**School Improvement Plan**

**2011-2016**

**School Improvement Members 2014-15**

**Jessica Overby, Chairperson**

**Jessica Edge, PK-2 Representative**

**Brittany White, 3-5 Representative**

**Terri Cox, Teacher Assistant Representative**

**Erica Jackson, Parent Representative**

**Ronna Gore, Principal**

**SBE Goal 1: NC Public School will produce globally competitive students.**

**CCS Priority Goal 1: Student Academic Success**

**ODES Priority Goal 1:** Prepare students to show an increase in mathematics proficiency from 45.2% to 55%.

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| **ODES Strategies** | **CCS Strategic Objective Alignment** | **Key Personnel** | **Performance Measure** | **Resources** |
| 1.1 Use current technology to enhance mathematics instruction. | 5.2 Implement and utilize technology in support of continuous school improvement. | * Classroom Teachers * Teacher Assistants * Itinerant Teachers/Tutors * Computer Lab Manager * Principal * Computer Technician * Migrant Tutor | * EOG results (Grades 3-5) increase from 45.2% to 55% * Classroom Walkthroughs * Peer Observations * SuccessMaker Math Concepts & Skills 2 Reports * Math ClassScape Benchmark and Teacher-made Assessment Reports * Waterford Math Reports * TWC Survey * CCS Student, Parent, & Teacher Surveys * Math Investigations Assessments * Data Notebooks * Public data boards | * PLC meetings * Peer Observations * Wonderdesk * District PD * Vertical Planning * District Collaborative Planning Sessions * Acceleration * Intervention * Interactive Boards * Mobile/Stationery Labs * Professional Development * Document Camera * Webpage Development |
| 1.2 Use data from programs to move all students to grade level proficiency in math. | 1.1 Prepare students to master a rigorous, relevant curriculum.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personnel to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills. | * Classroom Teachers * Teacher Assistants * Itinerant Teachers/Tutors * Computer Lab Manager * Principal * Migrant Tutor | * EOG results (Grades 3-5) increase from 45.2% to 55% * Classroom Walkthroughs * Peer Observations * SuccessMaker Math Concepts & Skills 2 Reports * Math ClassScape Benchmark and Teacher-made Assessment Reports * Waterford Math Reports * TWC Survey * CCS Student, Parent, & Teacher Surveys * Math Investigations Assessments * Math Portfolio * Data Notebooks * Interventions * Public Data Boards | * PLC meetings * Peer Observations * OWL Curriculum * District Collaborative Planning sessions * Interventions * Acceleration * District PD * Professional Development * Document Camera * Webpage Development |
| 1.3 Use high yield strategies and develop questioning to ensure higher order thinking skills  1.4 Maintain instruction by highly qualified teachers and implement strategies to support highly qualified teachers. | 1.1 Prepare students to master a rigorous, relevant curriculum.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personal to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills.  1.1 Prepare students to master a rigorous, relevant curriculum.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personal to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills. | * Classroom Teachers * Teacher Assistants * Itinerant Teachers/Tutors * Computer Lab Manager * Computer Technician * Curriculum Director * Principal * Migrant Tutor * Principal * Teachers | * EOG results (Grades 3-5) increase from 45.2% to 55% * Classroom Walkthroughs * Peer Observations * SuccessMaker Math Concepts & Skills 2 Reports * Math ClassScape Benchmark and Teacher-made Assessment Reports * Waterford Math Reports * TWC Survey * CCS Student, Parent, & Teacher Surveys * Math Investigations Assessments * Math Portfolio * Data Notebooks * Interventions * NC School Report Card * TWC Survey * PLC Feedback Documentation | * PLC meetings * Peer Observations * District PD * Math Night * Lesson Plans * Administrator CWT * Peer CWT * Math Focus Walls * Blooms Taxonomy of Educational Objectives/DOK * K-2 Implementing Common Core * Math Investigations * Acceleration * Intervention * My Math (5th) * Manipulatives * Staff Development * Professional Development * Document Camera * Webpage Development * Supportive School-Level PD which Enhances Teacher Understanding of Core Curriculum * District PD * PLC meetings (Vertical & Horizontal) * District Collaborative Planning Sessions * BT Mentors * Fiesta Fridays |

