will review at the end of each semester next school year, we will make adjustments to this strategy as needed.

Impact Level: High Impact - Inside

Focus: General

G. Attendance

The school will implement and enforce the school attendance policies on a daily basis. We provide Fazoli coupons for students with perfect attendance each nine weeks along with a t-shirt at the end of the school year that states; "School is Cool" from the Countywide Partnership for Youth for those students with perfect attendance all year.

Impact Level: High Impact - Inside

Focus: General

I. Focused Academic Area: Accelerated Math

This strategy increases the quality in math 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. Teachers in grades 1-6 will implement the Accelerated Math computer program throughout the school year. The Accelerated Math program will allow teachers to differentiate instruction by designating skill levels in math that students will complete, which will then be computer generated to target each student's needs, advance students according to their learning level, as well as monitor the need for remediation by the teacher. Teachers will include the Accelerated Math program into their grade level math curriculum on a regular basis. 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 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: Five Minute Math Starter

This strategy increases the quality in math 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 grades K-6 classrooms will begin the school day (following morning announcements) with a five

minute math fact practice. Students will practice math facts that are at their readiness level. 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 which we will review at the end of each semester next school year, we will make adjustments to this strategy as appropriate.

Impact Level: High Impact - Inside

Focus: Specific

U. Focused Student Group: Academic Songs and Mneumonics

Teachers and support staff will use mneumonic devices and songs to encourage learning. Teachers will share songs and devices at staff meetings. Songs will be included in music class. This strategy will impact the free and reduced lunch students and the special education students. This year we will focus on math.

Impact Level: High Impact - Inside

Focus: Specific

U. Focused Student Group: Identified Students work with Math Interventionist

This strategy addresses the needs of free/reduced lunch students, special needs students, and female students who are low achieving in comparison to their peers. This strategy will a) help all children meet proficient and advanced levels of student academic achievement, or b) serve under-served populations including low-achieving students, and/or c) serve those not meeting state standards. 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 needs assessment data 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. The math interventionist will use the "Do the Math" program by Marilyn Burns to provide identified students with an additional 30 minutes of math instruction two to three times per week. In addition, students in the focused student groups of special education and free/reduced lunch will be identified by their ISTEP and NWEA results for services. The math interventionist will provide this group of students tier 2 math instruction a minimum of 3 times a week for 30 minutes in each session. The math interventionist will utilize but not be limited to the following programs: Accelerated Math, Skills Tutor, Marcy Cook, and Math Exemplars. 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) Needs assessment 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 which we will review at the end of each semester next school year, we will make adjustments to this strategy as appropriate. The math interventionist will be a certified teacher working full-time.

Impact Level: High Impact - Inside

Focus: Specific

X. Graduation Plan: 6th Grade Graduation Plan

Each year, all 6th grade students will meet with the elementary guidance counselor update their graduation plan, which includes the following: --College Go Week in early fall --a statement of the student's intent to graduate from high school --a statement of acknowledgment of the importance of good citizenship, school attendance and diligent study habits. In early fall, students learn about the the different Core 40 options for high school graduation. In January, students will identify their resolution/goals for career planning. In February sixth graders participate in a two week "Indiana Drive for Your Life". The month of February ends with sixth graders and their parents participating in an all day "Reality Store". The completed graduation plan is part of the students permanent school record.

Impact Level: High Impact - Inside

Focus: General

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

Parent Involvement: Parent Activities

% of parents to participate in Parent Programs

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
Actual				

% of parents who attend Title I Literacy/Math nights

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
Actual				

School Wide Discipline

Time spent due to interruptions to instruction because of behavior

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
	Target	Actual	Target	Actual
Actual				

Percent of teachers reporting that they are utilizing the strategies from CHAMPS

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

Timely Additional Assistance

The number of math intervention sessions that the math interventionist provides for the identified students

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

Required Strategies

F. Encourage Rigorous Curriculum

number of classroom teachers who include the academic vocabulary in their instruction

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
0	25			

I. Focused Academic Area: Accelerated Math

% of teachers who use Accelerated Math

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

I. Focused Academic Area: Five Minute Math Starter

% of teachers who implement 5 Minute Math Starter activities after morning announcements

