

### **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 <http://www.rep.dpi.state.nc.us/app/dstplan>.

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**Please note:** The following MS Excel Workbook includes cells that contain formulas in order to allow information to populate on corresponding sheets. Thus, these **formula cells are locked** as well as the title cells. However, for the cells in which information (goals, strategies, action steps, etc.) will be entered, **the rows are able to be stretched** if the current row height of the cell is not sufficient.

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

<b>District Name:</b>	<b>School Name:</b>	<b>School Code:</b>	<b>Year:</b>
Union County Public Schools	Walter Bickett Elementary	900370	2015 - 2016
<b>Principal Name (or Designee)</b>	Tom Childers	<b>Principal Name (or Designee) Email</b>	<a href="mailto:tom.childers@ucps.k12.nc.us">tom.childers@ucps.k12.nc.us</a>
<b>School Mission</b>	"We believe our focus must be on student learning. Reflective students and staff are vital to our purpose of developing lifelong learners. The goal of our school is for each student to reach their highest level of achievement."		
<b>School Vision</b>	Preparing all students to succeed.		
<b>Data Analysis:</b> Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned from the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOG/EOC results, attendance, graduation rates, among other sources of data)			
<p><i><b>Our staff used EOG results to make the following determinations; 1) Our students demonstrated an overall proficiency of 34% during 2014 -2015. 2) Our students did NOT met expected growth during 2014 - 2015.3) Reading and Math Proficiency combined decreased in all groups except BLACK during the 2014 - 2015 school year. All this performance data can be directly linked to student discipline concerns and lack of student engagement. During the 2014 - 2015 school year Walter Bickett Elementary documented 1,500 student office referrals and nearly 300 student out of school suspensions. This information indicated a need to address student discipline and increase the level of student engagement. Walter Bickett Elementary is currently comprised of a largely minority population which includes 48% Hispanic, 39% Black, 8% White, 4% Other and 1 % Asian Students. Our school is has 95% of students receiving free or reduced lunch. The staff at Walter Bickett Elementary consists of 67 certified staff members. Twenty-eight percent of those staff members are Beginning Teachers and 20% of the staff is new to WBES during the 2015 - 2016 School Year.</b></i></p>			

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Union County Public Schools	Walter Bickett Elementary	900370	2015 - 2016
<b>GOAL #1:</b> (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>Decrease the amount of lost instructional time due to classroom disruptions and student discipline infractions. During the 2014 - 2015 School Year, WBES students lost 10,309 hours due to disruptive behaviors. WBES will decrease lost instructional time due disruption by 50% during the 2015 2016 School Year.</i></b>		
	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:	#3 - Safe, orderly, and caring schools producing healthy and responsible students.	
	Indistar Indicator: (if applicable)	I05 - All teachers employ effective classroom management. (1721)	
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented	
<b>GOAL #2:</b> (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>Increase the quality of Reading instruction and student performance. During the 2014 - 2015 School Year, WBES was 27% proficient on the EOG. WBES will improve proficiency in Reading to 40% during the 2015 2016 School Year.</i></b>		
	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:	#1 High achieving and globally competitive students.	
	Indistar Indicator: (if applicable)	H03 - All teachers, working in teams, prepare standards-aligned lessons. (1718)	
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented	
<b>GOAL #3:</b> (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>and student performance. During the 2014 - 2015 School Year, WBES was 40% proficient on the EOG. WBES will proficiency in Math t</i></b>		
	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:	#1 High achieving and globally competitive students.	
	Indistar Indicator: (if applicable)	H03 - All teachers, working in teams, prepare standards-aligned lessons. (1718)	
<b>Progress:</b>	Progress Monitoring Status:	Partially Implemented	

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<b>District Name:</b>	<b>School Name:</b>	<b>School Code:</b>	<b>Year:</b>
Union County Public Schools	Walter Bickett Elementary	900370	2015 - 2016
<b>GOAL #1:</b>	<b><i>Decrease the amount of lost instructional time due to classroom disruptions and student discipline infractions. During the 2014 - 2015 School Year, WBES students lost 10,309 hours due to disruptive behaviors. WBES will decrease lost instructional time due disruption by 50% during the 2015 2016 School Year.</i></b>		
<b>Strategy #1:</b> Describe the strategy that will support this goal	<b><i>Implement Conscious Discipline strategies throughout the school environment.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Walter Bickett Elementary staff will receive ongoing professional development from a certified trainer for Conscious Discipline.</i></b>		
	Evidence: (Identify documents and artifacts)	Staff handouts, book study and staff meeting agendas.	
	Person(s) Responsible:	Kim Hughes (C.D. Trainer), Tom Childers, Constance Kelly, Sherri Barber, Kelly Reigle and Tomika Brown	
	Timeline:	July 2015 - June 2016	
	Budge Amount: (if applicable)	\$28,000	Budget Source: (if applicable)
<b>Strategy #2:</b> Describe the strategy that will support this goal	<b><i>Hire and provide training for THREE Behavioral Management Technicians.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Behavior Management Technicians will provide support for students by teaching communication skills and relaxation techniques. Students may be removed from the classroom and provided time out in the Second Chance Room.</i></b>		
	Evidence: (Identify documents and artifacts)	Record of Second Chance visits, office referrals and out of school suspensions.	
	Person(s) Responsible:	All Staff Members	
	Timeline:	On a daily basis, when needed	
	Budge Amount: (if applicable)	\$103,000	Budget Source: (if applicable)

