

Ashley Elementary 2014-2016 School Improvement Plan

Ashley Elementary School
Cumberland County School System

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Overview

Plan Name

Ashley Elementary 2014-2016 School Improvement Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$1000
2	2014-2016 To recruit, select, develop, and retain the very best personnel	Objectives: 1 Strategies: 2 Activities: 2	Organizational	\$100
3	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 2 Activities: 3	Academic	\$32367

Goal 1: 2014-2016 To create a safe and caring climate that enhances learning

Measurable Objective 1:

demonstrate a behavior that exhibits an environment of collaboration using mentoring and teambuilding by 06/10/2015 as measured by the number of mentor interactions that take place and the number of active engagement strategies utilized.

Strategy 1:

Mentoring - Each at-risk student within the school will be assigned an adult mentor that is not his/her classroom teacher.

Activity - Mentoring for Progress	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each at-risk student within the school will be paired with an adult who is not his or her teacher for the benefit of creating a collaborative relationship. The mentor will make contact with mentee at a minimum of at least once every two weeks. The guidance counselor will create a master list of students and pair with an adult. Staff members will maintain a log of all contacts. Additionally, volunteers from within the community will be partners in our mentoring program. Training will be provided by the guidance counselor for staff and volunteers.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	No Funding Required	Guidance Counselor, Teachers, Instructional Coach, EC Teacher, Social Worker, Support Staff, and Administration

Strategy 2:

Cooperative Learning - At each staff meeting, teachers will participate in an active engagement structure that can be implemented within the classroom using academic content or used for the purpose of team building.

Activity - Reaching Standards Through Cooperative Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During staff and vertical team meetings, professional development will be provided on how to teach the NC Standard Course of Study using active engagement structures. Monitoring for implementation will be conducted during classroom observations and walk-throughs.	Professional Learning	08/18/2014	06/10/2015	\$0	No Funding Required	Instructional Coach, Teachers, Support Staff, and Administration

Strategy 3:

Character Education Development - Throughout the school year, the guidance counselor along with the classroom and resource teachers will provide lessons as well as focused morning meetings that address Character Education development. Assemblies, clubs, and after-school activities will also be provided for students regarding Character Education.

Activity - Positive Peer Relations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be provided lessons, morning meetings, clubs, assemblies, and after-school activities that focus on positive peer relations as well as Character Education.	Behavioral Support Program	08/18/2014	06/10/2015	\$1000	Title I Schoolwide	Guidance Counselor, Classroom Teacher, Instructional Coach, Support Staff, and Administration

Goal 2: 2014-2016 To recruit, select, develop, and retain the very best personnel

Measurable Objective 1:

collaborate to enhance the training and support of all staff by 06/10/2015 as measured by increased teacher proficiency regarding instructional standards and strategies.

Strategy 1:

New Teacher Induction - Experienced teachers will partner with teachers new to Ashley Elementary which will provide support regarding the culture and climate of the school. During meetings, teachers will also examine teaching standards and instructional strategies.

Activity - New Teacher Teas	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beginning the first week teachers return to school and once a month following, a meeting will be held to build new teachers understanding of the standards. These meetings will aid in building a strong repertoire of instructional strategies. Team building activities to strengthen the school climate will also be an integral piece to each meeting.	Recruitment and Retention	08/18/2014	06/10/2015	\$100	General Fund	Teachers, Instructional Coach, and Administration

Strategy 2:

Instructional Planning (PLC and Vertical) - Teachers will participate in PLC meetings as well as vertical team meetings to study the NC Standard Course of Study in relation to instructional strategies and student work samples.

Activity - Instructional Planning (PLC and Vertical)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in PLC meetings and vertical team meetings for the purpose of examining the NC Standard Course of Study, student data, student work samples, and instructional strategies.	Professional Learning	08/26/2014	06/10/2015	\$0	No Funding Required	Teachers, Instructional Coach, and Administration

Goal 3: 2014-2016 To expect academic growth by all children

Measurable Objective 1:

65% of All Students will demonstrate a proficiency and growth on grade level standards in Mathematics, Science, and in English Language Arts by 06/10/2015 as measured by the EOG as well as other formative and summative assessments.

Strategy 1:

Family Learning Nights - Parents/guardians will participate in sessions that will increase their understanding of what and how their students are being taught. During the sessions students will also participate in classes that will boost academic achievement.

Activity - Dolphin Family Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Family Learning Nights will be scheduled monthly for parents and students to take part in training regarding curriculum, instructional strategies, and learning technology. Parents/guardians will be taught by school staff strategies to support student learning at home while students are equally engaged in learning activities to boost academic achievement. Topics to be covered during Family Learning Nights will include: fluency/comprehension strategies, TI-15 calculator, science vocabulary, mathematics problem solving, test-taking strategies, and reading success.	Parent Involvement	09/11/2014	05/14/2015	\$500	Title I Schoolwide	Teachers, Support Staff, and Administration

Strategy 2:

Small Group Instruction - Formative and summative assessment data will be analyzed for the purpose of creating small instruction groups which are differentiated and based on specific student needs.