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

U. Focused Student Group: Academic Songs and Mneumonics

number of times academic songs are used in the classroom per week

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual
0	5			

U. Focused Student Group: Identified Students work with Math Interventionist

The number of 30 minute sessions that the math interventionist provides for the free/reduced student group

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 2nd Semester / Last Trimester	
Actual	Target	Actual	Target	Actual

The number of 30 minute sessions that the math interventionist provides for the special education students

Baseline 12-13	Follow Up 13-14 1st Semester / 1st Trimester		Follow Up 13-14 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

Apr 1, 2013: Collect baseline data: number of classroom teachers who include the academic vocabulary in their instruction **Person:** Julie Arnold

Jul 31, 2013: Teachers will be provided the book Building Academic Vocabulary by Robert Marzano **Person:** Lora Wilson

Aug 1, 2013: Teachers will use Team Time to compare the list of words in the book with the suggested list on the IDOE . The focus for the first semester will be on math and language arts. **Person:** Julie Arnold

Sep 2, 2013: At the monthly teachers' meetings, each grade level will be responsible for introducing a game/activity to help teach vocabulary. **Person:** Julie Arnold

Sep 30, 2013: Teachers will create a list specific for their grade level **Person:** Julie Arnold

Oct 30, 2013: Teachers will trade lists with the grade level behind them, as well as the grade level ahead of them. Teachers will then modify their lists. **Person:** Julie Arnold

Nov 1, 2013: Teachers will be including these words in their instruction **Person:** Julie Arnold

Nov 30, 2013: Collect fall data: number of classroom teachers who include the academic vocabulary in their instruction **Person:** Julie Arnold

Jan 6, 2014: Repeat the same process for science and social studies terms. **Person:** Julie Arnold

Jan 6, 2014: Teachers will use Team Time to compare the list of words in the book with the suggested list on the IDOE . The focus for the first semester will be on science and social studies. **Person:** Julie Arnold

Jun 30, 2014: Collect spring data: number of classroom teachers who include the academic vocabulary in their instruction **Person:** Julie Arnold

Focused Academic Area

Aug 6, 2013: Accelerated Math Training for staff **Person:** Paula Keesling

Aug 20, 2013: Accelerated Math Training for staff **Person:** Paula Keesling

Sep 3, 2013: Accelerated Math Training for staff **Person:** Paula Keesling

Nov 30, 2013: Collect fall data: % of teachers who implement 5 Minute Math Starter activities after morning announcements **Person:** Debbie Hollenberg

Nov 30, 2013: Collect fall data: % of teachers who use Accelerated Math **Person:** Debbie Hollenberg

Jun 30, 2014: Collect spring data: % of teachers who implement 5 Minute Math Starter activities after morning announcements **Person:** Debbie Hollenberg

Jun 30, 2014: Collect spring data: % of teachers who use Accelerated Math **Person:** Debbie Hollenberg

Focused Student Group

Apr 1, 2013: Collect baseline data: number of times academic songs are used in the classroom per week **Person:** Belinda Locke

Aug 1, 2013: Math songs are taught and practiced in music class **Person:** Kendra CLine

Aug 1, 2013: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff

Sep 5, 2013: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff

Oct 3, 2013: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff

Nov 7, 2013: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff

Nov 30, 2013: Collect fall data: number of times academic songs are used in the classroom per week **Person:** Belinda Locke

Nov 30, 2013: Collect fall data: The number of 30 minute sessions that the math interventionist provides for the free/reduced student group **Person:** Belinda Locke

Nov 30, 2013: Collect fall data: The number of 30 minute sessions that the math interventionist provides for the special education students **Person:** Belinda Locke

