

The School District of Palm Beach County

# Whispering Pines Elementary School



2016-17 Schoolwide Improvement Plan

## Whispering Pines Elementary School

9090 SPANISH ISLES BLVD, Boca Raton, FL 33496

<https://wpes.palmbeachschools.org>

### School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2015-16 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
Elementary School PK-5	No	37%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	43%

### School Grades History

Year	2017-18	2014-15	2013-14	2012-13
Grade	A	A*	A	A

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan was approved by the Palm Beach County School Board on 11/16/2016.

### SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F or a monitoring status of "Former F" (see page 4). For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

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## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

### Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

### Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

### Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida's Differentiated Accountability (DA) system, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

Florida's DA network is divided into four geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in three categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- Not in DA – currently A, B, or C and not Monitoring Only; charter schools; ungraded schools
- Monitoring Only – currently A, B, or C that improved from a previous grade of F
- Focus – currently D
- Priority – currently F

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA may be subject to a turnaround status of "Planning" or "Implementing" or a monitoring status of "Former F." These statuses are based on a school's grades history, including the current school grade:

- Former F - A school with a status of "Former F" requires the department to monitor the implementation of strategies and progress toward the goals outlined in the school improvement plan for three years following the school's improvement from a grade of F to a C or higher.
- Planning - A school with a status of "Planning" requires the district to engage stakeholders in the development of a turnaround option plan to be implemented in the following year should the school grade not improve to a C or higher.
- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2016-17 DA Category and Statuses for Whispering Pines Elementary School

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	Not In DA - N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

The mission of Whispering Pines Elementary School is to create a safe, nurturing learning environment and provide appropriate instructional resources to ensure the success of our teachers and students. We will incorporate a variety of innovative strategies, including the use of technology that will meet the unique needs of the whole child promoting high academic standards set by the Florida Department of Education.

##### b. Provide the school's vision statement.

The vision at Whispering Pines Elementary School is to foster a multicultural community, balancing academics, creativity and responsibility to promote a sense of belonging in our community.

#### 2. School Environment

##### a. Describe the process by which the school learns about students' cultures and builds relationships between teachers and students.

At WPES we operate under a Single School Culture where the philosophy is that academics, behavior and climate are directly related and connected to one another.

Single School Culture © for ACADEMICS is a research-based process that utilizes the most effective practices from the Efficacy Institute, Standards in Practice from Education Trust, and Assessment Literacy based on the Stiggins model. Teachers receive training and participate in regularly scheduled Professional Learning Communities (PLCs) that include the following procedures:

- Articulation of academic targets – unpacking of standards
- Development of a data stream
- Analysis of student data (strengths and weaknesses) and student work (rigor and relevance)
- Alignment of curriculum/instruction/assessment to standards
- Sharing strategies for corrective instruction

Student involvement in the academic processes is key. Students learn to articulate the academic targets, analyze their own data, derive feedback, and develop their plan for learning. Students also become partners in the assessment process and learn to lead conferences regarding their academic achievement.

The school integrates Single School Culture with our School-wide Positive Behavior Systems (SwPBS) by sharing our Universal Guidelines for Success, following our Behavioral Matrix and Teaching Expected Behaviors, communicating with parents, and Monitoring the SwPBS. The school updates Action Plans during Leadership, Faculty, and SwPBS Meetings instilling an appreciation for multicultural diversity through its anti-bullying campaign, structured lessons, and implementation of SwPBS programs such as "U Tickets". Positive school-wide behavior is implemented through our Universal Guidelines of Be Respectful, Be Responsible, and Be Ready. The staff has devised a set of expectations for student behavior in the classroom, cafeteria, hallways, etc., creating a matrix and lesson plans to teach these expectations. These expectations are shared with the students and community twice a year at a School Advisory Meeting, and during a school assembly.

Single School Culture © for CLIMATE refers to the emotional atmosphere we generate around us, the

“context” of school. Climate involves the perception of stakeholders concerning the fairness, openness, friendliness, ethos of caring, and sense of welcome of the school. It also refers to the degree of satisfaction experienced within its organizational structure. In this process, schools identify the problematic practices and their impact on staff/student morale, achievement, and participation. The goals of Single School Culture © for CLIMATE include maintaining a community in school that:

- Reduces risk factors for students and promotes positive factors
- Recognizes and values the contributions of all: staff, students, and parents
- Promotes an atmosphere that encourages positive relationships among all stakeholder groups

Our School Advisory Council and our SwPBS Committee will serve as the committees to continually assess the state of our cultural awareness and student teacher relationships.

