

School Improvement Plan



2015-2016

2015-2016 *through* 2016-2017

School Improvement Plans remain in effect for two years, but a School Leadership Team may amend as often as necessary or appropriate.

Draft Due: September 28, 2015	Final Copy Due: October 26, 2015
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2015-2016 STEELE CREEK ELEMENTARY School Improvement Plan Report

STEELE CREEK ELEMENTARY SCHOOL Contact Information			
SCHOOL	Steele Creek Elementary	COURIER NUMBER	549
ADDRESS	4100 Gallant Lane	PHONE NUMBER	980-343-3810
	Charlotte, NC 28273	FAX NUMBER	980-343-3814
LEARNING COMMUNITY	South Learning Community	SCHOOL WEBSITE	http://schoolsauth.cms.k12.nc.us/steelecreekES/Pages/Default.aspx
PRINCIPAL		Mrs. Merita Brown - Little	
LEARNING COMMUNITY SUPERINTENDENT		Mr. Dennis Queen	
STEELE CREEK ELEMENTARY SCHOOL LEADERSHIP TEAM			
Committee Position	Name	Email Address –@cms.k12.nc.us	Date Elected
Principal	Merita Brown-Little	Merita.little	9.3.2015
Assistant Principal	Christy Dunson	Christy.dunson	9.3.2015
Teacher Representative	Tara Zaremba	Tara.zaremba	9.3.2015
Teacher Representative	Adrianne Blevins	Adrianne.cook	9.3.2015
Teacher Representative	Shelli Cottrell	Shelli.cottrell	9.3.2015
Teacher Representative	Lewis Baker	Lewisf.baker	9.3.2015
Teacher Representative	Elizabeth Welchman	Elizabetha.welchman	9.3.2015
Teacher Representative	Julie Phillips	Julie1.phillips	9.3.2015
EC Representative	Kathy Summers	Kathleen.summers	9.3.2015
ELL Representative	Erin Northey	Erinp.northey	9.3.2015
Special Area Representative	Pat Green	Patricia.green	9.3.2015
Instructional Support	Haven Blanks	Haven.lewis	9.3.2015
Instructional Support	Peggy Sherman	Margaret.sherman	9.3.2015
Parent	Suzanne Perez	sperez@acatalent.com	9.3.2015

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Vision Statement

District: CMS provides all students the best education available anywhere, preparing every child to lead a rich and productive life.

School: As participants in the learning community of Steele Creek Elementary School, our vision is to provide a supportive and positive academic environment so that all students will acquire the belief and attitude of “**If you believe it, you can achieve.**”

Mission Statement

District: The mission of CMS is to maximize academic achievement by every student in every school.

School: To develop leaders, one child at a time.

STEELE CREEK ELEMENTARY'S Shared Beliefs

- **WE BELIEVE** a shared commitment among teachers, parents, and other adults to provide a safe and positive learning environment contributes to student well-being and academic success.
- **WE BELIEVE** a shared commitment among teachers, parents, and other adults to challenge students on their learning levels and beyond, consistent with their learning styles, and to encourage active engagement in learning contribute to student well-being and academic success.
- **WE BELIEVE** a shared commitment among teachers, parents, and other adults to nurture self-respect, encourages respect for diversity among fellow students and adults, and contributes to the student well-being and academic success.
- **WE BELIEVE** a shared commitment among teachers, parents, and other adults to hold students accountable for their own choice of attitude, behavior, and academic effort contributes to student well-being and academic success.
- **WE BELIEVE** a shared commitment among teachers, parents, and other adults to promote and sustain high morale are essential and contribute to student well-being and academic success.

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STEELE CREEK ELEMENTARY -- SMART Goals

GOAL	DESCRIPTION
SMART Goal #1:	Provide a duty-free lunch period for every teacher on a daily basis.
SMART Goal #2:	Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours
SMART Goal #3:	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.
SMART Goal #4: K-2 READING	By the end of 2015-2016, <u>55%</u> of K-2 students will be reading on grade level as measured by their TRC (Text Reading Comprehension), Reading 3D data, and MAP RIT scores.
SMART Goal #5: 3-5 READING	By the end of the 2015-2016 school year, <u>47%</u> of our students in grades 3-5 will demonstrate proficiency (III/IV/V) in reading as determined by the North Carolina Reading End of Grade test.
SMART Goal #6: K-2 MATH	By the end of the 2015-2016, <u>45%</u> of K-2 students will meet/exceed expected math growth as determined by the district MAP assessment.
SMART Goal #7: 3-5 MATH	By the end of the 2015-2016 school year, <u>51%</u> of our students in grades 3-5 will demonstrate proficiency (III/IV/V) in mathematics as determined by the North Carolina End of Grade test.
SMART Goal #8: SCIENCE	By the end of the 2015-2016 school year, <u>40%</u> of our students in grade 5 will demonstrate proficiency (III/IV/V) in science as determined by the North Carolina End of Grade test.
SMART Goal #9: Parental	By the end of the 2015-2016 school year, provide ample communication and opportunities for parent participation so that <u>80%</u> or higher of our parents will attend at least two school events.