**SBE Goal 1: NC Public Schools will produce globally competitive students.**

**CCS Priority Goal 1: Student Academic Success**

**ODES Priority Goal 2: Prepare students to show an increase in reading proficiency from 37.1% to 47%.**

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| **ODES Strategies** | **CCS Strategic Objective Alignment** | **Key Personnel** | **Performance Measure** | **Resources** |
| 2.1 Use current technology to enhance reading instruction | 1.1 Prepare students to master a rigorous, relevant curriculum  1.2 Ensure that students will graduate ready to work/and or continue their education | * Classroom teachers * Teachers assistants * Itinerant teachers * Computer lab manager * Principal * Media Coordinator * Migrant Tutor | * EOG Results (Grades 3-5) increase from 37.1% to 47% * CWT * Peer Observations * PLC’s * Reports * SuccessMaker * ClassScape * Waterford * AR/STAR * Reading 3D Assessments * Houghton Mifflin assessments | * SuccessMaker * ClassScape * Waterford * Houghton Mifflin * TeachScape * Learn 360 * District Collaborative Planning Sessions * Professional Development * Literacy Night * Intervention * Acceleration * Read To Achieve Meeting |
| 2.2 Evaluate data weekly to ensure all students are progressing in reading. | 1.1 Prepare students to master a rigorous, relevant curriculum  1.2 Ensure that students will graduate ready to work/and or continue their education | * Classroom teachers * Teachers assistants * Itinerant teachers * Computer lab manager * Principal * Media Coordinator * Migrant Tutor | * EOG Results (Grades 3-5) increase from 37.1% to 47% * Reading To Achieve Pre-Test Data * Data Notebooks * Houghton Mifflin tests Reading 3D Assessments * Public data boards * Reading 3D Assessments * Houghton Mifflin assessments * Reports * SuccessMaker * ClassScape * Waterford * AR | * Benchmarks (common assessments) * SuccessMaker * ClassScape * Waterford * Read To Achieve * Houghton Mifflin * OWL * Interventions * Acceleration * TeachScape * Learn 360 * Professional Development * District Collaborative Planning Sessions |
| 2.3 Use high yield strategies and develop questioning to ensure higher order thinking skills | 1.1 Prepare students to master a rigorous, relevant curriculum  1.2 Ensure that students will graduate ready to work/and or continue their education | * Principal * Teachers * Classroom teachers * Teachers assistants * Itinerant teachers * Computer lab manager * Principal * Media Coordinator * Migrant Tutor | * EOG Results (Grades 3-5) increase from 37.1% to 47% * CWT Website * Lesson Plans that have intentional use of higher order thinking skills * Data from CWT’s | * TeachScape * Lesson plan templates * Question Stems * HOTS questions * District Collaborative Planning Sessions * Literacy Night * Read To Achieve * DOK * Intervention * Acceleration |
| 2.4 Maintain instruction by highly qualified teachers and implement strategies to support highly qualified teachers. | 1.1 Prepare students to master a rigorous, relevant curriculum.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personal to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills. | * Principal * Teachers | * NC School Report Card * TWC Survey * PLC Feedback Documentation | * Supportive School-Level PD which Enhances Teacher Understanding of Core Curriculum * District PD * PLC meetings (Vertical & Horizontal) * District Collaborative Planning Sessions * BT Mentors * Fiesta Fridays |