Our school will infuse the content required by Florida Statute 1003.42(2) and S.B. Policy 2.09 (8) (b), as applicable to appropriate grade levels, including but not limited to:

- History of Holocaust
- History of Africans and African Americans
- Hispanic Contributions
- Women’s Contributions
- Sacrifices of Veterans
- Declaration of Independence
- Constitution of the United States and the Bill of Rights
- Federalist papers: Republican form of government
- Flag education
- Civil government: functions and interrelationships
- History of the United States
- Principles of Agriculture
- Effects of alcohol and narcotics
- Kindness to animals
- Florida history
- Conservation of natural resources
- Health education
- Free enterprise
- Character-development program (required K-12) with curriculum to address: patriotism; responsibility; citizenship; kindness; respect for authority, life, liberty, and personal property; honesty; charity; self-control; racial, ethnic, and religious tolerance; and cooperation.

In addition the community of WPES with the help of our stakeholders will highlight the cultural diversity that makes up the world around us and embed cultural activities within and beyond the instructional day.

**b. Describe how the school creates an environment where students feel safe and respected before, during and after school.**

At the beginning of the school year teachers will utilize lessons to teach the specific practices and application of the WPES SwPBS Universal Guidelines: Be Respectful, Responsible, and Ready along with the school-wide matrix that lists the expected behaviors throughout campus. Teachers will refer the Universals Guidelines and matrix often reviewing the information with students throughout the school year. The Universals Guidelines will be shared with parents and encouraged before, during, and after school, recognizing students when they demonstrate these positive behaviors.

Our school will infuse the content required by Florida Statutes, Section 1003.4205, as applicable to appropriate situations, including but not limited to Disability Awareness. All students, including SWDs,



are given equal consideration for recognition through honors, awards, and other designations offered by the school. All SWDs have the same opportunities as students without disabilities to participate in all school sponsored, non-academic, age appropriate activities including fine arts, sports, dances, clubs, field trips, school plays, community service activities, and moving on activities (Grade 5 Ceremony).

**c. Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced.**

The WPES Universal Guidelines and Matrix are taught at the beginning of the year and reviewed as needed throughout the year. The teachers have created lesson plans for each area of the matrix and shared them on the school's SharePoint site for all to use. Twice a year there is a student assembly to promote the Guidelines and Matrix with the students. The Universal Guidelines and Matrix are also shared with parents and community members twice a year through Curriculum Night and School Advisory Meetings. In addition the community of WPES promotes the Universal Guidelines and Matrix through the U Ticket, a golden ticket that students can earn when they are caught following the Guidelines and expectations in the Matrix. Every week five tickets from the K-2 "Pot of Gold" and five tickets from the 3-5 "Pot of Gold" are chosen and those students get to wear a WPES Lanyard with a Golden Ticket showing off their recognition, on Fridays they turn in their Lanyard for an ice cream in the cafeteria. Teachers and Personnel throughout the campus have committed to awarding two U Tickets a week to recognize positive student behavior.

Teachers and staff have collaborated to determine a list of minors and majors in order to define what behaviors can be handled in the classroom and what behaviors should be referred for additional assistance, as well as, how those behaviors can be handled within the classroom in the most positive and least distracting way. The SwPBS Committee is working to develop and implement the classroom management tracking form along with a process chart to support tracking minor and major behaviors. These resources will assist teachers with gathering data on student behavior that interferes with academics, that then can be referred to the Problem Solving Team. The Problem Solving Team will review the information and work with the teacher to develop an instructional behavior management system to support the student(s).

**d. Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.**

The WPES School Based Team meets every Tuesday to discuss students with both academic and social/behavior needs. The team is made up of the SBT leader, who is also the ESE Contact, the school principal, a speech/language pathologist, the school psychologist, and the classroom teacher. Classroom teachers are often the ones that bring forward concerns they have, however it is not limited to the classroom teacher to bring forward concerns about students and their needs. The team looks at the concerns and any data available, then makes suggestions and assistance in implementation of any needed interventions.