Dec 5, 2013: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
Jan 2, 2014: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
Feb 6, 2014: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
Mar 6, 2014: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
Apr 3, 2014: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
May 1, 2014: Share musical songs and mnemonic devices at teacher meetings **Person:** HES staff
Jun 30, 2014: Collect spring data: number of times academic songs are used in the classroom per week **Person:** Belinda Locke
Jun 30, 2014: Collect spring data: The number of 30 minute sessions that the math interventionist provides for the free/reduced student group **Person:** Belinda Locke
Jun 30, 2014: Collect spring data: The number of 30 minute sessions that the math interventionist provides for the special education students **Person:** Belinda Locke

Parent Involvement: Parent Activities

Sep 30, 2013: Literacy Night **Person:** Laura Sherrow
Oct 30, 2013: Elementary Open House **Person:** Bruce Swallow
Nov 30, 2013: Collect fall data: % of parents to participate in Parent Programs **Person:** Bruce Swallow
Nov 30, 2013: Collect fall data: % of parents who attend Title I Literacy/Math nights **Person:** Bruce Swallow
Mar 30, 2014: Literacy Night **Person:** Marla Lieberman
Apr 30, 2014: Math Night **Person:** Bruce Swallow
May 30, 2014: Muffins for Moms **Person:** Bruce Swallow
Jun 30, 2014: Collect spring data: % of parents to participate in Parent Programs **Person:** Bruce Swallow
Jun 30, 2014: Collect spring data: % of parents who attend Title I Literacy/Math nights **Person:** Bruce Swallow

School Wide Discipline

Aug 1, 2013: Identification of 4-7 behavior goals **Person:** Hagerstown Elementary Staff
Nov 30, 2013: Collect fall data: Percent of teachers reporting that they are utilizing the strategies from CHAMPS **Person:** Tina Limburg
Nov 30, 2013: Collect fall data: Time spent due to interruptions to instruction because of behavior **Person:** Tina Limburg
Jan 1, 2014: Teacher utilize reproducible from the CHAMPS book. Discipline committee will share various reproducibles at the teachers meetings. **Person:** Discipline Committee
Feb 1, 2014: Teacher utilize reproducible from the CHAMPS book. Discipline committee will share various reproducibles at the teachers meetings. **Person:** Discipline Committee
Mar 1, 2014: Teacher utilize reproducible from the CHAMPS book. Discipline committee will share various reproducibles at the teachers meetings. **Person:** Discipline Committee
Apr 1, 2014: Teacher utilize reproducible from the CHAMPS book. Discipline committee will share various reproducibles at the teachers meetings. **Person:** Discipline Committee
May 1, 2014: Teacher utilize reproducible from the CHAMPS book. Discipline committee will share various reproducibles at the teachers meetings. **Person:** Discipline Committee
May 31, 2014: Classroom teachers document how they used one reproducible in their classroom during the second semester. **Person:** Hagerstown Elementary Staff
Jun 30, 2014: Collect spring data: Percent of teachers reporting that they are utilizing the strategies from CHAMPS **Person:** Tina Limburg
Jun 30, 2014: Collect spring data: Time spent due to interruptions to instruction because of behavior **Person:** Tina Limburg

Student Transition: Teacher Talk

Oct 23, 2013: Kindergarten teachers will conduct a luncheon/teacher talk for the area preschool teachers. Teachers will share kindergarten standards and ideas for making the transition from preschool to kindergarten. **Person:** Leah Stinson

Student Transition: Visit Kindergarten

Apr 16, 2014: Area preschools will be invited to bring their students who will be entering kindergarten in the fall for a 1 hour visitation with the current kindergarten classrooms. **Person:** Leah Stinson

Timely Additional Assistance

Nov 30, 2013: Collect fall data: The number of math intervention sessions that the math interventionist provides for the identified students **Person:** Lisa Wicker

Jun 30, 2014: Collect spring data: The number of math intervention sessions that the math interventionist provides for the identified students **Person:** Lisa Wicker

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.

Parent Involvement: Parent Activities

No professional development is needed for this strategy.

School Wide Discipline

No professional development is needed for this strategy.

Student Transition: Teacher Talk

No professional development is needed for this strategy.

Student Transition: Visit Kindergarten

No professional development is needed for this strategy.

Timely Additional Assistance

No professional development is needed for this strategy.