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STEELE CREEK ELEMENTARY Assessment Data Snapshot

Steele Creek Elementary School											
Reading	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHT	EDS	LEP	SWD	AIG
Participation Denominator	380	1	28	181	132	11	27	147	60	41	6
Participation Percent	99	0	0	99	100	0	0	98	100	100	0
Participation Status	Met	Insuf.	Insuf.	Met	Met	Insuf.	Insuf.	Met	Met	Met	Insuf.
Proficiency Denominator	332	1	23	156	119	10	23	123	51	37	5
Proficiency Percent	34.0	0	0	32.1	28.6	0	0	29.3	13.7	2.7	0
Goal Percent	55.1	43.2	69.3	40.4	43.0	56.5	65.2	42.9	27.6	30.3	92.5
Proficiency Status	Not Met	Insuf.	Insuf.	Not Met	Not Met	Insuf.	Insuf.	Not Met	Not Met	Not Met	Insuf.

Math	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHT	EDS	LEP	SWD	AIG
Participation Denominator	380	1	28	181	132	11	27	147	60	41	6
Participation Percent	99	0	0	99	100	0	0	98	100	100	0
Participation Status	Met	Insuf.	Insuf.	Met	Met	Insuf.	Insuf.	Met	Met	Met	Insuf.
Proficiency Denominator	332	1	23	156	119	10	23	123	51	37	5
Proficiency Percent	45.2	0	0	37.8	47.9	0	0	41.5	35.3	5.4	0
Goal Percent	53.9	41.6	77.0	37.8	46.1	53.6	63.0	42.1	34.0	30.0	93.3
Proficiency Status	Not Met	Insuf.	Insuf.	Met	Met	Insuf.	Insuf.	Met/CI	Met	Not Met	Insuf.

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Science	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHT	EDS	LEP	SWD	AIG
Participation Denominator	115	0	7	54	42	6	6	48	14	17	3
Participation Percent	99	0	0	98	100	0	0	98	0	0	0
Participation Status	Met	~	Insuf.	Met	Met	Insuf.	Insuf.	Met	Insuf.	Insuf.	Insuf.
Proficiency Denominator	100	0	5	46	39	5	5	40	10	16	2
Proficiency Percent	30.0	0	0	23.9	30.8	0	0	30.0	0	0	0
Goal Percent	61.8	0	76.5	46.0	51.7	63.3	71.7	50.0	33.2	36.4	94.4
Proficiency Status	Not Met	~	Insuf.	Not Met	Not Met	Insuf.	Insuf.	Not Met	Insuf.	Insuf.	Insuf.

Attendance	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHT	EDS	LEP	SWD	AIG
Rate	99.7	~	~	~	~	~	~	~	~	~	~
Status	Met	~	~	~	~	~	~	~	~	~	~

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Steele Creek Elementary School

Assessment	Subgroup	2014-2015		2013-2014		2012-2013		2011-2012	
		% GLP	% CCR	% GLP	% CCR	% GLP	% CCR	% GLP	% CCR
Grade 03 EOG Composite	All	53.8	44.2	57.1	42.5		36.3		55.7
Grade 03 EOG Math	All	60.8	52.3	63.5	48.4		40.2		74.7
Grade 03 EOG Reading	All	46.9	36.2	50.8	36.5		32.4		58.2
Grade 04 EOG Composite	All	43.2	35.2	38.3	31.6		42.6		53.1
Grade 04 EOG Math	All	44.7	39.4	37.8	32.7		48.6		80.7
Grade 04 EOG Reading	All	41.7	31.1	38.8	30.6		36.6		53.1
Grade 05 EOG Composite	All	41.3	32.5	53.1	36.6		27.5		62.2
Grade 05 EOG Math	All	42.3	36.0	61.7	53.4		34.3		86.0
Grade 05 EOG Reading	All	46.4	32.7	48.9	27.8		21.3		65.0
Grade 05 EOG Science	All	35.1	28.8	48.9	28.6		26.9		75.5
School EOG Reading Composite	All	44.9	33.3	46.8	31.7		30.7		59.2
School EOG Math Composite	All	49.6	42.9	55.7	45.9		41.8		80.2
School EOG Science Composite	All	35.1	28.8	48.9	28.6		26.9		75.5
EOG Composite	All	45.7	36.9	50.9	37.2		35.0		57.3
School Composite	All	45.7	36.9	50.9	37.2		35.0		70.6

