

Directions for the Plan for School Improvement Template:

All Low Performing schools must submit a plan for school improvement to NCDPI for review. The following document is an optional template to record a school's plan for improvement.

Once completed, this document or the school's choice of a Plan for Improvement document must be uploaded to <https://www.rep.dpi.state.nc.us/dstplan/>.

Please note: The following MS Excel Workbook includes cells that contain formulas in order to populate the information entered on corresponding sheets. Begin entering information on the **School Info Mission Vision tab**, and if the formulas remain in place, the **District Name, School Name, School Code, and School Year** will populate to all the following tabs.

On the **Goals tab**, each goal entered will populate to its corresponding tab.

To save the **Excel file as a PDF**, select **File, Save As**, and select **PDF** under **Save as Type**.

To save the entire Workbook as a PDF, use the **Options** button to select **Publish What > Entire Workbook**.

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Union County Public Schools	East Union Middle School	900308	2015-16
Principal Name:	Dr. Anne Radke	Principal Email:	anne.radke@ucps.k12.nc.us
School Mission	To educate each student to be prepared to meet the responsibilities and obligations which will be required in the future to reach his/her potential in any field chosen and to recognize his/her worth as an individual in order to be the best he/she can be.		
School Vision	Each student will find success with guidance and support from the staff. This will be accomplished through our belief in SOAR. Student Centered Classrooms Onngoing Collaboration Academic Rigor Relationships		
Data Analysis: Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned for the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOC/EOG results, attendance, graduation rates, among other sources of data)			
<p><i>The East Union Middle School team analyzed the following school data from 2013-14 and 2014-15: I.EOG/EOC results including 1) goal summaries by teacher, grade level and district, 2) EVAAS growth scores by student, subgroup, teacher, school and district and, 3) CCR and GLP status II. TWC survey results and local student, teacher, and parent survey results III. Attendance data IV. Discipline data V. Promotion data</i></p> <p><i>The data analysis reveals that: 1) for two years, the school has not met expected growth, but has improved the overall growth score from -4.89 to -2.75. 2) the white students continue all other subgroups and the highest proficiency scores ar in 8th grade science 3) the school remains committed to instructional work through Professional Learning Communities, Response to Instruction, and the integration of technology into the classroom 4) the school has maintained a >95% attendance average for the past four years, 5) Crime and Violence incidents and short term suspensions are more than double the district and state average, while long term suspensions are more in line with district and state averages.</i></p>			

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Union County Public Schools	East Union Middle School	900308	2015-16

GOAL #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Students will master grade level standards in reading, math, and science to increase proficiency from 48% to at least 50% by June 2016.</i>	
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.
	LEA Goal Alignment:	High achieving and globally competitive students.
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	Has Begun

GOAL #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Teachers will differentiate for and accelerate students to increase the school's overall growth score from -2.75 (not meeting) to 2.01 (exceeding) by June 2016.</i>	
	SBE Goal Alignment:	Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship.
	LEA Goal Alignment:	High achieving and globally competitive students.
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	Has Begun

GOAL #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Teachers will design and implement high quality instruction which is focused, rigorous, and aligned with the NC Standard Course of Study and includes high yield strategies and an instructional framework resulting in a school score of "C" and a status of "Exceeding" growth by June 2016.</i>	
	SBE Goal Alignment:	Goal 3: Every student, every day has excellent educators.
	LEA Goal Alignment:	Quality teachers, administrators, and staff providing innovative leadership for 21st Century schools.
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	Has Begun

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District Name:	School Name:	School Code:	Year:
Union County Public Schools	East Union Middle School	900308	2015-16
GOAL #1:	<i>Students will master grade level standards in reading, math, and science to increase proficiency from 48% to at least 50% by June 2016.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Students will participate in literate conversation and mathematical discourse during every lesson and utilize word walls and anchor charts to support learning.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	The teachers will: 1. create a "risk-free" classroom environment, 2. establish routines that encourage participation of all students, 3. monitor the participation of all students, 4. create and utilize word walls and anchor charts to be used during instruction, 5. monitor the student use and impact of visuals.		
	Evidence: (Identify documents and artifacts)	Electronic lesson plans/modules in PLC Google docs or Canvas, Classroom walkthrough data, Formal observations, Instructional materials posted in the classroom	
	Person(s) Responsible:	Administration, Instructional Support Staff, Teachers	
	Timeline:	Implement by January 21, 2016 and monitor weekly	
	Budget Amount: (if applicable)		Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Teachers will address the unique learning needs of students.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Teachers will participate in a book study of Eric Jensen's series on "Teaching with Poverty in Mind". 2. Implement selected strategies from the study. 3. Monitor and assess the fidelity and impact of the implementation.		
	Evidence: (Identify documents and artifacts)	PD Agendas, Sign-in sheets and CEUs, Session agendas/minutes, Electronic lesson plans, Walkthrough data	
	Person(s) Responsible:	Administration, Instructional Support Staff, Teachers	
	Timeline:	Sessions and monitoring monthly	
	Budget Amount: (if applicable)		Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	<i>Revive PBIS to implement with fidelity</i>		