F. Encourage Rigorous Curriculum

At the monthly teachers' meetings, each grade level will be responsible for introducing a game/activ

Brief Description: At the monthly teachers' meetings, each grade level will be responsible for introducing a game/activity to help teach vocabulary.

Intended Participants: Teachers

Date: Sep 2, 2013

Activity Purpose: Skill Building, Feedback/Support, Refinement

Activity Format: Presentation, Peer Coaching, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? Yes

Teachers will use Team Time to compare the list of words in the book with the suggested list on the

Brief Description: Teachers will use Team Time to compare the list of words in the book with the suggested list on the IDOE . The focus for the first semester will be on math and lanugage arts.

Intended Participants: Teachers

Date: Aug 1, 2013

Activity Purpose: Information, Skill Building

Activity Format: Study Group, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? Yes

Teachers will use Team Time to compare the list of words in the book with the suggested list on the

Brief Description: Teachers will use Team Time to compare the list of words in the book with the suggested list on the IDOE . The focus for the second semester will be on science and social studies.

Intended Participants: Teachers

Date: Jan 6, 2014

Activity Purpose: Information, Skill Building

Activity Format: Study Group, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? Yes

I. Focused Academic Area: Accelerated Math

Accelerated Math Training for staff

Brief Description: Teachers in grades 1-6 will be trained on implementing the Accelerated Math computer program. They will learn how to use the program to differentiate instruction by designating skill levels in math that students will complete, which will then be computer generated to target each student's needs, advance students according to their learning level, as well as monitor the need for remediation by the teacher.

Intended Participants: Teachers

Date: Aug 6, 2013

Activity Purpose: Information, Skill Building

Activity Format: Presentation, Peer Coaching, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? No

Accelerated Math Training for staff

Brief Description: Teachers in grades 1-6 will be trained on implementing the Accelerated Math computer program. They will learn how to use the program to differentiate instruction by designating skill levels in math that students will complete, which will then be computer generated to target each student's needs, advance students according to their learning level, as well as monitor the need for remediation by the teacher.

Intended Participants: Teachers

Date: Aug 20, 2013

Activity Purpose: Skill Building, Feedback/Support

Activity Format: Presentation, Peer Coaching, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? No

Accelerated Math Training for staff

Brief Description: Teachers in grades 1-6 will be trained on implementing the Accelerated Math computer program. They will learn how to use the program to differentiate instruction by designating skill levels in math that students will complete, which will then be computer generated to target each student's needs, advance students according to their learning level, as well as monitor the need for remediation by the teacher.

Intended Participants: Teachers

Date: Sep 3, 2013

Activity Purpose: Feedback/Support, Refinement

Activity Format: Presentation, Peer Coaching, Collaborative Problem Solving

Funding:

Does this activity occur during the school day? No

I. Focused Academic Area: Five Minute Math Starter

No professional development is needed for this strategy.

U. Focused Student Group: Academic Songs and Mneumonics

No professional development is needed for this strategy.

U. Focused Student Group: Identified Students work with Math Interventionist

No professional development is needed for this strategy.

Relationship Report:

Areas of Concern / Strategies / Achievement Goals

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

Local Areas of Concern

We are concerned that... 1. Student behavior impedes student learning.

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- School Wide Discipline
- Student Transition: Teacher Talk
- G. Attendance

We are concerned that... Parent Involvement

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Parent Involvement: Newsletter
- Parent Involvement: Parent Activities

We are concerned that... Educator Training - Parent Involvement

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Educator Training - Parent Involvement

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

Data Targets Influenced by This Concern:

- All students in grade K -- Read on grade level.

Strategies to Impact This Concern:

- Outreach to Preschool Parent Involvement Programs
- Outreach to Preschool Parent Involvement Programs: Early Years Newsletter

We are concerned that... Parent Information Resource Center Website

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA

- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Parent Information Resource Center Website

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

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Instruction by Highly Qualified Teachers

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

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Instruction by Highly Qualified Paraprofessionals.