Activity - Data Disaggregation Day	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in a Data Disaggregation Day to review student formative and summative assessment data in order to plan instruction that meets individual student needs. The planning from the Data Day will be reflected in small reading and math groups.	Academic Support Program	08/26/2014	06/10/2015	\$1300	Title II Part A	Instructional Coach, Teachers, and Administration

Activity - Guided Reading and Math Small Groups	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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During collaborative/vertical planning teachers along with instructional coach, administration, and support personnel will examine best instructional practices for ELA and mathematics in relation to student data. The strategies reviewed will be implemented within mathematics and reading small groups that focus on individual student needs. Additionally, teachers will strategically implement guided reading daily within a 90 minute literacy framework. The focus will be on the use of NC Ready reading program to build critical comprehension skills and making connections to other content areas. Small Reading and Mathematics Groups will be formed using formative and summative assessment data. Teachers will also evaluate student work samples during collaborative planning sessions and vertical team meetings.	Direct Instruction	08/26/2014	06/10/2015	\$30567	Other	Teachers, Tutors, Instructional Coach, and Administration
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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Guided Reading and Math Small Groups	During collaborative/vertical planning teachers along with instructional coach, administration, and support personnel will examine best instructional practices for ELA and mathematics in relation to student data. The strategies reviewed will be implemented within mathematics and reading small groups that focus on individual student needs. Additionally, teachers will strategically implement guided reading daily within a 90 minute literacy framework. The focus will be on the use of NC Ready reading program to build critical comprehension skills and making connections to other content areas. Small Reading and Mathematics Groups will be formed using formative and summative assessment data. Teachers will also evaluate student work samples during collaborative planning sessions and vertical team meetings.	Direct Instruction	08/26/2014	06/10/2015	\$30567	Teachers, Tutors, Instructional Coach, and Administration
Total					\$30567	

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Disaggregation Day	Teachers will participate in a Data Disaggregation Day to review student formative and summative assessment data in order to plan instruction that meets individual student needs. The planning from the Data Day will be reflected in small reading and math groups.	Academic Support Program	08/26/2014	06/10/2015	\$1300	Instructional Coach, Teachers, and Administration
Total					\$1300	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Planning (PLC and Vertical)	Teachers will participate in PLC meetings and vertical team meetings for the purpose of examining the NC Standard Course of Study, student data, student work samples, and instructional strategies.	Professional Learning	08/26/2014	06/10/2015	\$0	Teachers, Instructional Coach, and Administration

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Mentoring for Progress	Each at-risk student within the school will be paired with an adult who is not his or her teacher for the benefit of creating a collaborative relationship. The mentor will make contact with mentee at a minimum of at least once every two weeks. The guidance counselor will create a master list of students and pair with an adult. Staff members will maintain a log of all contacts. Additionally, volunteers from within the community will be partners in our mentoring program. Training will be provided by the guidance counselor for staff and volunteers.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	Guidance Counselor, Teachers, Instructional Coach, EC Teacher, Social Worker, Support Staff, and Administration
Reaching Standards Through Cooperative Learning	During staff and vertical team meetings, professional development will be provided on how to teach the NC Standard Course of Study using active engagement structures. Monitoring for implementation will be conducted during classroom observations and walk-throughs.	Professional Learning	08/18/2014	06/10/2015	\$0	Instructional Coach, Teachers, Support Staff, and Administration
Total					\$0	

Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Dolphin Family Learning	Family Learning Nights will be scheduled monthly for parents and students to take part in training regarding curriculum, instructional strategies, and learning technology. Parents/guardians will be taught by school staff strategies to support student learning at home while students are equally engaged in learning activities to boost academic achievement. Topics to be covered during Family Learning Nights will include: fluency/comprehension strategies, TI-15 calculator, science vocabulary, mathematics problem solving, test-taking strategies, and reading success.	Parent Involvement	09/11/2014	05/14/2015	\$500	Teachers, Support Staff, and Administration
Positive Peer Relations	Students will be provided lessons, morning meetings, clubs, assemblies, and after-school activities that focus on positive peer relations as well as Character Education.	Behavioral Support Program	08/18/2014	06/10/2015	\$1000	Guidance Counselor, Classroom Teacher, Instructional Coach, Support Staff, and Administration
Total					\$1500	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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New Teacher Teas	Beginning the first week teachers return to school and once a month following, a meeting will be held to build new teachers understanding of the standards. These meetings will aid in building a strong repertoire of instructional strategies. Team building activities to strengthen the school climate will also be an integral piece to each meeting.	Recruitment and Retention	08/18/2014	06/10/2015	\$100	Teachers, Instructional Coach, and Administration
Total					\$100	

**LEA or Charter
Name/Number:**

Cumberland County Schools - 260

School Name:

Ashley Elementary School

School Number:

308

Plan Year(s):

2014-2016

Voting: All staff must have the opportunity to vote anonymously on the School Improvement Plan.