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Progress:	Progress Monitoring Status:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Send PBIS team to training. 2. Create and implement new PBIS plan based on data. 3. Monitor and assess the effectiveness of PBIS on student behavior and achievement. Monitor and assess the fidelity of the implementation by the staff.			
	Evidence: (Identify documents and artifacts)	PD agendas, Sign-in sheets and CEUs, PBIS plan, Office referrals, Report cards, Walkthrough data		
	Person(s) Responsible:	Administration, Instructional Support Staff, Teachers		
	Timeline:	Team training and planning at the beginning of the year, sessions and monitoring monthly		
	Budget Amount: (if applicable)		Budget Source: (if applicable)	

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District Name:	School Name:	School Code:	Year:
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GOAL #2:	<i>Teachers will differentiate for and accelerate students to increase the school's overall growth score from -2.75 (not meeting) to 2.01 (exceeding) by June 2016.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Implement daily Eagle Time with fidelity.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Identify students who are struggling in core content/skill areas. 2. Utilize formative and summative data. 3. Develop a schedule 4. Monitor student progress 5. Implement appropriate activities and DEAR for 30 minutes.		
	Evidence: (Identify documents and artifacts)	Eagle Time schedule, Lists of targeted students, Benchmark data, Report cards	
	Person(s) Responsible:	Administration, Instructional Support Staff, Teachers	
	Timeline:	Participate daily, Monitor each six weeks	
	Budget Amount: (if applicable)		Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Each student will have an advocate who knows them well and supports their education.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Design and implement a structure that will allow staff members to build strong relationships with students and advocate for their needs. 2. Conduct and interest survey with the students. 3. Provide the necessary support to prepare staff members to implement the structure.		
	Evidence: (Identify documents and artifacts)	Plan, Survey results, List of staff/student matches, PD Agendas, Sign-in sheets and CEUs	
	Person(s) Responsible:	Administration and Staff	
	Timeline:	Plan, train and survey by January 21, 2016	
	Budget Amount: (if applicable)		Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	<i>Establish community partnerships that support teaching and learning.</i>		

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Progress:	Progress Monitoring Status:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Contact and develop relationship with UCPS "Sister School" Cuthbertson Middle. 2. Contact and collaborate with local businesses and Faith-based organizations.			
	Evidence: (Identify documents and artifacts)	Record of contacts and collabortive efforts		
	Person(s) Responsible:	Administration and Local leaders		
	Timeline:	Make contact at the beginning of the year, follow-up throughout the year		
	Budget Amount: (if applicable)		Budget Source: (if applicable)	

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Union County Public Schools	East Union Middle School	900308	2015-16
GOAL #3:	<i>Teachers will design and implement high quality instruction which is focused, rigorous, and aligned with the NC Standard Course of Study and includes high yield strategies and an instructional framework resulting in a school score of "C" and a status of "Exceeding" growth by June 2016.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Teachers will participate in weekly PLCs with fidelity.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	PLCs will : 1. meet every Monday so that UCPS ICFs can attend to collaborate, provide insight, and feedback, 2. have an administrator attend math and ELA PLC meetings. Teachers will: 1. review, discuss and align NCSCOS with lessons, 2.determine the purpose statement and criteria for success for each lesson, 3. identify high yield teaching and learning strategies for each lesson, including common assessments, 4. evaluate the effectiveness of the lessons		
	Evidence: (Identify documents and artifacts)	PLC minutes/notes, electronic lesson plan document such as Google docs and Canvas, Benchmark and common assessment data.	
	Person(s) Responsible:	Administration, PLC Leaders, PLC Members, Instructional Support Staff	
	Timeline:	Weekly PC meetings	
	Budget Amount: (if applicable)		Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Teachers will plan and deliver focused, rigorous and aligned lessons.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	Teachers will: 1. create and implement lessons using high yield strategies and an instructional framework such as gradual release of responsibility or workshop, 2. gather and analyze data to determine the effectiveness of instruction and plan for any needed reteaching and reassessing.		
	Evidence: (Identify documents and artifacts)	PLC minutes/notes, electronic lesson plan document such as Google docs and Canvas	
	Person(s) Responsible:	Administration, PLC Leaders, PLC Members, Instructional Support Staff	
	Timeline:	PLC meetings weekly, Implement daily	
	Budget Amount: (if applicable)		Budget Source: (if applicable)

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Strategy #3: Describe the strategy that will support this goal	<i>Teachers will participate in professional development to improve teaching and learning.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Selected teachers will participate in the UCPS online behavior management class. 2. PBIS team will be selected, trained, and develop the school plan for implementation. 3. Selected teachers will participate in Workshop training. 4. Staff will participate in district-provided professional development. 4. Monitor the implementation and effectiveness of new learning.		
	Evidence: (Identify documents and artifacts)	PD Agendas, Sign-in Sheets and CEUs, Walkthrough Data	
	Person(s) Responsible:	Administration, Instructional Support Staff, and Teachers	
	Timeline:	School-based training weekly, District-based as offered throughout the year, Monitor progress each six weeks	
	Budget Amount: (if applicable)		Budget Source: (if applicable)