

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>.

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:
Winston Salem/Forsyth County School	Speas Global Elementary School	530	2015-2016
Principal Name (or Designee)	Robert Ash	Principal Name (or Designee) Email	raash@wsfcs.k12.nc.us
School Mission	It is the mission of Speas Global Elementary School to provide its students with the tools necessary to successfully meet the challenges they will face in a diverse world.		
School Vision	The entire school community will work collaboratively to create an inviting, respectful, and safe environment for learning. All students will be prepared to be a productive citizen who uses 21st century technology and who is actively accepting and understanding of the global community in which we live.		
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><i>Our team analyzed data from student/community demographics, attendance, discipline, achievement, EVASS, and TWC survey data. Speas Global Elementary School has grown as a school from 380 students in April 2013 to a population of 530 in October 2015. The school serves students in Prek through 5th grade. There are about 64 staff members. Speas is currently classified as 100% free/reduced lunch. The demographic population for the school is 9% white, 34% hispanic, 51% black, and 6% other. The school staff demographics are 34% white, 16% hispanic, 30% black, and 1% other. The student mobility rate for Speas has varied on a yearly basis from 34% in 2010-2011, 38% 2011-2012, 40% 2012-2013, to 33% 2013-2014. We do not have 2014-2015 data at this time. The average daily attendance has improved slightly for the past 3 years, 94.25% 2012-2013, 94.75% 2013-2014, and 95.38% 2014-2015. The discipline data has seen some downward trends for OSS over 3 years ago. In 2012-2013 there were 39 ISS and 76 OSS incidents, 2013-2014 was 58 ISS and 68 OSS, while 2014-2015 was 51 ISS and 60 OSS. The highest percentages of incidents are disruptive behavior (13.5%), assault on other student (13.5%) and events classified as other (18%). Speas does serve on average 20-24 students identified as SED for behavior concerns. This affects ISS and OSS information. The staff at Speas are all highly qualified at 100%, including certified and classified staff. In 2014-2015 there were 4 staff National Board Certified teachers. Of 31 certified teachers in 2014-2015 there were 23% of staff having advanced degrees, 23% of teachers were in years 0-3, 22% in years 4-9, and 15% were over 10 years. The turnover rate for Speas staff has improved from 15% in 2012-2013 to 17% in 2013-2014, down to 10% for the</i></p>			

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District Name:	School Name:	School Code:	Year:
Winston Salem/Forsyth County School	Speas Global Elementary School	530	2015-2016

GOAL #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Increase the numbers of students who are proficient in Reading, Math and Science from K-5 by 10%.</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:	
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	

GOAL #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Decrease the number of ISS and OSS infractions by using the Positive Behavior Intervention and Support process (PBIS) by 10%.</i>	
	SBE Goal Alignment:	Goal 5: Every student is healthy, safe, and responsible
	LEA Goal Alignment:	
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	

GOAL #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<i>Increase the students' abilities to be globally, culturally and technologically competitive in today's society.</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:	
	Indistar Indicator: (if applicable)	
Progress:	Progress Monitoring Status:	

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District Name:	School Name:	School Code:	Year:
Winston Salem/Forsyth County School	Speas Global Elementary School	530	2015-2016
GOAL #1:	<i>Increase the numbers of students who are proficient in Reading, Math and Science from K-5 by 10%.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Implement an approach to differentiated instruction that focuses on learning as transdisciplinary and global.</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Continue SRA Imagine It Reading Series with fidelity (yearly) 2. Increase use of anchor charts for Reading in PLT's (weekly) 3. Implement Reading fluency strategies during workshop times (daily)		
	Evidence: (Identify documents and artifacts)	Classroom Walkthroughs (CWT's), Informal and Formal Observations, Professional Learning Team meeting, Benchmarks, Common Formative Assessments, Anchor Charts, PEP's, K-2	
	Person(s) Responsible:	Administration, Staff	
	Timeline:	Continued throughout June 2016	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Implement inquiry based and project based learning.</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Conduct Admin team meetings to review data, lesson planning, CWT's (weekly) 2. Implement on-going professional development with inquiry based learning, globally focused instruction, and project based learning for all subjects. CCES (yearly)		
	Evidence: (Identify documents and artifacts)	Classroom Walkthroughs (CWT's), Informal and Formal Observations, Professional Learning Team meeting, Benchmarks, Common Formative Assessments	
	Person(s) Responsible:	Administration, Staff	
	Timeline:	Continued throughout June 2016	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	<i>[Enter Goal Goal #1 Strategy #3]</i>		