The guidance counselor provides instruction and various campus activities that address social/emotional needs of students through the Fine Arts rotation. The guidance counselor connects students to agencies who have Cooperative Agreements or are on campus.

### 3. Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).



**a. Describe the school's early warning system and provide a list of the early warning indicators used in the system.**

The assistant principal checks regularly with the attendance clerk to flag students who have excessive absences. The assistant principal will reach out to the parents for assistance. Outside agencies are recommended when needed.

The SBT will create a behavior plan for any child who is struggling with adherence to school expectations, including students who have been suspended in or out of school.

All level 1 and 2 students with reading deficiencies are placed in immediate intensive intervention (iii) and are progress monitored through the school base team process. Students with math deficiencies are provided with interventions and monitored through the school base team process.

**b. Provide the following data related to the school's early warning system**

**1. The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	7	13	8	8	16	23	0	0	0	0	0	0	0	75
One or more suspensions	1	1	0	1	1	3	0	0	0	0	0	0	0	7
Course failure in ELA or Math	25	22	23	26	46	23	0	0	0	0	0	0	0	165
Level 1 on statewide assessment	0	0	0	19	31	34	0	0	0	0	0	0	0	84

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	2	5	1	18	33	18	0	0	0	0	0	0	0	77

**c. Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system.**

The School Based Team (SBT) meets weekly to review identified students who are exhibiting early warning indicators. The team creates an individualized plan that may include an individual behavior plan and counseling. Often an academic intervention plan is created. Interventions are implemented through iii , SAI, and Classroom Teacher using researched-based programs such as LLI, Foundations, OLA and fluency instruction, etc. A case manager is assigned to each child identified to oversee the individualized plan and reports back weekly to the team.

Notification procedures are in place for parents of students who are exhibiting any of the early warning indicators. Often times the school counselor will refer families to outside agencies and community outreach organizations to provide support.

**B. Family and Community Engagement**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(B)(iii)(I)(aa).

**1. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress.**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. Â§ 6314(b)(1)(F).

**a. Will the school use its PIP to satisfy this question?**

No

**1. PIP Link**

The school completes a Parental Involvement Plan (PFEP), which is available at the school site.

**2. Description**

WPES will target parental involvement through the following, but not be limited to participation in Curriculum Night, Parent Mathematics, Literacy, and Science Nights. Parent involvement will also be evident in the attendance of IEP and EP meetings, and parent-teacher conferences. We will continue to support our active PTA and encourage parents to participate in the activities that PTA sponsors throughout the year such as Read & Treat, Ice Cream Social for new Kindergarten families, Winter Carnival, etc. We will communicate classroom and school news to parents using social media as well as traditional newsletters, in addition to sending positive notes, emails, and letters home, and phone calls. Professional development will be provided to teachers concerning effective strategies for conducting supportive and effective parent phone calls and face-to-face meetings. The guidance counselor will offer parent classes and informative, interactive sessions for parents to gain knowledge about their children, bullying, internet safety, etc.

**2. Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement.**

WPES will partner with the PTA to actively recruit and build business partnerships and community support. We will build reciprocal relationships offering to make parents aware of the business and their support through communications such as but not limited to the PTA newsletter. Our Curriculum Night will ensure parents receive curriculum information, Edline information and school website information. We will provide parents with information through our social media and traditional newsletter to maintain a school to family connection.

**C. Effective Leadership**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(H).

**1. School Leadership Team**

**a. Membership**

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Riemer, Barbara	Principal
Lawrie, David	Assistant Principal
Cartossa, Jennifer	Teacher, K-12
Alarcon, Danielle	Teacher, ESE
Golembe, Stephanie	Teacher, K-12
Kitchen, Kevin	Teacher, K-12
Wittel, Kerry	Teacher, K-12
Modesto, Susanna	Teacher, K-12
Slater, Betty	Teacher, K-12
McDowell, Deidra	Teacher, K-12
Weicht-Reed, Ashley	Teacher, K-12
Toback, Amanda	Teacher, K-12
Stark, Mariel	Teacher, K-12
Showalter, Jessica	Teacher, K-12