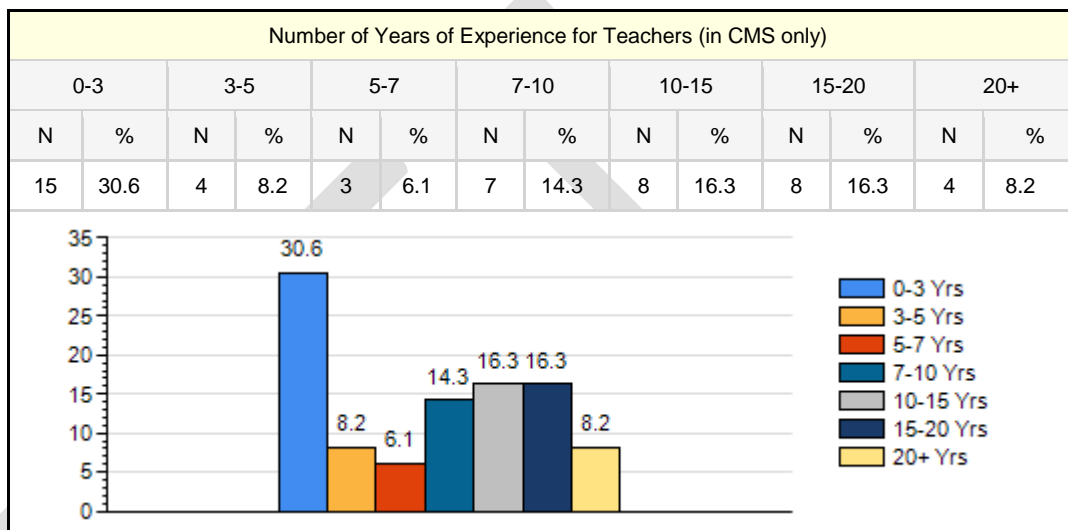
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Steele Creek Elementary

Certified And Administrative Staff	
Position Title	Count
Total	54
Principal, Elementary	1
Assistant Principal, Elementar	1
Counselor, Elementary	1
Facilitator, Elem Literacy	2
Teacher, Title I K-6	2
Teacher, Elementary Science	1
Substitute, Certified Teacher	2
Teacher, K-6	34
Teacher, Bilingual / ESL	3
Teacher, Elementary Art	1
Teacher, Elementary General Mu	1
Teacher, Elementary Physical E	1
Teacher, EC General Curriculum	3
Teacher, Literacy Support Titl	1



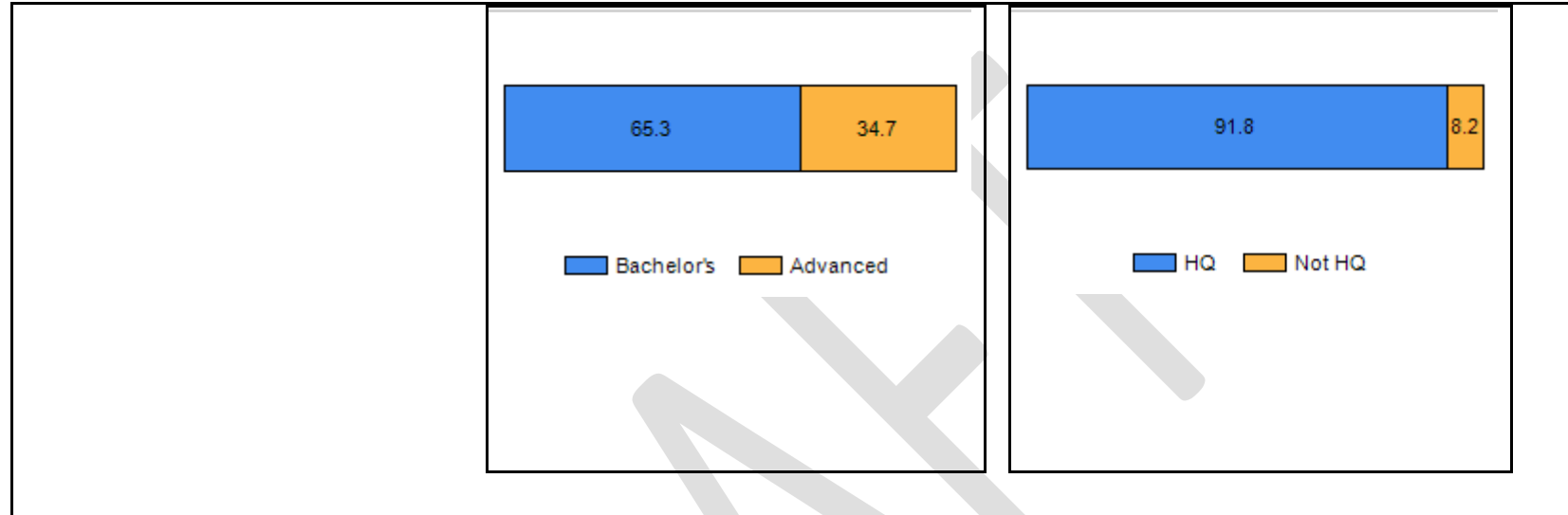
Degrees Held By Teachers			
Bachelor's		Advanced	
N	%	N	%
32	65.3	17	34.7

Highly Qualified Teachers			
Highly Qualified		Not Highly Qualified	
N	%	N	%
45	91.8	4	8.2

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STEELE CREEK ELEMENTARY Profile

At Steele Creek Elementary we have a very diverse population. The majority of our students are Caucasian, African American and Hispanic. Our Hispanic population consists of students who originally resided in countries from Latin America and South America. Many of these families come willing to learn and value their education. Our staff is a diverse community of Caucasian, African American and Hispanic employees, who work in numerous positions from cafeteria staff to leadership. Our staff consists of highly qualified teachers, many whom have been in Master's programs or have already received a Master's degree. Our staff is extremely motivated to become successful and is willing to improve their craft through Professional Development and research based information and data.

