

Burke County Public Schools

“Teaching Tomorrow’s Leader’s Today”



Ray Childers Elementary School Improvement Plan 2008 – 2011

(Updated Sept. 14, 2010)

School Improvement Team:

Kara Wittenberg – Chairperson/5th Grade Teacher

Karen McGarrity- Pre K Teacher

Caron Weidner – Kindergarten Teacher

Linda Cooper – 1st Grade Teacher

Angie Sutton – 2nd Grade Teacher

Lauren Kerley – 3rd Grade Teacher

Wendy Syers – 4th Grade Teacher

Becky Roach-Principal

Mitch Parson – Parent

Angie Allen – Parent

Elizabeth Dellinger – Enrichment Team

Melanie Berry – Teacher Assistant

Jill Lowman – School Counselor

Coree Blanton – Exceptional Children’s Teacher

Johanna Hise – Media Specialist

Ray Childers Elementary
School Improvement Plan 2008-2011

Creating A Vision for Continuous Improvement

Beliefs:

All children have the capacity to increase their knowledge through proper guidance, and high quality, daily instruction and life experience.

Mission:

The mission of Ray Childers Elementary is to provide excellence in teaching by a highly qualified staff in order to produce lifelong learners who will grow to become globally competitive citizens and prepared for life in the 21st century.

Philosophy:

Ray Childers Elementary is a place where all children are given the opportunity to be successful learners in a safe and nurturing environment. They will be prepared to become globally competitive members of our society.

We believe that the aim of Ray Childers Elementary School reflects itself in the community, which is to stimulate growth and development for each student in the 21st century. The specific aim, as shared by the entire team, is to encourage students to experience learning activities, emotional adjustments, mental and physical excellence. It is the aim of Ray Childers Elementary School to develop the capacities of each student so that he/she can live a full and satisfying life. The aims are reached by achieving the following goals:

- Motivate each child to acquire 21st century knowledge and establish habits, which will develop his/her physical, mental, and emotional health.
- Teaching and exposing students to 21st Century technology.
- Develop traits of character in each child that will assist him/her in becoming a happy, contributing citizen.
- Guide each child in extending his/her interests, the attitudes and capacities, which are essential in meeting the demands of society.
- Provide each child with experiences and skills necessary for making choices that will improve him/her intellectually, socially, and physical.
- Expose each child to activities that will develop initiative, independent thinking, and self-control.
- Encourage each child to appreciate the culture of all ethnic groups.
- Guide each child in developing respect for adherence to acceptable social standards and moral codes.
- Teach each child to respect law and honesty in daily living.

Ray Childers Elementary

School Improvement Plan 2008-2011

School Demographics: School Demographics:

- ENROLLMENT (2009-2010)

- Ethnicity – The ethnic groups that make up Ray Childers Elementary School K-5 are: 80.1% Caucasian (367), 12% Asian (53), 4.3% Hispanic (20), 3.3% Multi-Racial (15), and <1% African American (3)
- Primary Language – English is the primary language for the majority of the students. We have 54 Asian students who speak Hmong as their primary language at home and 18 Hispanic students who speak Spanish as their primary language at home.
- Grade Level – Ray Childers serves students from Pre-Kindergarten and More at Four through 5th grade – 494 Students
- Gender – From K-5th gr. of the 458 students, 50.2% (230) are Male and 50% (228) are Female
From Pre-K of the 36 students, 53% (19) are Male and 47% (17) are Female

- ATTENDANCE

- Daily Attendance – The average daily attendance for the 2009-2010 school year was 97%
- Transfers - Approx. 2% of our students are transfer students