### **b. Duties**

***1. Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making.***

The school leadership team is comprised of the following members: principal, assistant principal, ESE Coordinator, K-5, ESE, ELL and Fine Arts Team Leaders, Learning Team Facilitator (LTF), Supplemental Academic Instruction (SAI) Teacher, the Professional Development team, School-wide Positive Behavior (SwPBS) Chairperson, and the School Advisory Chairperson. All member of the team are responsible for participating in the FCIM method. The team uses the FCIM method to determine the academic needs in all three Tiers, the resources to address those needs, and professional development that will support the MTSS and Response to Intervention (RtI) process.

The principal's role is to provide a common vision for the use of data-based decision-making to ensure a sound, effective academic program is in place. The assistant principal supports the principal and teachers in this common vision and ensures that the academic programs in place are implemented. The ESE Coordinator also functions as the School Based Team Leader and provides input on both the core instruction and the instructional needs of Tier 2 and 3. The K-5, ESE, ELL and Fine Arts Team Leaders disseminate information to both the administration on what is effectively and ineffectively working in the classroom, and to the teachers on their teams about the vision and direction the school is taking in curriculum and instruction. The SAI teacher provides information regarding the progress of instruction and interventions provided in Tier 2 and 3. This teacher works closely with the SBT team and supports the teachers in their instructional and intervention needs in Tier 2 and 3. The team leaders of each grade level share information and also assist in facilitating professional learning communities (PLCs).

***2. Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.***

Whispering Pines utilizes the Florida Continuous Improvement Model (FCIM) as the data-based problem-solving process for the implementation and monitoring of the MTSS and SIP structures. The steps of FCIM are broken into four parts: 1. PLAN 2. DO 3. CHECK 4. ACT. In step 1 the team looks at data and analyze strengths and weaknesses to develop a "plan" of action. Step 2 is the engagement phase. At this step the team has communicated goals and allows instruction and learning to take place. Step 3 is the "checking" phase. Here, progress monitoring comes into play. The team reviews data to check for student proficiency. Step 4 is where all parties involved decide whether to continue on the same track or make changes based on data results. This process provides the necessary information to address the effectiveness of core instruction, small group instruction, and individual student needs. It also allows the team to discuss the allocation of the necessary resources, and to support teachers in their needs to make every student successful.

The FCIM process allows for the analysis of core instructional needs, targeted supplemental interventions, and intensive individualized interventions and supports (MTSS/Rtl) and the needs of the SIP structures. It ensures that effective practices and resources are in place to meet the needs of the students. This process is used collaboratively among the staff and stakeholders of the school in one capacity or another.

The School Based Team (SBT) functions as one support of the MTSS. The team works with the teachers who have identified students who need additional academic and/or behavioral support. The team develops an intervention plan is developed (PBCSD Form 2284) which identifies a student's specific areas of deficiencies and appropriate research-based interventions that address these deficiencies. The team ensures the necessary resources are available and that the intervention is implemented with fidelity. Each case has a liaison, whose responsibility is to support the interventionist and keep the SBT team abreast of all data collected regarding the implementation of the intervention and progress of student. We have found that the FCMI is self-correcting and cyclic which affords us the opportunity to achieve the best outcomes for all students.

The SBT team is a function fo the MTSS and Rtl process that specifically addresses the needs of Tier 2 and 3. The team is comprised of the following members: principal, assistant principal, ESE Coordinator, Language facilitator, school psychologist, classroom teachers, Speech Language Pathologist, and Guidance Counselor.

The principal's role is to provide a common vision for the use of data-based decision-making to ensure a sound , effective academic program is in place. The ESE Coordinator will assist with all questions related to programmatic assistance (if and when applicable) within the realm of IDEA, ADA, or any other District, State, and/or Federal regulations. The language facilitator's primary role is to ensure that information is translated to parents and students alike. The school psychologist helps with the analysis and interpretation of data related to the individual student. The classroom teacher provides the team with first hand knowledge of the effect of specific classroom strategies being used and updates the team with data collection that helps compare the progress of students relatively to other students, to mastery, and to total acquisition of the standard. The Speech and Language Pathologist actively participates in meetings collaborating with the team. It is also the responsibly of the Speech and Language Pathologist to review student referrals, analyze individual data and help to develop goals and interventions. The Guidance Counselor provides input as it relates to the social impact and community agencies. Parents are also invited to attend these meetings so that they can help in the collaborative effort to address their child's needs.

