

# **Gray's Creek Elementary 2014-2016**

## **School Improvement Plan**

Gray's Creek Elementary School  
Cumberland County School System

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Hope Mills, NC 28348-8916

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## **Overview**

### **Plan Name**

Gray's Creek Elementary 2014-2016 School Improvement Plan

### **Plan Description**

## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$3700
2	2014-2016 To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$1500
3	2014-2016 To recruit, select, develop, and retain the very best personnel	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$500
4	2014-2016 To create a safe and caring climate that enhances learning.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
5	2014-2016 To improve our use of technology	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$27900

## Goal 1: 2014-2016 To expect academic growth by all children

### Measurable Objective 1:

85% of All Students will demonstrate a proficiency of grade specific standards in Mathematics by 06/10/2014 as measured by formative assessments, K-2 math assessments, IXL data, and EOG data.

### Strategy 1:

Differentiated Math Instruction - Teachers will provide differentiated, meaningful, and relevant learning opportunities consistently during a dedicated math instructional period. Teachers will focus on explicit whole group instruction before transitioning to collaborative, student centered opportunities to explore specific topics based on learning styles.

Activity - 60 Minute Math Block	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional time for mathematics will be provided through whole group instruction, teacher modeling, small group instruction, and independent learning stations/centers. Ongoing assessments will provide students with immediate feedback and assist teachers in analyzing student learning, effective teaching practice, content mastery, and quality products to support math instruction and student learning.	Academic Support Program	08/25/2014	06/10/2015	\$3700	Title I Schoolwide	Administration, K-5 Teachers, Instructional Coach, Itinerant Personnel

## Goal 2: 2014-2016 To promote continuous quality improvement

### Measurable Objective 1:

collaborate to provide quality parent informational nights for all content areas, resource areas, and specific areas of interest by 06/10/2015 as measured by student, parent, and staff participation in scheduled meetings.

### Strategy 1:

Parent Information Nights - The School Improvement Team and PLC will coordinate the scheduling and organization of Parent Opportunities to Learn nights with our PTA nights.

Activity - Parent Opportunities to Learn	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Scheduled nights to share and engage parents in content area topics, resource area topics, and specific areas of interest	Parent Involvement	09/01/2014	06/10/2015	\$1500	Title I Schoolwide	All staff

### Goal 3: 2014-2016 To recruit, select, develop, and retain the very best personnel

**Measurable Objective 1:**

demonstrate a behavior to recruit, develop, and retain highly qualified personnel by 06/10/2015 as measured by teacher turnover rate, staff surveys, and the Teacher Working Conditions Survey.

**Strategy 1:**

Staff Support - To build and sustain high staff morale embedded in our school culture we will provide monthly meetings for new staff members, provide a meeting at the beginning of the year for all new staff members, assign mentors for extra support, and engage in conversations to enhance personal and team development.

Activity - School Culture	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New staff members will participate in an induction program before the school year begins and also meet monthly to share concerns/feedback to assist in understanding the school culture. Staff members will coordinate meeting dates/times with their assigned mentors.	Professional Learning	08/18/2014	06/12/2015	\$500	Title I Schoolwide	All Staff

### Goal 4: 2014-2016 To create a safe and caring climate that enhances learning.

**Measurable Objective 1:**

demonstrate a behavior to ensure that all of the governing body be included in decision making, input is provided feedback, and resources are allocated to support student and staff success by 06/10/2016 as measured by Staff meeting minutes, Grade level minutes, PLC minutes, Committee minutes, SIT minutes, TWCS, and student/parent surveys. .

**Strategy 1:**

Shared Decision Making - All stakeholders are afforded ample opportunities to provide input on day to day operations of Gray's Creek Elementary School to meet student achievement and organizational goals. Through the mentioned small group and large group meetings, all staff members, parents, and students are given opportunities to express their input and receive timely feedback.

