

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 document 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>.

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

District Name:	School Name:	School Code:	Year:
Washington County Schools	Creswell Elementary School	306	2015-2016
Principal Name (or Designee)	Mr. Tracy Peele	Principal Name (or Designee) Email	tpeelee@wcsnc.org
School Mission	Through high expectations, communication, and rigor our learners will be high achievers.		
School Vision	CES learners will develop the skills and knowledge necessary to be lifelong learners and productive citizens in the 21st Century.		
Data Analysis: 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>Washington County is located in northeastern North Carolina. The county is comprised of 3 towns; Plymouth, the county seat, population 3,878; Roper, population 611; and Creswell, population 276 (American Fact Finder, 2013). The 2011 census data indicates that the African American population of the county equaled 49%, while Caucasians made up 46% of the total population, and the remaining 5% of the population was 3% Hispanic, and 2% other (American Fact Finder, 2013). Data regarding education indicates that the percentage of high school graduates 25 years or older was 76.1%, while those below the age of 25 with a high school diploma or higher was lower at 59.6%. The percentage of adults 25 years and older with an education below a high school diploma was 22% while those between the age of 18-24 was at 40.4% (American Fact Finder, 2013). EOG Result trends from 2013-2014 through 2014-2015 show an downward trend from 45% to 38%. Grade 5 Reading Proficiency from 2013-2014 through 2014-2015 show a downward trend from 52% to 39%. CES School Performance Grade remained a performance grade of a "D" from 2013-2014 to 2014-2015. Student enrollment has declined over the last three consecutive years. Student attendance has declined from 2013-2014 to 2014-2015. Teacher turnover rate has exceed 25% since 2013. The aforementioned data represent the critical need for continuous improvement among all stakeholders across the district. The data represents deficiencies and gaps that have been addressed with goals and strategies in the school improvement plan.</p>			

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Washington County Schools	Creswell Elementary School	306	2015-2016
GOAL #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>By the end of the school year, 100% of teachers will use small group instruction as a tool to increase effectiveness and student performance as evidenced by classroom walkthrough data and student outcomes.</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:	Washington County Schools will produce globally competitive students.	
	Indistar Indicator: (if applicable)	I03 - All teachers, working in teams, differentiate and align learning activities with state standards. (1716)	
Progress:	Progress Monitoring Status:	Partially Implemented	
GOAL #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Creswell Elementary School will receive a personalized education based on learning achievements, deficits and deficiencies as an effort to</i>		
	SBE Goal Alignment:	Goal 2: Every student has a personalized education.	
	LEA Goal Alignment:	Washington County Schools will produce globally competitive students.	
	Indistar Indicator: (if applicable)	I06 - The school Leadership Team regularly looks at multiple measures (e.g., behavior data, aggregated classroom observation data, and school climate surveys of staff, students, and	
Progress:	Progress Monitoring Status:	Has Begun	
GOAL #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Professional learning resulting in challenging, effective classroom learning environments that consistently exhibit rigorous and relevant</i>		
	SBE Goal Alignment:	Goal 3: Every student, every day has excellent educators.	
	LEA Goal Alignment:	Washington County Schools will be lead by 21st century professionals.	
	Indistar Indicator: (if applicable)	F07 - The LEA/School sets goals for professional development and monitors the extent to which it has changed practice. (1698)	
Progress:	Progress Monitoring Status:	Has Begun	

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GOAL #1:	<i>By the end of the school year, 100% of teachers will use small group instruction as a tool to increase effectiveness and student performance as evidenced by classroom walkthrough data and student outcomes.</i>		
Strategy #1: Describe the strategy that will support this goal	Data Analysis		
Progress:	Progress Monitoring Status:	Partially Implemented	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>Teachers will utilize data protocols to appropriately differentiate instruction resulting in an increase in student performance which will be monitored on a daily basis. Small group instruction is formulated through pre-assessments that customize differentiated instruction for individual students. Learning stations are completed daily that are geared toward attaining mastery of specific skill</i>		
	Evidence: (Identify documents and artifacts)	Data Analysis tools, Reading 3D, Weekly Pre- and Post Assessments, Quarterly Benchmarks, Daily Learning Stations	
	Person(s) Responsible:	Curriculum & Instruction Team, Testing and Accountability, Principal	
	Timeline:	Weekly throughout the year.	
	Budge Amount: (if applicable)	\$5,000	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	Tiered Assignments		
Progress:	Progress Monitoring Status:	Partially Implemented	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>Teachers utilize preassessment data to align standards-based instruction as evidenced by tiered assignmets and student outcomes which will be monitored on a quarterly basis.</i>		
	Evidence: (Identify documents and artifacts)	Tiered Assignments, Pre - and Post Assessment Data	
	Person(s) Responsible:	Curriculum & Instruction Team, Testing and Accountability, Principal	
	Timeline:	Weekly throughout the year.	
	Budge Amount: (if applicable)	\$5,000	Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	Classroom Walkthroughs		