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Progress:	Progress Monitoring Status:			
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>[Enter Tasks/Action Steps]</i>			
	Evidence: (Identify documents and artifacts)			
	Person(s) Responsible:			
	Timeline:			
	Budge Amount: (if applicable)		Budget Source: (if applicable)	

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
Winston Salem/Forsyth County School	Speas Global Elementary School	530	2015-2016
GOAL #2:	<i>Decrease the number of ISS and OSS infractions by using the Positive Behavior Intervention and Support process (PBIS) by 10%.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Reinforce PBIS to provide uniform, school-wide procedures</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>1. Continue with a PBIS team to develop PBIS implementation on a bi-weekly basis. (weekly)</i>		
	<i>2. Guarantee on-going professional development on student discipline and PBIS (quarterly)</i>		
	<i>3. Recognize students who have followed PBIS guidelines each quarter with PBIS celebrations per grade level or K-2/3-5.</i>		
	Evidence: (Identify documents and artifacts)	Review of parent and student surveys, information from SWIS system	
	Person(s) Responsible:	Adminstration, Staff, Students, Parents/Community	
Timeline:	Continued throughout June 2016		
Budge Amount: (if applicable)		Budget Source: (if applicable)	
Strategy #2: Describe the strategy that will support this goal	<i>Celebrate positive behavior with a school-wide reward system</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>1. Encourage distribution of "BEST Bees" to be given out by classroom teachers and specialists to students for following expectations. (daily)</i>		
	<i>2. Use PBIS Action Plan to redirect reinforcement system (daily)</i>		
	Evidence: (Identify documents and artifacts)	Review of parent and student surveys, information from SWIS system	
	Person(s) Responsible:	Adminstration, Staff, Students, Parents/Community	
	Timeline:	Continued throughout June 2016	
Budge Amount: (if applicable)		Budget Source: (if applicable)	
Strategy #3: Describe the strategy that will support this goal	<i>Establish a procedure for students who are repeat offenders of behavior issues</i>		

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Progress:	Progress Monitoring Status:			
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Use the discipline team to analyze data on student behaviors to understand the causes/motivations of the action (monthly) 2. Implement small group meetings to address concerns (weekly)			
	Evidence: (Identify documents and artifacts)	Review of parent and student surveys, information from SWIS system		
	Person(s) Responsible:	Administration, Staff, Students, Parents/Community		
	Timeline:	Continued throughout June 2016		
	Budge Amount: (if applicable)		Budget Source: (if applicable)	

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District Name:	School Name:	School Code:	Year:
Winston Salem/Forsyth County School	Speas Global Elementary School	530	2015-2016
GOAL #3:	<i>Increase the students' abilities to be globally, culturally and technologically competitive in today's society.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Increase global and cultural awareness through working with IB, the Global Gateway model and foreign language programs.</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Train all staff with professional development at GSN modules. (quarterly) 2. Provide professional development for staff through Technology rep. (as needed) 3. Support/promote DIME program (daily)		
	Evidence: (Identify documents and artifacts)	Implementation of GSN lesson plans, completion of Global Gateway modules, Professional Development attendance sheets. Monitor student success in rooms using Classroom	
	Person(s) Responsible:	Administration, Staff	
	Timeline:	Continued throughout June 2016	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
Strategy #2: Describe the strategy that will support this goal	<i>Increase global awareness through technology.</i>		
Progress:	Progress Monitoring Status:		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	1. Continue to use full Classroom solutions (daily) 2. Continue to provide trainings for Classroom solutions (as needed) 3. Provide trainings in school wires, Skype, Powerschool, Homepage, etc (as needed)		
	Evidence: (Identify documents and artifacts)	Implementation of GSN lesson plans, completion of Global Gateway modules, Professional Development attendance sheets. Monitor student success in rooms using Classroom	
	Person(s) Responsible:	Administration, Staff	
	Timeline:	Continued throughout June 2016	
	Budge Amount: (if applicable)		Budget Source: (if applicable)
Strategy #3: Describe the strategy that will support this goal	<i>[Enter Goal Goal #3 Strategy #3]</i>		

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Progress:	Progress Monitoring Status:			
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<i>[Enter Tasks/Action Steps for Goal #3 Strategy #3]</i>			
	Evidence: (Identify documents and artifacts)			
	Person(s) Responsible:			
	Timeline:			
	Budge Amount: (if applicable)		Budget Source: (if applicable)	