Total Students Enrolled: 800		TOTAL		#	#	%	%
		#	%	Male	Female	Male	Female
		800	100	389	411	48.6	51.4
Race	Non-Hispanic	491	61.4%	231	260	47%	52.9%
	Hispanic	309	38.6%	158	151	51.1%	48.8%
Ethnicity	African American	332	67.6%	170	162		
	American Indian	2	0.04%	0	2		
	Asian	62	12.6%	25	37		
	Two or More	18	3.7%	6	12		
	Pacific Islander	1	0.01%	0	0		
	White	76	19.4%	31	45		
Exceptionality	General Education Students	740	92.5%	Last modified on 8.31.2015			
	Exceptional Children Students	55	6.9%				
	AIG Students	5	0.6%				
	Limited English Proficient Students	125	15.6%				
McKinney Vento		3	0.4%				
504 Plans:		8	1.0%				
Suspensions:		0	0				
Retentions:		9	1.1%				
Attendance:		800	99.7%				

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Strategic Plan 2018: For a Better Tomorrow

<p>Goal 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready</p> <p>Four focus areas:</p> <ol style="list-style-type: none">College- and career-readinessAcademic growth/high academic achievementAccess to rigorClosing achievement gaps	<p>Goal 2: Recruit, develop, retain and reward a premier workforce</p> <p>Five focus areas:</p> <ol style="list-style-type: none">Proactive recruitmentIndividualized professional developmentRetention/quality appraisalsMultiple career pathwaysLeadership development
<p>Goal 3: Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child</p> <p>Three focus areas:</p> <ol style="list-style-type: none">Family engagementCommunication and outreachPartnership development	<p>Goal 4: Promote a system-wide culture of safety, high engagement, cultural competency and customer service</p> <p>Five focus areas:</p> <ol style="list-style-type: none">Physical safetySocial and emotional healthHigh engagementCultural competencyCustomer service
<p>Goal 5: Optimize district performance and accountability by strengthening data use, processes and systems</p> <p>Four focus areas:</p> <ol style="list-style-type: none">Effective and efficient processes and systemsStrategic use of district resourcesData integrity and useSchool performance improvement	<p>Goal 6: Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign</p> <p>Four focus areas:</p> <ol style="list-style-type: none">Learning everywhere, all the timeInnovation and entrepreneurshipStrategic school redesignInnovative new schools

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SMART Goal (1) <i>Duty Free Lunch for Teachers</i>	Provide a duty-free lunch period for every teacher on a daily basis.				
Strategic Plan Goal	GOAL 2: Recruit, develop, retain and reward a premier workforce.				
Strategic Plan Focus Area	Retention/quality appraisals				
Data Used	Teacher Survey Data				
Strategies (determined by what data) <ul style="list-style-type: none"> • Task • Task • Task (PD) 	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Develop, teach and enforce cafeteria rules and expectations.	Classroom teachers	Students following the rules and earning stars.	n/a	Lunch monitors Teacher Assistants	September 2015 – June 2016
2. Two Lunch Monitors hired.	Merita Little, Principal & Christy Dunson, Assistant Principal	Hiring and training of two lunch monitors	School Allotment	Lunch Monitors	September 2015 – June 2016
3. Create a teacher assistant schedule to provide adequate monitoring. a. Monitor the Schedule and adjust as needed.	Merita Little Principal, Haven Blanks, Peggy Sherman, Facilitators & Christy Dunson, Assistant Principal	Creation and Monitoring of the schedule.	School Allotment	Teacher Assistants	September 2015 - June 2016

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SMART Goal (2) <i>Duty Free Instructional Planning Time</i>	Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.				
Strategic Plan Goal	GOAL 2: Recruit, develop, retain and reward a premier workforce.				
Strategic Plan Focus Area	Retention/quality appraisals				
Data Used	Teacher Survey Data				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Create the Master Schedule.	Merita Little Principal, Christy Dunson, Assistant Principal	Schedule to include all non-negotiable items for each subject area and grade level.	n/a	Assistant Principal/ Staff Feedback	August 2015 – June 2016
2. Implementation of 90 minute planning.	Merita Little Principal Christy Dunson, Assistant Principal	Rotating six day schedule with adequate coverage for dismissal.	n/a	Academic Facilitators/ Special Area Teachers	August 2015 – June 2016
3. All teachers will work with Academic Facilitators during 90 minute planning.	Classroom Teachers/ Academic Facilitators	Lesson Planning, Walkthrough Forms & Feedback, Pacing Guides.	n/a	Classroom Teachers/ Academic Facilitators	August 2015 – June 2016