- LANGUAGE PROFICIENCY

- Progress
 - All LEP students participated this year in the ACCESS language proficiency test. Of the 54 tested, 46 made progress, with 7 kindergarteners only being tested for use for fall placement.
- Proficiency
 - Two students achieved superior in all domains of the IPT and will be eligible for exiting (1 second grader and 1 fifth grader).
 - Kindergarten: 7 students participated in the Grade K span of the ACCESS LPT. This test will be used for fall placement.
 - 1st Grade: Of the 12 tested, 12 (100%) made progress in at least one domain of the IPT
 - 2nd Grade: Of the 10 students tested, 10 (100%) made progress in at least one domain of the IPT
 - 3rd Grade: Of the 14 students tested, 14 (100%) made progress in at least one domain of the IPT
 - 4th Grade: Of the 3 students tested, 3 (100%) made progress in at least one domain of the IPT
 - 5th Grade: Of the 8 students tested, 7 (88%) made progress in at least one domain of the IPT

- SOCIOECONOMIC STATUS

- Free/Reduced Lunch – 65.2% of students (298 students) at Ray Childers were on free/reduced lunch for the 2009-2010 school year.

- ACADEMICALLY/INTELLECTUALLY GIFTED

- Academically/Intellectually Gifted Students represent 11% of the total population at Ray Childers for a total of 50 students;
- K = 3 (3 Both Reading and Math)
- 1st Gr. = 4 (2 Both M & R, 1 Math Only, and 1 Reading Only)
- 2nd Gr. = 7 (1 Both M & R, 1 Math only and 5 Reading Only)
- 3rd Gr. = 10 (4 Both M & R, 1 Math Only, and 5 Reading Only)
- 4th Gr. = 18 (12 Both M & R, 3 Math Only, and 3 Reading Only)
- 5th Gr. = 8 (8 Both Reading and Math)

- EXCEPTIONAL CHILDREN'S PROGRAM

- Exceptional Children represent 12.8% of the total population at Ray Childers for a total of 63 students
- PreK= 5 Students
- K = 4 Students
- 1st = 6 Students
- 2nd = 10 Students
- 3rd = 13 Students
- 4th = 13 Students
- 5th = 12 Students

Grade Levels Served: Pre-K, Kindergarten, First, Second, Third, Fourth, and Fifth

Ray Childers Elementary
School Improvement Plan 2008-2011

Data Assessment Process:

Our comprehensive needs assessment began with a purposeful collection of data that tells the story of the school evidenced by teacher/parent/student surveys, North Carolina Report Cards, parent contact logs, percentage of average daily attendance, Probe results, NCWise data, EVAAS Information, and student information forms.

Conclusions based on data-driven assessment:

Ray Childers Elementary needs to improve student performance in math, reading, writing and science, improve instructional and organizational effectiveness, collect evidence and resources needed to drive instructional strategies, and collect demographic data.

Strategic Priorities	Research-based Rationale
Improve student performance in all academic areas.	EOG test scores in Math, Reading (3-5), Science (5) and Writing (4), individual classroom assessments, Running Records, Math Assessments (K-2), STAR Reading, STAR Math, Early Literacy, etc.
Improve instructional and organizational effectiveness (process data)	Differentiation for AIG and EC, variety of assessments, vertical alignment of curriculum, outcome data, Marzano's Questions Stems
Collect evidence and resources that can be used to help our school gain a more clear understanding of all stake holder's perspective	Safety and climate of school, opinion of instructional strengths and/or limitations, Leadership Team concerns, staff and parent surveys, parent teacher conferences, PTO, TWC Survey
Continue collecting and analyzing characteristics of school, students, and community demographic data	NC School Report Card, budget and expenditures, volunteer list, parent contact forms, parent participation

Ray Childers Elementary
School Improvement Plan 2008-2011
PROFESSIONAL DEVELOPMENT and PLANNING BUDGET

Educators must be engaged in appropriate learning opportunities that ultimately impact student achievement. Educators must:

1. Examine their own belief systems toward children and learning and expect that all students will learn and achieve at high levels
2. Demonstrate mastery of their content area and make it relevant for all students
3. Provide an environment that allows children to reflect on their own learning and affinities
4. Use a variety of assessment methods to implement daily instruction
5. Engage students in active reasoning and critical thinking
6. Work collaboratively with other faculty members and staff
7. Cultivate positive relationships with students, parents, and community
8. Provide students with necessary academic and social supports.