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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.	<i>LEA and school administration will engage in classroom walkthroughs to monitor the implementation of differentiated instruction on a weekly basis.</i>			
	Evidence: (Identify documents and artifacts)	Classroom Walkthrough Results		
	Person(s) Responsible:	District Leadership Team, Curriculum & Instruction Team, Testing and Accountability, Principal		
	Timeline:	Weekly throughout the year.		
	Budge Amount: (if applicable)	\$5,000	Budget Source: (if applicable)	Title I

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District Name:	School Name:	School Code:	Year:
Washington County Schools	Creswell Elementary School	306	2015-2016
GOAL #2:	<i>By the end of the school year, 100% of the students at Creswell Elementary School will receive a personalized education based on learning achievements, deficits and deficiencies as an effort to achieve 60% proficiency in math, reading and science.</i>		
Strategy #1: Describe the strategy that will support this goal	Data Analysis		
Progress:	Progress Monitoring Status:	Partially Implemented	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>Teachers will utilize multiple data sources including, but not limited to, EVAAS data, Reading 3D data and benchmark assessments to appropriately differentiate instruction resulting in an increase in student performance.</i>		
	Evidence: (Identify documents and artifacts)	EVAAS Reports, Data Walls, Data Protocols, Reading 3D	
	Person(s) Responsible:	District Leadership Team, Curriculum & Instruction Team, Testing and Accountability, Principal	
	Timeline:	Monthly throughout the year	
	Budge Amount: (if applicable)	\$10,000	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	Mutli-tiered System of Supports		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>LEA and school administrators will engage in MTSS training on a quarterly basis resulting in a structured student support system. Creswell Elementary School will identify a site-based MTSS designee to montior and measure the fidelity of the program and student progress on a weekly basis.</i>		
	Evidence: (Identify documents and artifacts)	PBIS referrels, SAT referrals and Disciplinary Referrals	
	Person(s) Responsible:	Principal, SAT and SIT	
	Timeline:	Quarterly throughout the year.	
	Budge Amount: (if applicable)	\$10,000	Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	Family and Community Engagement		

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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.	<i>Creswell Elementary School will increase parental engagement through offering quarterly, collaborative report card pickup sessions where parents, teachers and students will develop action plans to address learning gaps.</i>			
	Evidence: (Identify documents and artifacts)	Student Lead Conferences, Sign In Sheets, Report Cards, Data Notebooks		
	Person(s) Responsible:	Principal, SIT, Teachers, Parents		
	Timeline:	Quarterly throughout the year.		
	Budge Amount: (if applicable)	\$5,000	Budget Source: (if applicable)	Title I

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Washington County Schools	Creswell Elementary School	306	2015-2016
GOAL #3:	<i>By the end of the school year, 100% of teachers will commit to their own professional learning resulting in challenging, effective classroom learning environments that consistently exhibit rigorous and relevant instruction as measured by classroom walkthroughs and student outcomes.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Develop and support beginning teachers.</i>		
Progress:	Progress Monitoring Status:	Has Begun	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>Beginning teachers will attend monthly work sessions sponsored by the LEA that focus on the implementation of rigorous, standards-based instruction.</i>		
	Evidence: (Identify documents and artifacts)	Meeting agendas and minutes, pacing guides, lesson plans, student assessments, peer feedback forms, BT surveys	
	Person(s) Responsible:	Assistant Superintendent, CAO, CHRO, CFO, Principal & School Admin Team, BTSP Coordinator	
	Timeline:	Monthly throughout the school calendar year	
	Budge Amount: (if applicable)	\$10,000	Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Identify and support highly effective teachers</i>		
Progress:	Progress Monitoring Status:	Partially Implemented	
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>Creswell Elementary School will utilize data resources including, but not limited to, classroom observations, teacher evaluations and student generated data to identify highly effecitve or ineffective teachers. As an effort to support all stakeholders, Creswell Elementary School will provide ongoing, advanced profesional development in the following areas: unpacking standards, UbD,</i>		
	Evidence: (Identify documents and artifacts)	Sign In Sheets, PLC minutes, School Improvement Team minutes, Principal and Teacher Professional Development, Edviate, Model Classrooms	
	Person(s) Responsible:	Curriculum Specialists, Principals and Admin Teams	
	Timeline:	Monthly throughout the school calendar year	
	Budge Amount: (if applicable)	\$15,000	Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	<i>Teacher Empowerment</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.	<i>Creswell Elementary School teachers will engage in professional learning communities resulting in increased teacher capacity related to standards-based instruction and best practices. In an effort to build teacher capacity, teachers will attend weekly grade-</i>			
	Evidence: (Identify documents and artifacts)	Sign In Sheets, PLC minutes, School Improvement Team minutes, Principal and Teacher Professional Development, Edivate, Model Classrooms		
	Person(s) Responsible:	Curriculum Specialists, Principals and Admin Teams		
	Timeline:	Monthly throughout the school calendar year		
	Budge Amount: (if applicable)	10,000	Budget Source: (if applicable)	Title I