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SMART Goal (3) <i>Anti-Bullying / Character Education</i>	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.				
Strategic Plan Goal	GOAL 4: Promote a system-wide culture of safety, high engagement, cultural competency and customer service				
Strategic Plan Focus Area	Physical Safety, Social and Emotional Health, Cultural Competency				
Data Used	School Discipline Data and Student Survey				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Bully Liaison / Bully-prevention/Character Education <ul style="list-style-type: none"> • Staff led Bully prevention committee • School wide Character Education and Social Learning program • Daily anti-bullying messages on the am announcements • Character Board with the names of students who exhibit the character traits • Weekly am announcements announcing the names of students with good character traits • Quarterly or as needed guidance lessons on character • Professional Development on 	Hannah Clonch, Counselor Kay Carreira, Psychologist Dadrian Brown, School Support Technician	Less office referrals due to bullying behaviors, less teacher reporting of bullying behavior.	\$150 (pencils, stickers, etc)	Clonch, Brown, members of the Bully Prevention Team, all staff members	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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Bullying Prevention for staff as needed					
<ul style="list-style-type: none"> Quarterly Character Education Assemblies 					
2. Cultural Proficiency <ul style="list-style-type: none"> School wide Cultural Proficiency Professional Development 	Merita Little, Principal Amy Luedke, ESL Teacher, ESL Department	Increase the level of cultural sensitive classrooms and the infusion of instructional practices.	No cost	SCES staff	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
3. Healthy Active Child 30 min. <ul style="list-style-type: none"> Master schedule Playground schedule Play works 	Christy Dunson, Lewis Baker, Peter Moody, Bret Wilson	Increase activity in children, improve attention span and overall student achievement.	No cost	SCES Staff	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
4. School Health Team <ul style="list-style-type: none"> Administer medicine Monitor asthmatic children Provide care for injured/sick children 	Monica Freeman, Nurse Paola Raggio, Secretary	Obtain a healthy child.	PTO, Carolina Medical	SCES Staff	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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SMART Goal (4)	By the end of 2015-2016, <u>55%</u> of K-2 students will be reading on grade level as measured by their TRC (Text Reading Comprehension), Reading 3D data, and MAP RIT scores. This an increase from 53% from the 2014 – 2015 End of Year.				
Strategic Plan Goal	GOAL 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college – and career-ready.				
Strategic Plan Focus Area	College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps				
Data Used	MAP data, TRC data, Reading 3D data, Literacy Assessments (informal & formal)				
Strategies (determined by what data) <ul style="list-style-type: none"> • Task • Task • Task (PD) 	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. 1-2 grade teachers are returning to self-contained classrooms.	Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Teacher Created Assessments, Reading 3D and TRC data.	n/a	Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. Teachers will review TRC data to implement lessons based on students reading level.	Haven Blanks, K-2 Literacy Facilitator/Christy Dunson Assistant Principal	Progress monitoring reports, MAP data, Teacher Created Assessments, Reading 3D and TRC data.	n/a	Classroom Teachers/ K-2 Literacy Facilitator	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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3. K-2 Teachers will work with TCT teachers and provide LLI literacy support to flexible strategy groups based on TRC data.	Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Teacher Created Assessments, Reading 3D and TRC data.	Title 1	Academic Facilitators/ Literacy Support	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
4. K-2 Teachers will conduct daily Balanced Literacy lessons and conduct conferences during Reading and Writing Workshop.	Haven Blanks K-2 Literacy Facilitator/ Administration	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers/ K-2 Literacy Facilitator	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
5. K-2 Teachers will participate in planning cohorts (EC, ELL co-teaching/inclusion classroom settings).	Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers, Amy Luedke & Kathy Summers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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SMART Goal (5)	By the end of the 2015-2016 school year, 47% of our students in grades 3-5 will demonstrate proficiency (III/IV/V) in reading as determined by the North Carolina Reading End of Grade test. This an increase from 45.7% from the 2014 – 2015 End of Year.				
Strategic Plan Goal	GOAL 1: Maximize academic achievement in a personalized 21st Century learning environment for every child to graduate career and college ready.				
Strategic Plan Focus Area	<i>College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps</i>				
Data Used	MAP data, TRC data, Reading 3D data, Literacy Assessments (informal & formal)				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. As a school, we will continue the implementation of Balanced Literacy in our classrooms.	Haven Blanks, Peggy Sherman Academic Facilitators Title I Support	Running Records, TRC, formal & informal assessments, EOG results.	Title 1	Classroom Teachers/ Academic Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. Utilize TRC, DAZE & MAP assessment data to drive our classroom instructions (Small groups).	Haven Blanks, Peggy Sherman Academic Facilitators / Title 1 Tutors	Student data, data notebooks, evidence of growth through data reports, TRC blitz.	Title 1	Classroom Teachers/ Academic Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016