Conclusions based on data-driven assessment:

Our comprehensive needs assessment began with a purposeful collection of data that tells the story of the school evidenced by, teacher/parent/student surveys, North Carolina Report Cards, parent contact logs, percentage of average daily attendance, Probe results, NCWise data, EVAAS Information, and student information forms.

Type of Staff Development	Projected Budget	Time Line and Person(s) Responsible	Evaluation Measures
County offered workshops SEA- System	NA	On-going County	Evaluations of workshops Lesson plans
Writing Moodle	NA	Teachers, IC, Principal	Writing Scores, Lesson Plans Observations
DPI's RTI Training	NA	Principal, RTI Team	Progress monitoring, SST Referrals, EC referrals, RTI Team
Activ Board Training	NA	Principal, Teachers, Instructional Technologists, Promethean	Lesson Plans and Observations
EVAAS Training	NA	Principal, Dept. of Testing and Accountability, 3 - 5 Teachers, Instructional Technology	EOG Scores
Energizers Training	NA	PE Teacher, Intructional Coach	Lesson Plans and Observations

All staff development activities will be funded using State Staff Development, Title 1 Staff Development, or local school money.

Ray Childers Elementary

21st Century Strategic Goal: North Carolina public schools will produce globally competitive students.

School Improvement Objectives: RCES will produce globally competitive students by vertically aligning the Pre-K-5th grade curriculum, increasing student proficiency in academic areas, increasing student use and exposure to technology, and providing instruction in communication and social skills.

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Provide opportunities for vertical and horizontal grade level meetings to discuss common vocabulary, objectives, expectations, and teaching strategies for math, reading, writing, and science.	Voyages Math Textbook, Adjusted Schedule, DPI Notebooks, Burke County Pacing Guide, BC Strategic Plan, Purchase science equipment, ASU Summer Reading Program	On-Going	Instructional Coach, Administration, Teachers, Teacher Assistants,	Grade Level meeting notes Lesson Plans Teacher Observations
All students will be assessed informally or formally at least on a weekly basis. From this informal assessment, instruction will be planned based on student need/s.	K - 2 County and State Assessments, Teacher Created Assessments, RTI Data, AIG Data, 9 week assessments, Running Records (formative and summative), EOG Scores (3-5), STAR Reading, STAR Math, Early Literacy, etc.	On-Going	Classroom Teachers, Instructional Coach, Reading Specialists, EC Staff, Administration, Student Support Team (SST), Psychologist	Student Performance on Assessments Lesson Plans RTI Data Progress Monitoring Data

Implement Power Groups (K-5)	K-2 County and State Assessments, Teacher Created Assessments, RTI Data, AIG Data, 9 week assessments, Running Records (formative and summative), EOG scores (3-5), STAR Reading, STAR Math, Early Literacy, etc.	June 2011	Classroom Teachers, Instructional Coach, Reading Specialists, EC Staff, Administration, Student Support Team SST Team, Psychologist	Student Performance on Assessments Lesson Plans RTI Data Progress Monitoring Data
<p>Provide Computer Pullout Class to expose students to available programs, Internet navigating, available hardware and research tools.</p> <p>Provide Keyboarding Instruction</p> <p>Integrate more technology into classroom instruction</p>	<p>Computer Lab, Pullout Schedule, Computer Teacher,</p> <p>Implement Keyboarding Program in computer lab, Provide planning time for computer teacher</p> <p>Laptops, projectors, Activ Boards, Activ Slates, Activ Expressions, Document Cameras, Staff development that is grade level specific, Promethean Planet, Internet, additional computer lab, etc.</p>	<p>On-Going</p> <p>On-going</p> <p>On-Going</p>	<p>Technology Instructional Specialists, Instructional Coach, Computer Lab Teacher, Media Specialists, Classroom Teachers, Administration</p>	<p>Classroom implementation of newly acquired skills</p> <p>Lesson Plans</p> <p>Informal Assessments</p>