The Professional Development Team acts on the professional development needs identified through the FCIM process and creates a plan to meet these needs. The SwPBS Chairperson ensures that the single school culture of the school and SwPBS is considered it the process and followed. The SAC Chairperson ensures that the outcomes of the process align with the School Improvement structures and takes

recommendations back to the SAC for consideration before making adjustments to the SIP. Additional responsibilities of the team include communicating information to all stakeholders.

## 2. School Advisory Council (SAC)

### a. Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Barbara Riemer	Principal
Yolanda Graham	Teacher
Chad Johnson	Parent
Xiomara Lopez Cruz	Parent
Dawne Morison	Parent
Jennifer Niedda	Parent
Jennifer Andrews	Parent
Deidra McDowell	Teacher
Tami Slater	Education Support Employee
Tracy Slatoff	Teacher
Gauri Agarwal	Parent
Randi Glinsky	Parent
Lydia Kellman	Parent
Dana Levy	Parent
Christine Wessinger	Parent
Danielle Boccia	Business/Community

### b. Duties

#### **1. Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes**

##### *a. Evaluation of last year's school improvement plan*

Last year's school improvement plan was presented and approved by the SAC. The SAC evaluated and asked questions about the goals, how they were created, determined, and the data that supported them. Throughout the school year the school principal provided updates on student achievement and how it aligned to the SIP goals chosen. At the end of the school year what data was available in relation to the SIP goals were shared and discussed. Once all the data relating to the SIP goals is received it will be shared with the SAC and discussed.

##### *b. Development of this school improvement plan*

The District's Strategic Plan and current school data was shared with teachers. Utilizing the school data and the District's Strategic Plan, teachers created goals and strategies that aligned with the District's Long-Term Outcomes. Feedback from the collaboration of all the stakeholders was gathered and used to create this year's SIP goals, strategies, and action steps. The plan was then presented to the SAC for approval.

##### *c. Preparation of the school's annual budget and plan*

The school's annual budget and plan was shared with the SAC at the end of the 2015-2016 school year. The number of teachers allocated to each grade level, resource teachers in ESE and ELL, Fine Arts, and non-instructional personnel was reported. At the beginning of the 2016-2017 school year a follow up report of the allocations were provided and any changes that were made to the school's annual budget was shared. It was shared with the SAC that the school's annual budget is provided by the School District to each school and that there is very little negotiation to the school budget. The school budget consists of the teacher allocation for general education, gifted, varying exceptionalities, English language learners, non instructional personnel, and supply money that is governed by specific guidelines and policies.

**2. Describe the use of school improvement funds allocated last year, including the amount budgeted for each project.**

Last school year the SIP funds were budgeted to support further professional development in Marzano's instructional practices (\$1200.00), Learning Team Meetings (\$2000), and parent/ community involvement (\$500). The SIP did approve the spending of \$1388.50, to support students showing reading deficiencies in Grades 1 and 2. This purchase supported Goal 1, Strategy 1 in the 2015-2016 SIP. The purchase supported students who were deficient in reading and our goal was to analyze data and determine interventions appropriate for addressing student needs. The LLI kit is a research-based intervention that when implemented addressed the needs of our students. The Intervention was the only expenditure last year and the other allocated funds were not needed to implement or support the implementation of those action steps.

**3. Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC.**

Yes

*a. If the school is not in compliance, describe the measures being implemented to meet SAC requirements.*

**3. Literacy Leadership Team (LLT)**

**a. Membership**

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:



Name	Title
	Teacher, ESE
Alarcon, Danielle	Teacher, ESE
Cartossa, Jennifer	Teacher, K-12
Golembe, Stephanie	Teacher, K-12
Kitchen, Kevin	Teacher, K-12
Wittel, Kerry	Teacher, K-12
Toback, Amanda	Teacher, K-12
Lawrie, David	Assistant Principal
Modesto, Susanna	Teacher, K-12
Stark, Mariel	Teacher, K-12
Riemer, Barbara	Principal
Slater, Betty	Teacher, K-12
McDowell, Deidra	Teacher, K-12
Weicht-Reed, Ashley	Teacher, K-12
Showalter, Jessica	Teacher, K-12