Activity - Stakeholder Input	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify, select, and vote on grade level representatives for School Improvement Team, structure consistent documentation meeting forms to inform all staff of discussed topics, designate leadership for active PLC's, committees, and organized staff meetings for professional development to include providing feedback to increase awareness of decisions that are made within the school setting.	Policy and Process	08/18/2014	06/10/2016	\$0	No Funding Required	All staff will be involved

## Goal 5: 2014-2016 To improve our use of technology

### Measurable Objective 1:

demonstrate a proficiency in using various technological tools to support individual student learning by 06/10/2015 as measured by student, classroom, and school wide data.

### Strategy 1:

Technology Use - Students, teachers, staff, and parents will collaborate to utilize and analyze technology tools and resources used in the school and the home to support student learning.

Activity - Technology Tools	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers, students, parents, and staff will be exposed to various technology tools to support individualized learning, small group projects, and whole group instruction. The use of tools and programs used in the school and home will be monitored by all stakeholders.	Technology	08/26/2014	06/10/2015	\$27900	Title I Schoolwide	All Staff

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Stakeholder Input	Identify, select, and vote on grade level representatives for School Improvement Team, structure consistent documentation meeting forms to inform all staff of discussed topics, designate leadership for active PLC's, committees, and organized staff meetings for professional development to include providing feedback to increase awareness of decisions that are made within the school setting.	Policy and Process	08/18/2014	06/10/2016	\$0	All staff will be involved
<b>Total</b>					\$0	

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
School Culture	New staff members will participate in an induction program before the school year begins and also meet monthly to share concerns/feedback to assist in understanding the school culture. Staff members will coordinate meeting dates/times with their assigned mentors.	Professional Learning	08/18/2014	06/12/2015	\$500	All Staff
Parent Opportunities to Learn	Scheduled nights to share and engage parents in content area topics, resource area topics, and specific areas of interest	Parent Involvement	09/01/2014	06/10/2015	\$1500	All staff
60 Minute Math Block	Instructional time for mathematics will be provided through whole group instruction, teacher modeling, small group instruction, and independent learning stations/centers. Ongoing assessments will provide students with immediate feedback and assist teachers in analyzing student learning, effective teaching practice, content mastery, and quality products to support math instruction and student learning.	Academic Support Program	08/25/2014	06/10/2015	\$3700	Administration , K-5 Teachers, Instructional Coach, Itinerant Personnel
Technology Tools	Teachers, students, parents, and staff will be exposed to various technology tools to support individualized learning, small group projects, and whole group instruction. The use of tools and programs used in the school and home will be monitored by all stakeholders.	Technology	08/26/2014	06/10/2015	\$27900	All Staff
<b>Total</b>					\$33600	



**LEA or Charter Name/Number:** Cumberland County Schools - 260

**School Name:** Gray's Creek Elementary

**School Number:** 375

**Plan Year(s):** 2014-2016

**Voting:** All staff must have the opportunity to vote anonymously on the School Improvement Plan.

<b># For</b>	36
<b># Against</b>	0
<b>Percentage For</b>	100%
<b>Date approved by Vote:</b>	8/18/2014

**School Improvement Team Membership**

*From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."*

<b>Committee Position*</b>	<b>Name</b>	<b>Year elected</b>
Principal	Cal Violette	n/a
Assistant Principal Representative	Katrina McKinnon	n/a
Teacher Representative	Paige McMillan	2013
Inst. Support Representative	Stacey Morgan	2014
Teacher Assistant Representative	Katrina Jayne	2014
Parent Representative	Mike Davis	2013
Additional Representative	Chris Draughon	2014
Additional Representative	Anna Walker	2014
Additional Representative	Ty Ross	2014
Additional Representative	Lyndsay Underwood	2013
Additional Representative	Gloria Quarmine	2014
Additional Representative	Toni Quezada	2013
Additional Representative	Sarah Neale	2014
Additional Representative	Stephen Taft	2013

**School-Based Management and Accountability Program  
Summary of School-based Waiver Requests  
Program Years: 2014-2016**

**Instructions:** Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

**LEA or Charter School Name/Number:**

Cumberland County Schools -  
260

**School Name:**

Gray's Creek Elementary

**Waivers**

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

**Allowable Waivers and Conditions**

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

**DPI allowable waiver (Elementary Schools only)**

1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)

**Allocation of Teachers: Class size - Flexibility**

Yes

2. Identify the law, regulation, or policy from which exemption is requested.

**G.S. 115C-301, (C) Class Size**

3. State how the waiver will be used.

Flexibility in assigning specific teachers to grade levels specific to the needs of the students being served in each grade level.