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<b>Strategy #3:</b> Describe the strategy that will support this goal	<b><i>Implement Morning Meeting to explicitly teach students communication skills, provide opportunities to connect with peers and teach techniques for relieving stress.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Create a master schedule that provides time for Daily Morning Meetings in classrooms.</i></b>		
	Evidence: (Identify documents and artifacts)	Record of Second Chance visits, office referrals, out of school suspensions.	
	Person(s) Responsible:	Classroom Teachers	
	Timeline:	The master schedule was created at the beginning of the year. Morning meetings will occur on a daily basis.	
	Budge Amount: (if applicable)		Budget Source: (if applicable)

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<b>GOAL #2:</b>	<b><i>Increase the quality of Reading instruction and student performance. During the 2014 - 2015 School Year, WBES was 27% proficient on the EOG. WBES will improve proficiency in Reading to 40% during the 2015 2016 School Year.</i></b>		
<b>Strategy #1:</b> Describe the strategy that will support this goal	<b><i>Improve reading instruction techniques by providing professional development in the areas of student engagement, teacher modeling, literate conversation, analyzing data to drive instruction and gradual release of responsibility.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Provide staff development in the area of Reading instruction.</i></b>		
	Evidence: (Identify documents and artifacts)	Staff Meeting Agendas and student mCLASS data	
	Person(s) Responsible:	All Staff	
	Timeline:	At weekly PLC meetings and monthly	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
<b>Strategy #2:</b> Describe the strategy that will support this goal	<b><i>Analyze student reading data to determine effectiveness of instructional techniques.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Teachers will attend data meetings with Curriculum Specialists and conduct progress monitoring/benchmarks using the mCLASS Reading 3D program.</i></b>		
	Evidence: (Identify documents and artifacts)	Progress monitoring and other data collection	
	Person(s) Responsible:	Classroom Teacher and Literacy Interventionists	
	Timeline:	At weekly PLC meetings and monthly	
	Budge Amount: (if applicable)		Budget Source: (if applicable)

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<b>Strategy #3:</b> Describe the strategy that will support this goal	<b><i>Set student specific mCLASS goals to motivate students to read.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Teachers will meet with students to develop specific year end goals for reading growth. Student growth will be celebrated at the of each reporting period.</i></b>		
	Evidence: (Identify documents and artifacts)	Student goal forms, mCLASS data, reading logs	
	Person(s) Responsible:	Classroom Teacher, Students and Parents	
	Timeline:	At the end of each reporting period	
	Budge Amount: (if applicable)		Budget Source: (if applicable)

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Union County Public Schools	Walter Bickett Elementary	900370	2015 - 2016
<b>GOAL #3:</b>	<b><i>Increase the quality of Math instruction and student performance. During the 2014 - 2015 School Year, WBES was 40% proficient on the EOG. WBES will proficiency in Math to 55% during the 2015 2016 School Year.</i></b>		
<b>Strategy #1:</b> Describe the strategy that will support this goal	<b><i>WBES will provide staff development in the area of Math Instruction to improve student learning. Our staff will receive instruction in data analysis, specific mini-lesson format, gradual release of responsibility and authentic engagement.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Staff will participate in ongoing professional development in the area of math instruction.</i></b>		
	Evidence: (Identify documents and artifacts)	Staff Meeting Agendas and Quantile data	
	Person(s) Responsible:	Classroom Teacher, Math Interventionist	
	Timeline:	In weekly PLC meetings and monthly	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
<b>Strategy #2:</b> Describe the strategy that will support this goal	<b><i>Analyze student math data to determine effectiveness of instructional techniques.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Data meetings will occur between classroom teachers and curriculum staff to ensure student growth.</i></b>		
	Evidence: (Identify documents and artifacts)	Data meetings and Quantile data	
	Person(s) Responsible:	Classroom Teachers, Curriculum Staff and Math Interventionists	
	Timeline:	In weekly PLC meetings and monthly	
	Budge Amount: (if applicable)		Budget Source: (if applicable)



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<b>Strategy #3:</b> Describe the strategy that will support this goal	<b><i>Students will set specific Quantile (Math) goals.</i></b>		
<b>Progress:</b>	Progress Monitoring Status:	Has Begun	
<b>Tasks/Action Steps:</b> Describe the action steps that will be taken to support this strategy.	<b><i>Students will set specific Quantile (Math) goals. Students will participate in growth celebrations.</i></b>		
	Evidence: (Identify documents and artifacts)	Quantile data	
	Person(s) Responsible:	Classroom Teacher, Students and Parents	
	Timeline:	At the end of each reporting period	
	Budge Amount: (if applicable)		Budget Source: (if applicable)