**b. Duties**

**1. Describe how the LLT or similar group promotes literacy within the school, if applicable.**

The LLT promotes literacy with the school through the implementation of the Florida State Standards in English Language Arts for grades K-5, balanced literacy and the district implementation of the Reading Units of Study and the Lucy Calkins Writing Units of Study, and researched-based instructional practices. The LLT uses data to establish the literacy goals for the school year. Once the goals have been established, the team creates a plan of action and meets monthly to assess progress towards accomplishing the goals. In addition LLT will continue to focus on increasing the achievement of our students in all areas of reading and writing at all grade levels and across all curricular areas by sharing strategies and ideas with colleagues, and assisting with generating ideas for school-wide activities that promote literacy before, during, and after school.

**D. Public and Collaborative Teaching**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(D).

**1. Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction.**

One way for encouraging positive working relationships with teachers is participation in the Professional Learning Communities. The master schedule has been designed to provide consistent time for teachers on each grade level to meet. Research-based protocols are utilized to focus the meetings on students' academic needs and how students might be assessed. Student improvement is monitored and instruction is modified as needed based on decisions made through collaboration. In addition to the Professional Learning Communities (PLCs) grade level teachers are provided with additional time to collaboratively plan Units of Study for both Reading and Writing. Teachers are also provided with grade level support and professional development in instructional practices for Mathematics and Science throughout the school year.

**2. Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school.**



Whispering Pines Elementary currently is participating in a grant with FAU to provide interns from FAU with teachers who have completed Clinical Educators professional development and additional professional development in Marzano and iObservation provided through the grant. Administration attends job fairs and utilizes the District's Recruitment and Retention Department to reach out to qualified candidates all over the country. This year WPES is continuing its own mentoring/support group for teachers new to the profession or new to the campus. Once a month the group meets for "Breakfast with Bonnie and Barbara" to receive quick PD, share successes, discuss struggles and create action plans where needed to assist with being successful in the classroom. We have also paired new teachers up with mentors on campus who have shown leadership and instructional success in the classroom to be the new teachers "go to person" in all things. Professional development and support is given to new staff to increase retention rates.

### **3. Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities.**

Whispering Pines Elementary provides new teachers a mentor based on the needs of the new teacher and the expertise of the mentors. We follow the District's ESP program and timeline for new teachers. ESP is the School District of Palm Beach County's formal program of support for newly hired educators. Systems of support include a mentor support team, staff development opportunities, observations, conferences, and written and oral feedback.

ESP, the program of support and induction for first year teachers, is designed to elicit evidence that a beginning teacher has demonstrated teaching competencies that promote student learning. ESP helps ensure that all beginning teachers have opportunities to strengthen their knowledge of instructional strategies, enhance their understanding of students as learners, and begin a process of lifelong learning and professional growth.

School personnel are engaged in systematic mentoring, coaching, and induction programs that are consistent with the school's values and beliefs about teaching, learning, and the conditions that support learning. These programs set high expectations for all school personnel and include valid and reliable measures of performance.

In addition to the ESP program mandated by the District, WPES has initiated its own Mentoring Program to meet the needs of teachers new to the profession, new to campus, or new to a grade level. Each teacher that falls under one of those categories is given a mentor teacher on campus, in their grade level if possible. The mentor teacher is someone who has demonstrated successful instructional and professional practices, and who is willing to share, answer questions, and guide the mentee throughout the school year.

Planned mentoring activities include but are not limited to meeting once a month with the group to share best practices, answer questions, and provide strategies for success. The group meets on the first Tuesday of every month.

Each of these teachers is paired with a mentor with valued experience and as often as possible, that is on their grade level team or works within their discipline.