4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.

With a focus on individualized and differentiated instruction, the needs of all students will be better served if we have the flexibility to make adjustments to the number of teachers assigned for specific grade levels.

## Remediation Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Gray's Creek Elementary

Year: 2014-2016

## Description of the Plan

Purpose:	To provide supplemental instruction to at-risk students based on specific needs to improve student achievement.
Delivery:	A combination of pull out instruction for individual and small group instruction and co-op teaching will be utilized to fit the needs of the students and staff involved.
Students Served:	All grade levels will have access but the target areas for our remediation will be in grades K-2 and our 4th grade transition class.



### Budget Amount

### AMOUNT

Total Allocation:

\$29,595.30



### Budget Breakdown

### AMOUNT

Personnel:

1 60% Certified Remediation Teacher	\$23,575.35
1 28% Classified Tutor	\$6,000.00

Materials & Supplies:	
	<b>AMOUNT</b>
Transportation:	
<b>Grand Total:</b>	<b>\$29,575.35</b>

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
Y	Student Activity Log
	Other (If yes, specify in the box below):
	Reading 3D Data and Progress Monitoring, EOG Data, Ongoing Assessments

# Title II Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Gray's Creek Elementary  
 Year: 2014-2015

## Description of the Plan

Purpose:	The purpose of this plan is to provide a detailed description of staff development expenditures.
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## Budget Amount

**AMOUNT**

Total Allocation:	\$1,200.00
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## Budget Breakdown

**Briefly describe the title of and purpose for the staff development:**

Staff Development  
1

**World View Symposium: An International Program for Educators:  
 Exposes our teachers to global connections to allow for growth as  
 global teachers in our Passport Model School.**

**Description**

**AMOUNT**

Personnel:	2 subs for 2 teachers @ 2 days	\$400.00
Training materials:		

Registration/Fees:		\$300.00
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		160
Consulting Services:		
Follow up activities		
Total for staff development 1: This cell will automatically total for you		\$860.00

**Budget Breakdown**

**Briefly describe the title of and purpose for the staff development:**

**Staff Development  
2**

**To allow for our EC teachers to learn new strategic ways to assist at-risk and identified students.**

**Description**

**AMOUNT**

Personnel:		
Training materials:		
Registration/Fees:		\$300.00
<u>Travel:</u>		

Mileage/Airfare:		
Lodging/Meals:		200
Consulting Services:		
Follow up activities		
Total for staff development 2: This cell will automatically total for you		\$500.00

<b>District Wide Components</b>		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	Y
Duty free planning time	<b>Teachers at GCES have approximately 280 minutes of professional planning time each week. One day is set aside for grade level collaboration where they are joined by the administrative team and instructional coach.</b>	
PBIS school	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.	Y
PBIS rating from previous year	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	Green Ribbon



<p>Parental Involvement</p>	<p><b>PTA meetings are scheduled quarterly with accompanying events to encourage student and parent participation. Open House 8/21; Curriculum Night 9/18; Elementary Night @ GCHS 9/26; Math Moments w/ Moms 10/17; Awards 11/6, 11/7; Conferences 11/4-11/7; AR Night 11/13; PTA Turkey Trot 11/15; International Education Week 11/17-11/21; Global Family Project 12/1; PTA Holiday Showcase 12/16; Conferences 1/26-1/30; Awards 1/26, 1/27; AR/Fitness Night 1/29; Donuts w/ Dads 2/20; Vocabulary Parade 3/6; PTA Multicultural Night 3/24; Awards 4/15, 4/16; Beginner's Day 4/17; World Book Day (Grandparents Read) 4/23; GCES Field Day 4/24; AR Night/Science Fair/PTA 4/30; Talent Show-SGA 5/15; Awards 6/8-6/10</b></p>
<p>Safe and Orderly schools</p>	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
<p>Review of the SIP plan and notification of changes</p>	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>