We are concerned that... Attracting Highly Qualified Teachers**Data Targets Influenced by This Concern:**

- free /reduced lunch students -- % passing ISTEP math

Strategies to Impact This Concern:

- Attracting Highly Qualified Teachers

We are concerned that... Student Transition**Data Targets Influenced by This Concern:**

- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade K -- Read on grade level.
- free /reduced lunch students -- % passing ISTEP math
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Student Transition: Teacher Talk
- Student Transition: Visit Kindergarten

We are concerned that... Parent Notice - Assessment Results**Data Targets Influenced by This Concern:**

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Parent Notice - Assessment Results

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

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- School-Parent Involvement Policy

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

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Parent Right-to-Know Letter - Qualifications

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

Data Targets Influenced by This Concern:

- free /reduced lunch students -- % passing ISTEP math

Strategies to Impact This Concern:

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

We are concerned that... School-Parent Compact

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- School-Parent Compact

We are concerned that... Annual Parent Meeting

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Annual Parent Meeting

We are concerned that... Timely Additional Assistance**Data Targets Influenced by This Concern:**

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- Timely Additional Assistance

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

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- Female students -- Percent passing ISTEP+ Math
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- F. Encourage Rigorous Curriculum

G. Attendance (IN Rules)

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- All students in grade 1 -- Read on grade level.
- All students in grade 2 -- Read on grade level.
- All students in grade K -- Read on grade level.
- free /reduced lunch students -- % passing ISTEP math
- Grade 3 -- Read on grade level.
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA
- Students in grade 3 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 4 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 5 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- G. Attendance

I. Focused Academic Area (IN Rules, SW)

Data Targets Influenced by This Concern:

- 3rd Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 4th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 5th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- free /reduced lunch students -- % passing ISTEP math
- special education -- % showing expected growth in math on NWEA

Strategies to Impact This Concern:

- Timely Additional Assistance
- I. Focused Academic Area: Five Minute Math Starter
- I. Focused Academic Area: Accelerated Math

U. Focused Student Group (IN Rules, SW)

Data Targets Influenced by This Concern:

- 3rd grade free /reduced lunch students -- % passing ISTEP language arts
- free /reduced lunch students -- % passing ISTEP math
- special education -- % showing expected growth in math on NWEA
- special education -- % showing expected growth in reading on NWEA

Strategies to Impact This Concern:

- U. Focused Student Group: Academic Songs and Mneumonics
- U. Focused Student Group: Identified Students work with Math Interventionist

X. Graduation Plan (IN Rules)

Data Targets Influenced by This Concern:

- 6th Grade -- Achieve mastery on problem solving on the ISTEP+ assessment
- Students in grade 6 -- Achieve mastery on non fiction/info text on the ISTEP+ assessment

Strategies to Impact This Concern:

- X. Graduation Plan: 6th Grade Graduation Plan

Force Field Excerpt

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

A. Where is the public copy of your school's curriculum located?	Public copies are available in the Central Office and in the Elementary office.
<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?	Our attendance rate stays around 96-98%. We will allow only 5 parent descretionary days for the 2013-14 school year.
D. List the titles of the assessment instruments that are used in addition to ISTEP+ / ECA and give a brief description of each.	<p>NWEA-MAP Assessment; Administered three times a year and assesses K-6 students. K & 1 students participate in a reading and math assessments while 2-6 take reading, math and language usage.</p> <p>Fountas and Pinnell Benchmark Assessments;</p> <p>IREAD -K, 1, 2, 3 (Assesses grade level comprehension, phonics, phonemic awareness)</p> <p>STAR Reader (Assesses student's level of comprehension; Grade equivalent score given)</p> <p>STAR Math (Assesses student's level of skills)</p>
E. List the needs assessments used in your school to help you identify areas that are interfering with learning.	Student meetings, parent survey, corporation climate survey, parent-teacher conferences, panel discussions
F. List the programs that will be consolidated under the school-wide plan (if applicable). If not consolidating programs, please explain why not.	We will be expanding programs to meet the needs of learners K-6. We will not be consolidating any programs. Our previous TAS programs only covered reading (K-2) and math (3-4). By attaining school-wide status, we will be servicing students in math K-6.

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 2013-2014 school year