## **E. Ambitious Instruction and Learning**

### **1. Instructional Programs and Strategies**

#### **a. Instructional Programs**

**1. Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards.**

Our school utilizes Professional Learning Communities (PLCs) for teachers to unpack the Florida Standards and to plan and discuss reading and writing curriculum that aligns to the standards. This supports a deeper level of comprehension. These conversations and learning opportunities promote dialogue that can dispel misunderstandings and promote opportunities for growth in instructional practice, curriculum, and the standards. The instructional practices includes direct instruction, use of research based social skills, and differentiated instruction to meet the varied needs of individual students (gifted, ESE, etc.). In addition to the core instructional program WPES utilizes several resources to supplement and provide necessary intervention for students that show deficiencies in literacy. These resources align with the five reading components in order to ensure that the students specific needs can be met through one of the resources available. These resources consist of but are not limited to Leveled Literacy Intervention System, Reading A to Z, Foundations, and AIMS web.

**b. Instructional Strategies**

**1. Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments.**

WPES uses data to provide and differentiate instruction to meet the diverse needs of students through small group instruction within the classroom and student conferences. Teachers group students for reading and writing based on many factors such as students instructional reading level, vocabulary, strategy or skill needs. These groups are fluid and change as the needs of the students change. Teachers use the Continuum of Literacy and the Pathways to Literacy along with the data to determine the instructional needs of students in small groups.

WPES ensures every teacher contributes to literacy improvement of every student by:

- Holding meetings on a regular basis to make decisions about literacy instruction in the school. Student data is analyzed and compared to expectations found in the Language Arts Florida Standards (LAFS)
- Utilizing a balanced literacy approach that includes whole group, small group and one-on-one instruction based on student needs
- Creating a schedule with an uninterrupted 90 minute reading block
- Creating a schedule with an uninterrupted 45-60 minute writing block
- Providing iii instruction based on student needs
- Providing instruction aligned with the Language Arts Florida Standards for their grade level
- Providing resources to support instruction (extensive classroom libraries, texts to support units of study, leveled books for small group instruction)
- Administering assessments which measure instructed standards
- Monitoring progress at the class and grade level during Learning Team Meetings
- Choosing methods of instruction based on the needs of students (modeled, guided practice, inquiry)
- Students self-selecting texts based on RRR levels
- Students receiving push-in/pull out services for ESE/ELL
- Providing LLI (Leveled Literacy Intervention) instruction
- Providing Process and Strategy charts for reminders of teaching
- Provide specially designed instruction per student's IEP needs
- Integrating accommodations into Lesson Plans

**2. Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**

**Strategy:** Extended School Day

**Minutes added to school year:** 1,200

Before and/or after school tutorials are offered January through April. Students are targeted for extra support in the Core academic subjects. Students are homogeneously grouped according to needs and matched with the appropriate teacher.

**Strategy Rationale**

The extra small group individualized instruction with students of like needs will close the learning gap.

**Strategy Purpose(s)**

- Core Academic Instruction

**Person(s) responsible for monitoring implementation of the strategy**

Riemer, Barbara, barbara.riemer@palmbeachschools.org

**Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy**

Pre and post tests, lesson plans are collected and evaluated. Administrators conduct classroom walkthroughs and after student achievement data becomes available students in extended day activities are tracked to see if it was effective.

**2. Student Transition and Readiness**

**a. PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(G).

**1. Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another.**

An invitation is extended for tours and small group meeting with the preschool personnel as well as parents. A monthly tour and communication session is provided. WPES also participates in Kindergarten "Fairs" to provide information to the community on the programs offered at WPES. A Kindergarten Round-up is held in the month of May for parents.

Assemblies are held for students in grades 5 to introduce them to possible middle schools. Students who are to transition to their home middle school take a field trip to the middle school for a tour and presentation. WPES shares middle school information with parents so that parents and students can make an educated decision about the middle school they wish to choose.

At WPES all members of the staff participate in collaborative professional learning communities that meet both informally and formally on a regular schedule. Staff members implement a formal process that promotes productive discussion about student learning. School personnel can clearly link collaboration to improvement results in instructional practice and student performance.

**b. College and Career Readiness**

**1. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations.**

**2. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs.**

**3. Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement.**

**4. Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes.**

## II. Needs Assessment

The school's completion of this section may satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(A).

### A. Problem Identification

#### 1. Data to Support Problem Identification

##### b. Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

*No files were uploaded*

#### 2. Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

### B. Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying "why" or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

### C. Strategic Goals

## School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

 = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

- G1.** If we deliver effective and relevant instruction, then we will increase on grade level reading proficiency by Grades 3.
  