Every student will be exposed to cultural diversity.	Software programs Cultural days	6/30/2011	Administration, ESL Teachers, Parent volunteers, Media Coordinator, Instructional Technology	Cultural day implementation Lesson Plans Assessments on Software programs
Implement RTI as a way to identify at-risk students and to provide them with high quality, research based instructional strategies.	RTI Training School Psychologist Instructional Coach Instructional Strategies Notebook Identify and List all At-Risk students	June 2011	Principal, All RCES staff, Psychologist, Instructional Coach, Elementary Ed Director	SST Notes Lesson Plans Progress Monitoring Running Records K-2 Math Assessments EOG Scores (3-5) showing growth

Ray Childers Elementary

21st Century Strategic Goal: North Carolina public schools will be led by 21st Century professionals.

School Improvement Objectives: All educators will participate in high quality professional development related to the needs of their school/students.

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Educators receive high quality professional development that prepares them to teach 21 st century skills in content areas.	Training in Math Foundations, training in Empowering Writers, Training in the best practices of reading and technology Title 1 Staff Development 028 Staff Development School Funds	On-Going	Administration, Chief Technology Officer, Superintendent, Elementary Director, School staff, and Instructional Coaches	CEU Credits Implementation of newly acquired skills Formal Assessments Sea System
All educational personnel will use data to drive classroom instruction.	EVAAS Training Training in Data Collection via SST Math Foundations Reading Foundations Words Their Way Inventory	On-Going	SST Team, Administration, Title 1, Educational Personnel (All Teachers)	Team Planning notes RTI Data Lesson Plans CEU Credits
All educators will receive coaching, support, and opportunities for collaboration.	financial/human resources to fund Instructional Coach and the professional development needed to keep teachers current in scientifically researched best practices	7/1/08 – 6/30/11	Instructional Coaches; Supt., Elementary Dir., Principal; school staffs	Feedback from teachers Teacher summatives of ILT's E-O-G (3-5) and K-2 Assessment results

Ray Childers Elementary

21st Century Strategic Goal: North Carolina public school students will be healthy and responsible.

School Improvement Objectives: RCES will provide a structured Physical Education program, physical activity daily to students, and a safe and positive school environment.

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Provide a schedule that allows for a structured P.E. once every four days.	Certified P.E. teacher, school pullout schedule, P.E. equipment budget-\$500 (school supply money)	ongoing	administrators, SIT team, classroom teachers, P.E. teachers	Lesson plans (P.E. teacher)
150 minutes of physical activity that is moderate to vigorous, weekly	Recess time scheduled, master schedule, K-5 energizers, staff development for new teachers	ongoing	P.E. teacher, administration, Music teacher, classroom teachers	Lesson plans Observations Recess schedules
Implementation of the Safe School Plan	Fire Escape plan, emergency flip chart, lockdown plan, tornado drill plan, emergency action plan (per student)	ongoing	administration, safe school team, custodial staff, school nurse	Updated plans Drills Inspections and reports for fire and electrical
Develop and implement PBS plan	Establish a Positive Behavior Team (PBS) team, collect behavior data, staff survey, complete matrix and procedures, implement matrix and procedures	ongoing	school psychologist, all faculty, PBS team	Rubric Matrix Procedures Staff surveys Faculty minutes
Character Education Program implemented and Groups such as Anger Mgt. established by School Counselor	Character Ed. Programs catered to needs of class via Morning Announcements. Guidance Schedule Second Step Implementation	On-Going	Principal Guidance Counselor Teachers Students	Guidance Schedule Guidance Resources Teacher Behavior Referrals Guidance Referrals only

Ray Childers Elementary

21st Century Strategic Goal: Leadership will guide innovation in North Carolina public schools.

School Improvement Objectives: Leadership will guide innovation in RCES by increasing parent, community, and school awareness and involvement with the school, and by providing a parental support system to assist parents with strategies to help their children excel.