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					May 10' 2016 June 9' 2016
3. Utilize student goal setting worksheet to motivate & track student growth.	Haven Blanks, Peggy Sherman Academic Facilitators / Title 1 Tutors	Increase in student growth & proficiency as reflected in EOY student reflection on goals.	Title 1	Classroom Teachers/ Students	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7' 2016 March 4' 2016 May 10' 2016 June 9' 2016
4. Provide & explain a handout to parents which provides clarifications & resources to use in understanding MAP data.	Classroom Teachers/ Parents/ Translators	Increase of parental understanding & utilization of MAP data.	n/a	Classroom Teachers/ Parents/ Translators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7' 2016 March 4' 2016 May 10' 2016 June 9' 2016
5. Implement an RTI Lab to provide extra support to students. (Compass Learning & Dreambox).	Classroom Teachers/Instructi onal Assistants	Increase in assessment scores.	CMS funding for programs	Classroom Teachers, Instructional assistants, facilitators, students	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7' 2016 March 4' 2016 May 10' 2016 June 9' 2016
6. Offer Parent Academy to support instructional support between home and school.	Administration, classroom teachers, volunteers	Increase in parent involvement, student growth	Title I	Classroom Teachers/ Parents/	September 2015, January – April 2016

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7. Consistent Data tracking across grade levels.	Merita Little, Principal & Christy Dunson, Assistant Principal Haven Blanks, Peggy Sherman, AF	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Christy Dunson, Teachers,	Year Long
6. 3-5 Teachers will participate in planning cohorts (EC, ELL co-teaching/inclusion classroom settings).	Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers, Amy Luedke & Kathy Summers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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SMART Goal (6)	By the end of the 2015-2016, 45% of K-2 students will meet/exceed expected math growth as determined by the district MAP assessment.				
Strategic Plan Goal	GOAL 1: Maximize academic achievement in a personalized 21st Century learning environment for every child to graduate career and college ready.				
Strategic Plan Focus Area	<i>College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps</i>				
Data Used	MAP data, Released EOG BOY, MOY data, Math Investigations assessments (informal and formal)				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Utilizing MAP data & reports to drive lesson planning and remediation.	Data Dive Investigators/ Merita Little, Principal, Christy Dunson, Assistant Principal	Lesson plans, data dive agendas, student reflection forms.	n/a	Academic Facilitator/Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. Implementing BUILD workshop to target individual student needs.	Haven Blanks, Academic Facilitator/ K-2 Math Teachers	Walkthroughs and feedback, student growth reports.	n/a	Academic Facilitator/ K-2 Math Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
3. Math Lesson planning coupled with data dive meetings to improve instruction in the classroom.	Data Dive Investigators/ Merita Little, Principal, Christy Dunson, Assistant	Lesson plans, planning minutes, data dive agendas, student goal reflection forms.	n/a	Academic Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016

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	Principal				March 4 2016 May 10 2016 June 9 2016
4. K-2 Teachers will work with the Instructional Support to form flexible strategy groups based on Kathy Richardson assessment tasks, MAP and classroom data.	Haven Blanks, Academic Facilitator	Interim Assessments, MAP data, Kathy Richardson data.	n/a	Academic Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7 2016 March 4 2016 May 10 2016 June 9 2016
5. K-2 Teachers will participate in planning cohorts (EC, ELL co-teaching/inclusion classroom settings).	Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers, Amy Luedke & Kathy Summers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7 2016 March 4 2016 May 10 2016 June 9 2016

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SMART Goal (7)	By the end of the 2015-2016 school year, 51% of our students in grades 3-5 will demonstrate proficiency (III/IV/V) in mathematics as determined by the North Carolina End of Grade test. This is an increase from 49.6% to 51% points.				
Strategic Plan Goal	GOAL 1: Maximize academic achievement in a personalized 21st Century learning environment for every child to graduate career and college ready.				
Strategic Plan Focus Area	<i>College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps</i>				
Data Used	MAP data, Released EOG BOY, MOY data, Math Investigations assessments (informal and formal)				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Utilizing MAP data & reports to drive lesson planning and remediation.	Data Dive Investigators/ Merita Little, Principal, Christy Dunson, Assistant Principal	Lesson plans, data dive agendas, student goal reflection forms.	n/a	Academic Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. Utilizing Math Workshop to differentiate instruction.	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers	Walkthroughs and feedback, student growth reports.	n/a	Academic Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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3. Math Lesson planning coupled with data dive meetings to improve instruction in the classroom.	Data Dive Investigators/ Merita Little, Principal, Christy Dunson, Assistant Principal	Lesson plans, planning minutes, data dive agendas, student goal reflection forms.	n/a	Academic Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
4. Create & Hold RTI Lab for MTSS	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	Increase in math proficiency & foundational skills.	Title I & District funding	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
5. After School Tutoring- extended day small group support of targeted literacy and math standards	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	Increase in math proficiency of selected students.	Extended Day Funds	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	TBD
6. Parent Academy- evening classes designed to help parents assist their children in the area of math and literacy.	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	Increased understanding of math concepts, increased parent involvement & support.	Title I	Peggy Sherman, Academic Facilitator/ 3-5 Classroom Teachers, instructional assistants	September 2015, January – April 2016
7. Number Worlds – EC Programs	EC Team	Increase in math proficiency in EC students, build foundational skills and increase on weekly assessment performance.	EC Funding	EC Team	Year Long