**SBE Goal 1:** NC Public School will produce globally competitive students.

**CCS Priority Goal 1:** Student Academic Success

**ODES Priority Goal 3: Prepare students to show an increase in science proficiency from 23.5% to 33%.**

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| **ODES Strategies** | **CCS Strategic Objective Alignment** | **Key Personnel** | **Performance Measure** | **Resources** |
| 3.1 Use current technology to enhance science instruction. | 1.1 Prepare students to master a rigorous, relevant curriculum.  2.1 Provide safe, orderly, and healthy learning environments that are inviting, respectful, inclusive and flexible for the success of all students.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personnel to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs.  5.2 Implement and utilize technology in support of continuous school improvement. | * Classroom teachers * Teacher assistants * Tutors * Lab managers * Media Specialists * Principal * Students * Migrant Tutors | * Effectively use document cameras daily. * Develop one science test per grading period from item bank in ClassScape in grades 3-5. * Develop, update, and maintain teacher web pages. * EOG results (5th grade increase from 23.5% to 33% * Classroom walkthroughs * Peer observations * Nine-week Science ClassScape Benchmark Assessment * Waterford Science program * TWC Survey * CCS Student, Parent, & Teacher Surveys * Lesson plans | * Learn 360 * PLC meetings * Peer Observations * Professional Development * Document Camera * Webpage Development * District Collaborative Planning Sessions * Educational Websites * Computer Lab * NCDPI website * Supplementary materials * TeachScape * Public data boards * Hands-On Lab Experiments * Intervention * Acceleration |
| **3.2** Use data from programs to move all students to grade level proficiency in science. | 1.1 Prepare students to master a rigorous, relevant curriculum.  1.2 Ensure that students will graduate ready to work and/or continue their education.  2.1 Provide safe, orderly, and healthy learning environments that are inviting, respectful, inclusive and flexible for the success of all students.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personnel to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs.  4.4 Columbus County Schools will seek additional funding to support change and reward accomplishments. | * Classroom teachers (NCPK-5) * Teacher assistants * Tutors * Lab managers * Media Specialists * Principal * Students * Parents * Migrant Tutors | * Develop one science test per grading period from item bank in ClassScape in grades 3-5. * EOG results (5th grade increase from 23.5% to 33% * Classroom walkthroughs * Peer observations * Nine-week Science ClassScape Benchmark Assessment * Waterford Science program * TWC Survey * CCS Student, Parent, & Teacher Surveys * Science Mock EOG * Student Data Notebooks * Teacher Data Notebooks | * Learn 360 * PLC meetings * Intervention * Acceleration * Peer Observations * Professional Development * District Collaborative Planning Sessions * Science Lab and equipment * Teacher made tests * Exit slips * Bell Ringers * Student Data Notebooks * Teacher Data Notebooks |
| 3.3 Use High Yield Strategies and higher order thinking skills intentionally in the classrooms. | 1.1 Prepare students to master a rigorous, relevant curriculum.  1.2 Ensure that students will graduate ready to work and/or continue their education.  2.1 Provide safe, orderly, and healthy learning environments that are inviting, respectful, inclusive and flexible for the success of all students.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personnel to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs.  5.2 Implement and utilize technology in support of continuous school improvement. | * Classroom teachers (NCPK-5) * Teacher assistants * Tutors * Lab managers * Media Specialists * Principal * Students * Parents * Migrant Tutor | * Summative and formative assessments * Classroom walkthrough data * Lesson plans * Peer Observation * EOG results (5th grade increase from 23.5% to 33%%) * Student work * NC Soil & Water Department | * TeachScape Website * Science word walls * Staff meeting to share CWT data * PLC meetings * Professional Development * Learn 360 * Teacher made tests * Exit Slips * Bell Ringers * Acceleration * Intervention * Truenorthlogic evaluations * Newspaper articles * District Collaborative Planning Sessions |
| 3.4 Maintain instruction by highly qualified teachers and implement strategies to support highly qualified teachers. | 1.1 Prepare students to master a rigorous, relevant curriculum.  3.1 Recruit, retain, and support highly qualified teachers, principals, and personal to ensure each student can compete in a global society.  3.2 Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills. | * Principal * Teacher | * NC School Report Card * TWC Survey * PLC Feedback Documentation | * Supportive School-Level PD which Enhances Teacher Understanding of Core Curriculum * District PD * PLC meetings (Vertical & Horizontal) * District Collaborative Planning Sessions * BT Mentor * Fiesta Fridays |