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Increase parent educational opportunities within the school.	Reading Night Math Night Writing Night SST Conferences Incentives Title 1 Parent Involvement Funds	July 2008 - June 2011	Administration Parents Students All RCES Staff PTO Leadership Team Title 1 Committee	Sign in sheets SST Minutes Programs and Agendas
Improve volunteer program with parents and community.	Guidance Counselor Parents	July 2008 - June 2011	Administration Parents Central Office	Sign in sheets # of lunch buddies Logbook of donations
At least one business, one non profit, and one faith organization will partner with the school.	Guidance Counselor Parents	July 2008 - June 2011	Administration Parents Penelope Baptist Boy Scouts	Sign in sheets # of lunch buddies Logbook of donations

Ray Childers Elementary

21st Century Strategic Goal: North Carolina public schools will be governed and supported by 21st century systems.

School Improvement Objectives: Technology will be used and aligned to maximize student achievement

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Resource allocations will prioritize school planning and scheduling.	Teachers Teacher Assistants Tutoring Materials and Supplies funding Capital/Technology funding	7/1/08 – 6/30/11	Principal; BCPS Finance Officer; school staff; Supt.; Dir. of Elem. Ed.; Chief Technology Officer; Personnel Director; Purchasing Officer	actual copy of the school’s prioritized schedule and invoices of purchased items/ services
Budget will prioritize items for 21st century learning, technology, and online learning tools.	Financial resources to purchase needed items and receive professional development on their implementation. Purchase computers as needed. Professional Development for technology	7/1/08 – 6/30/11	Chief Technology Officer; Technology Facilitators; school staff; Administration, Technology Committee, Leadership Team	actual purchase orders of learning tools bought; dates/times/topics/ names of participant involved in the professional development to use these tools, SEA System
School resources will ensure that the infrastructure/technology accountability systems for reporting strategic and operational results are in place.	human/financial resources to achieve the strategy	7/1/08 – 6/30/11	Chief Technology Officer; Technology Finance Officer; Principal; school staff	actual invoices of items purchased; actual printouts of reports/results

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Data analysis and management will be utilized to ensure the school's operational effectiveness and student achievement	Human and financial resources to purchase the equipment/systems to effectively use data analysis and management. EVAAS, NCWISE, Professional Development, STAR Reading, STAR Math, Early Literacy, Accelerated Reading, Study Island	7/1/08 – 6/30/11	NC WISE Data Manager; Chief Technology Officer; Teacher, Teacher Assistants, Media Specialist, Dir. of Student Accountability; Administration, Dir. of Elem. Ed.; Superintendent	Actual K-2 Assessment and EOG (3-5) results; NC WISE reports; School Leadership Team minutes, RTI Data

Ray Childers Elementary

21st Century Strategic Goal: North Carolina public schools shall include a plan to provide a duty free lunch period for every teacher. (G.S. 115C-105.26(b))

School Improvement Objectives: The school improvement team along with the faculty advisory team has researched our resources and is recommending that a duty free lunch not be provided for every teacher on a daily basis. However, three duty free lunch times shall be provided throughout the year.

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Provide three opportunitites each year for teachers to have a duty free lunch and a meal provided by the school or PTO.	Planning by school staff, faculty, administration, and PTO.	On-going	Administration and PTO	Principal, teacher, and PTO evaluation

Ray Childers Elementary

21st Century Strategic Goal: NC public schools with the goal of providing an average of at least 5 hours of planning a week.

School Improvement Objectives: The planning time must occur during the regular student contact hours (G.S. 115C-301.1)

Strategies	Resources Required	Time Line	Person(s) Responsible	Means of Evaluation
Teachers will be provided an average of 5 hours planning time a week.	Time, scheduling, and pullout teachers	On-going	Principal, Faculty Advisory	Principal and teacher evaluation.

**Ray Childers Elementary
School Improvement Plan Signature Page**

Date of vote for initial approval of the School Improvement Plan by the school's staff:

Results of Vote: Disagree Agree

Signature of School Improvement Team Chairperson: _____ Date: _____

Signature of Principal: _____ Date: _____

Approved by Superintendent: _____ Date: _____

Approved by Burke County Public Schools Board of Education:

School Board Chairman Signature: _____ Date: _____