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7. 3-5 Teachers will participate in planning cohorts (EC, ELL co-teaching/inclusion classroom settings)	Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers, Amy Luedke & Kathy Summers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
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SMART Goal (8)	By the end of the 2015-2016 school year, 39% of our students in grade 5 will demonstrate proficiency (III/IV/V) in science as determined by the North Carolina End of Grade test. This is an increase from 35.1% proficiency from the 2014 – 2015 End of Year.				
Strategic Plan Goal	GOAL 1: Maximize academic achievement in a personalized 21st Century learning environment for every child to graduate career and college ready.				
Strategic Plan Focus Area	<i>College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps</i>				
Data Used	Science Assessments (Formal & Informal)				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Create a Master schedule that will allow students to rotate through the Science lab every 6 days in grades K-5 to increase Science knowledge. Science teacher will also teach core classes.	Merita Little, Principal, Christy Dunson, Assistant Principal	Increased data results due to additional exposure.	n/a	Science Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. Science Facilitator will be present for 30 minutes of the 90-minute planning block.	Science Facilitator/ Classroom Teachers	Increased data analysis to drive lesson planning and differentiated instruction.	n/a	Science Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
3. Professional Development that is connect with unpacking the test objectives and the Common Core Standards to support teacher deep	Science Facilitator	Lesson plans and student reflection forms to show implementation of PD learned.	n/a	Science Facilitator/ Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015

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dives within instructional delivery.					Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
4. Instructional support, team teaching with the Science facilitator during Genius Hour and Weekly Science Blitz to ensure vocabulary understanding.	Science Facilitator Greg Petty 5 th Grade Teachers	Increase in understanding of Science essential standards.	n/a	Science Facilitator	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
5. 5 th grade teachers will participate in planning cohorts (STEAM).	Gregory Petty Haven Blanks, Peggy Sherman Academic Facilitators Merita Little, Principal & Christy Dunson, Assistant Principal	Progress monitoring reports, MAP data, Reading 3D and TRC data. Walkthrough forms & feedback shared with teachers.	n/a	Classroom Teachers, Amy Luedke & Kathy Summers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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SMART Goal (9)	By the end of the 2015-2016 school year, provide ample communication and opportunities for parent participation so that 80% or higher of our parents will attend at least two school events to support academic success on the North Carolina End of Grade tests.				
Strategic Plan Goal	GOAL 3: Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child.				
Strategic Plan Focus Area	<i>College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps</i>				
Data Used	Sign-In Sheets, Lobby Guard Reports				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. More preparation and more advertising / reminders <ul style="list-style-type: none"> Facebook Twitter Connect Ed Messages Teacher Websites 	PTO, Merita Little, Principal, Christy Dunson, Assistant Principal Classroom Teachers	Participation increased as evidenced through sign-in sheets.	\$11 for PTO copies	PTO members Administration	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
2. PTO sponsored functions & fundraisers.	PTO	Participation increased as evidenced through sign-in sheets.	PTO	Administration	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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3. School sponsored parent involvement events (Parent Academy, Science Night, RTA Event, International Night, Cougarthon, Musical performances, etc.).	Merita Little, Principal, Christy Dunson, Assistant Principal, Classroom Teachers	Participation increased as evidenced through sign-in sheets, increase in funding participation.	Title I	School Staff	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016
4. Working with parents to understand MAP data through conferences, parent nights & written communication.	Merita Little, Principal, Christy Dunson, Assistant Principal, Teachers	Growth in students' scores.	Title I	Administration Teachers/ Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7, 2016 March 4, 2016 May 10, 2016 June 9, 2016

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Mastery Grading Procedures Plan – Required for All Schools					
Strategic Plan Goal	Goal 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.				
Strategic Plan Focus Area	Academic growth/high academic achievement				
Navigator Pathway	<input type="checkbox"/> Enter Kindergarten ready	<input checked="" type="checkbox"/> Advanced Reading in K-2	<input checked="" type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7	
	<input checked="" type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	<input type="checkbox"/> Take and pass at least 1 AP/IB/Post-Secondary class & exam	<input type="checkbox"/> Score 1550 on SAT or 22 on ACT	
Data Used	PowerSchool, Common Assessments, Formal Assessments, Parent Assist				
Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) Interim Dates
1. Common assessments <ul style="list-style-type: none"> Pre- and post- assessments created in School Net aligned to objectives Number Sense Multiplication Algebraic Thinking Fractions Informational Text Vocabulary Writing 	Merita Little, Principal, Christy Dunson, Assistant Principal Data Dive Investigator	Growth measured from the pre to the post assessment.	District Funded	Classroom Teacher Academic Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7 2016 March 4 2016 May 10 2016 June 9 2016
2. Data Disaggregation <ul style="list-style-type: none"> SchoolNet data of student mastery is compiled and discussed in grade level meetings Assessment data is analyzed to determined effectiveness during weekly data dives 	Haven Blanks, Peggy Sherman, Academic Facilitator Data Dive Investigator Merita Little,	Progress monitoring data provided by Compass Learning, Dreambox, AIMS Web, and Reading 3D	District Funded	Classroom Teacher Academic Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7 2016