For

36

Against

0

Percentage For

100%

Date approved by Vote:

8/18/2014

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Year elected
Principal	Tiffany DeCarlo	2011
Assistant Principal Representative	Gerald Hernandez	2014
Teacher Representative (3rd)	Ray McLeod	2014
Inst. Support Representative	Shannon Blue	2014
Teacher Assistant Representative	Leslie Lynd	2014
Parent Representative	Tammy Barry	2013
Teacher Representative (4th)	Melanie Varvi	2014
Teacher Representative (5th)	Amanda Webb	2014
Parent Facilitator	Margaret Reid	2013
EC Teacher	Robert Fenton	2014
Head Custodian	Ellen Swinson	2013
Additional Representative		

**School-Based Management and Accountability Program
Summary of School-based Waiver Requests
Program Years: 2014-2016**

Instructions: Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

LEA or Charter School Name/Number:

Cumberland County Schools -
260

School Name:

Ashley Elementary School

Waivers

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

Allowable Waivers and Conditions

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

DPI allowable waiver (Elementary Schools only)

1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)

Allocation of Teachers: Class size - Flexibility

Yes

2. Identify the law, regulation, or policy from which exemption is requested.

G.S. 115C-301, (C) Class Size

3. State how the waiver will be used.

The waiver will be used in order to have flexibility with class sizes.

4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.

The waiver allows for classroom placements that are in the best interest of students.

Remediation Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Ashley Elementary

Year: 2014-2016

Description of the Plan

Purpose:	The purpose of this plan is to provide supplemental instruction to at-risk students to ensure mastery of grade level standards.
Delivery:	This purpose will be achieved through one-on-one tutoring, small group tutoring and instructional technology support. All staff members will participate in providing remediation/acceleration services and tutors will be hired to support small group and one-on-one instruction. Services provided will be fluid and based on formative and summative assessment data. All services will be individualized based on specific need.
Students Served:	All grade levels and all students will receive remediation and/or acceleration services.

Budget Amount

AMOUNT

Total Allocation:

\$30,567.70

Budget Breakdown

AMOUNT

Personnel:

5 Tutors (1 for each grade level: 3rd, 4th, and 5th as well as additional tutors to support literacy instruction in 3rd and the 4th grade transisiton classroom)	\$30,567.70
Tutor 1 - 12 hours weekly at \$10.00 an hour Tutor 2 - 18 hours weekly at \$25.00 an hour Tutor 3 - 15 hours weekly at \$25.00 an hour	
Tutor 4 - 15 hours weekly at \$25.00 an hour Tutor 5 - 10 hours weekly at \$10.00 an hour	

Materials & Supplies:	
	AMOUNT
Transportation:	
Grand Total:	\$30,567.70

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
Y	Student Activity Log
Y	Other (If yes, specify in the box below):
SRI Assessment Data, SchoolNet Data, Formative Assessments, Reading 3D (3rd Grade), and Teacher Input	

Title II Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Ashley Elementary
 Year: 2014-2015

Description of the Plan

Purpose: The purpose of this plan is to provide a detailed description of staff development expenditures.

Budget Amount

AMOUNT

Total Allocation: \$1,098.00

Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development
1

Grade Level Collaboration/Data Disaggregation Teachers will meet in grade level teams to review summative and formative data from SRI/SchoolNet Progress Assessment. Teachers will determine strengths, areas of need, and develop strategies to address specific grade level needs. Teacher share ideas and examine research based instructional strategies.

Description

AMOUNT

Personnel:	Substitutes	\$1,098.00
Training materials:		

Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		
Follow up activities		
Total for staff development 1: This cell will automatically total for you		\$1,098.00

District Wide Components		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	Y
Duty free planning time	Please describe approximately how much planning time your teachers have during a week: 280 minutes	
PBIS school	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.	Y

PBIS rating from previous year	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	Green Ribbon
Parental Involvement	<p>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</p> <p>August 21 - Open House September 11 - PTA Meeting/Curriculum Night October 16 - RC/Parent Learning Night November 6 - Awards Ceremonies November 12-18 - P/T Conferences December 11 - PTA Meeting January 8 - RC/Parent Learning Night January 29 - Awards Ceremonies February 27 - PTA Meeting/Family Movie Night March 12 - RC/Parent Learning Night April 13-17 - P/T Conferences April 16 - Awards Ceremonies April 23 and 24 - Dinner Theater May 14 - RC/Parent Learning Night</p>	
Safe and Orderly schools	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>	
Review of the SIP plan and notification of changes	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>	