**SBE Goal 2: NC Public School students will be healthy and responsible.**

**CCS Priority Goal 2: Provide Safe and Nurturing Schools**

**ODES Priority Goal 4: Promote an increase in student attendance**

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| **ODES Strategies** | **CCS Strategic Objective Alignment** | **Key Personnel** | **Performance Measure** | **Resources** |
| 4.1 Use cumulative attendance data to encourage an increase in student attendance | 2.1 Provide safe, orderly, and healthy learning environments that are inviting, respectful, inclusive, and flexible for the success of all students.  2.2 Promote healthy, active lifestyles in which students are encouraged to make responsible choices. | * Teachers * NC Powerschool Data Manager * Principal * Parents * Attendance Data Analysis Team | * 96% of students will be present 170 out of 180 days * Student Data Notebooks * Public data boards | * NC Powerschool Attendance Data reports * CCSS System Early Check-out/Tardy reports |
| 4.2 Provide free breakfast in the classroom for all students to encourage attendance and decrease tardiness | 2.2 Promote healthy, active lifestyles in which students are encouraged to make responsible choices. | * Director of Food Service * Teachers * Principal * Food Service Staff | * Breakfast Participation Report * NC Powerschool Report | * Nutritional Guidelines for School Breakfast * Funding |
| 4.3 Offer incentives to promote attendance | 2.1 Provide safe, orderly, and healthy learning environments that are inviting, respectful, inclusive, and flexible for the success of all students.  2.2 Promote healthy, active lifestyles in which students are encouraged to make responsible choices. | * Principal * Teachers * NC Powerschool Data Manager | * Daily, weekly, monthly and yearly attendance percentages * Public data board | * NC Powerschool Report * CC SS System Early Check-out/Tardy Report * Funding * Attendance Incentives (Awarded Each Nine-Week Grading Period) * Yearly-Certificate presented & fun day |

**SBE Goal 4: Leadership will guide innovation in NC Public Schools.**

**CCS Priority Goal 4: Stakeholder Collaboration for Student Success**

**ODES Priority Goal 5: Establish a communications and feedback system with all stakeholders**

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| **ODES Strategies** | **CCS Strategic Objective Alignment** | **Key Personnel** | **Performance Measure** | **Resources** |
| 5.1 Utilize a variety of communication strategies with all stakeholders. | 4.1 Columbus County Schools will establish a platform for community involvement in all schools to promote a positive climate.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs. | * Principal * All School Faculty and Staff * School and District Webmasters | * Increase in feedback from parents, including ESL parents, and community members * Weekly progress reports/signed papers * Interim reports * Successmaker/Waterford reports * Contact logs | * SchoolMessenger * Classroom Newsletters * Staff Newsletter * Teacher, School, and District Websites * Teacher data notebooks * Marquee * Class/School newsletter * ESL Teacher |
| 5.2 Utilize the school advisory council for community feedback and school improvement. | 4.1 Columbus County Schools will establish a platform for community involvement in all schools to promote a positive climate.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs. | * School Advisory Council Members * Principal * Bookkeeper * Central Office Administrative Staff * Board of Education Members | * School improvement recommendations or questions from advisory council * Consistent attendance of members at advisory council meetings | * Advisory Council Meeting Agendas * Meeting Minutes * Meeting Sign-ins |
| 5.3 Increase parental and community involvement in the PTO | 4.1 Columbus County Schools will establish a platform for community involvement in all schools to promote a positive climate.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs. | * All Faculty and Staff * Principal * PTO Officers | * Increase in parent attendance at PTO meetings * More student performances or school activities used to increase parent attendance at meetings * More parent involvement in PTO fundraisers | * PTO Agendas * PTO Minutes * PTO Meeting Sign-ins |
| 5.4 Partner with community entities to enhance school improvement and student assistance | 4.1 Columbus County Schools will establish a platform for community involvement in all schools to promote a positive climate.  4.2 Columbus County Schools will communicate transparently information, expectations, and accomplishments with all stakeholders.  4.3 All schools will commit to system improvement based on stakeholder feedback and student needs. | * All Faculty and Staff * Principal * Community members/entities (churches, organizations, businesses) * Central Office Administration (Background Checks) | * More involvement of business partners as guest speakers, presenters, volunteers, etc * Partnerships with churches and organizations (RSVP, Child Evangelism Fellowship) for volunteers to work with students and help with school needs * Increase in number of volunteer hours | * Communications with churches, businesses * RSVP and CEF Volunteers * School Guest Speaker List * School Volunteer List * Volunteer Hours Report from CCSS Computer Program |