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<ul style="list-style-type: none"> Teachers will share ongoing data information with parents 	Principal & Christy Dunson, Assistant Principal				March 4' 2016 May 10' 2016 June 9' 2016
3. Flexible Grouping <ul style="list-style-type: none"> Strategic Staffing of the Rtl Block for flexible grouping Strategic staffing of administrators and Title 1 Support Personnel Use SchoolNet to support targeted instructional support 	Classroom Teacher Data Dive Investigators	Progress monitoring data provided by Compass Learning, Dreambox, AIMS Web, and Reading 3D Students flexing out of remediation	Title I District Funded	Title I Tutors Academic Facilitators	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7' 2016 March 4' 2016 May 10' 2016 June 9' 2016
4. Late and make-up work <ul style="list-style-type: none"> A student will be able to complete missing homework assignments or other assignments or due dates because of absences whether excused or unexcused. The teacher will be responsible for making arrangements for completing the five day work completion requirement upon the student's return The teacher may choose to extend a student's missing assignment Students should be encouraged to attend tutoring with their teachers following an absence 	Classroom Teachers	Students will have a grace period of five days to obtain and complete the late or missing assignment without penalty.	n/a	Classroom Teachers	Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7' 2016 March 4' 2016 May 10' 2016 June 9' 2016

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<p>5. Additional Learning Opportunities</p> <ul style="list-style-type: none"> Students will have additional learning opportunities outside of our classroom settings. For example, <ul style="list-style-type: none"> Service Projects In the field learning Financial Literacy STEAM hybrid model Robotics Team Math Olympiads Coding/programming Project Based Learning Problem-Solving strategies Community service projects Integrated Curriculum Houses Genius Hour 	<p>Classroom Teachers, Support Staff, Community Participants, Administration</p>	<p>Students will have final projects, monthly meetings and/or assignments in class depending on the activity.</p>	<p>Title I, Grants, Parent Funded</p>	<p>Classroom Teachers, Administration</p>	<p>Aug. 25, 2015 Sept. 3, 2015 October 1, 2015 Jan. 7 2016 March 4 2016 May 10 2016 June 9 2016</p>
<p>6. Grade Reporting</p> <ul style="list-style-type: none"> Teachers will be required to complete final grading periods in the required timeframe. Teachers will record grades in PowerSchool within 10 school days of the assignment's due date. 	<p>Classroom Teachers, Administration</p>	<p>Reports will be turned in at the appropriate due date. Parent Assist will be updated and visible for all parents to monitor their students' grades.</p>	<p>District funded</p>	<p>Classroom Teachers, Administration</p>	<p>Quarterly, 10 days from assigned due date</p>

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STEELE CREEK ELEMENTARY - 600 Waiver Requests

Request for Waiver
<p>1. Insert the waivers you are requesting</p> <ul style="list-style-type: none"><i>Maximum Teaching Load and Maximum Class Size (grades 4-12) [required for all schools with grades 4-12]</i>
<p>2. Please identify the law, regulation or policy from which you are seeking an exemption.</p> <ul style="list-style-type: none"><i>115C-301 (c and d) Maximum Teaching Load and Maximum Class Size [required for all schools with grades 4-12]</i>
<p>3. Please state how the waiver will be used.</p> <ul style="list-style-type: none"><i>Class size will be adjusted to address student individual instructional needs through flexible grouping of students in the most effective utilization of teaching teams. Maximum teaching load will be used to allow teachers in specific areas of the curriculum to teach students designated for specific skill needs and to address the large number of students requesting elective classes.</i>
<p>1. Please state how the waiver will promote achievement of performance goals.</p> <ul style="list-style-type: none"><i>This waiver will allow more flexibility in grouping students to meet their abilities and needs and thus should enhance their achievement on the performance goals.</i>

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Approval of Plan			
Committee Position	Name	Signature	Date
Principal	Merita Brown-Little		9.3.2015
Assistant Principal	Christy Dunson		9.3.2015
K -Teacher Representative	Tara Zarembo		9.3.2015
1 - Teacher Representative	Adrienne Blevins		9.3.2015
2 - Teacher Representative	Shelli Cottrell		9.3.2015
3 - Teacher Representative	Lewis Baker		9.3.2015
4 - Teacher Representative	Elizabeth Welchman		9.3.2015
5 - Teacher Representative	Julie Phillips		9.3.2015
EC Representative	Christina Jackson		9.3.2015
ELL Representative	Amy Luedke		9.3.2015
Special Area Representative	Karenski Brown		9.3.2015
Instructional Support	Haven Blanks		9.3.2015
Instructional Support	Peggy Sherman		9.3.2015
Parent	Suzanne Perez		9.3.2015

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