- G2.** If we provide a positive and supportive school climate for all stakeholders, then we will ensure the social, emotional, and academic development of all students.

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), targeted barriers to achieving the goal, resources available to help reduce or eliminate the barriers, and the plan for monitoring progress toward the goal.

**G1.** If we deliver effective and relevant instruction, then we will increase on grade level reading proficiency by Grades 3. **1a**

G083837

**Targets Supported** **1b**

Indicator	Annual Target
FSA ELA Achievement	95.0
FSA ELA Achievement	73.0

**Targeted Barriers to Achieving the Goal** **3**

- Lack of understanding of a shared commitment and understanding of effective, relevant, and rigorous instruction.

**Resources Available to Help Reduce or Eliminate the Barriers** **2**

- Resources in School-wide Positive Behavior, Rtl, MTSS Sharepoint
- Resources such as lessons and strategies in Blender
- Professional development for teachers
- Scheduled Professional Learning Communities for planning, analyzing data, and unpacking standards
- SIP, PTA, Grants and fundraising in order to raise money to assist with purchasing resources

**Plan to Monitor Progress Toward G1.** **8**

Progress toward the goal will be monitored through classroom observations, assessment data and the school's academic performance.

**Person Responsible**

Barbara Riemer

**Schedule**

Daily, from 8/15/2016 to 6/2/2017

**Evidence of Completion**

iObservation data, Performance Matters data. EDW data/reports, and state assessment data showing the school's academic performance.

**G2.** If we provide a positive and supportive school climate for all stakeholders, then we will ensure the social, emotional, and academic development of all students. **1a**

G083838

**Targets Supported** **1b**

Indicator	Annual Target
AMO Math - All Students	81.0
AMO Reading - All Students	82.0
FCAT 2.0 Science Proficiency	69.0

**Targeted Barriers to Achieving the Goal** **3**

- Lack of support and implementation of a Single School Culture and School-wide Positive Behavior Systems

**Resources Available to Help Reduce or Eliminate the Barriers** **2**

- Scheduled Professional Learning Community Meetings, School Based Team Meetings, SwPBS Committee, Scheduled Parent Nights, Curriculum Nights, Professional Development Days.
- PTA collaborates and schedules events to get parents and community involved on campus.
- Character education curriculum and events provided by the Guidance Counselor.
- Character education curriculum and events provided by the Guidance Counselor.
- Scheduled student assemblies to share SwPBS and programs that promote anti-bullying, character education, other disciplines such as art, music, physical education, academic assemblies that promote holocaust and diversity lessons.
- Scheduled parent events around parenting skills, safety, character education, and academic success for students (Coffee Talks and "Navigating the Unicorn Years" parent evening events).
- Tutorials scheduled to support grades 3-5 showing weaknesses in core curriculum.

**Plan to Monitor Progress Toward G2.** **8**

Progress toward the goal will be monitored through classroom observations, assessment and discipline data and the school's academic performance.

**Person Responsible**

Barbara Riemer

**Schedule**

Biweekly, from 8/15/2016 to 6/2/2017

**Evidence of Completion**

Results of student achievement data on the statewide assessment, Data Chats, Parent Conferences, SBT parent attendance, and SBT Minutes.



## Action Plan for Improvement

*For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.*

### Problem Solving Key

**G** = Goal                      **B** =  
   Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key

**G1.** If we deliver effective and relevant instruction, then we will increase on grade level reading proficiency by Grades 3. **1**

G083837

**G1.B1** Lack of understanding of a shared commitment and understanding of effective, relevant, and rigorous instruction. **2**

B222742

**G1.B1.S1** All staff will engage in professional development, collaboration, and planning of instructional and behavioral core practices and interventions that when implemented will produce rigorous and relevant instruction. **4**

S235040

### Strategy Rationale

If teachers are educated and if they implement with fidelity, researched based core practices and interventions then they are better able to implement rigorous and relevant lessons.

### Action Step 1 **5**

Provide professional development on the Pillars of Instruction

#### Person Responsible

Barbara Riemer

#### Schedule

On 9/15/2016

#### Evidence of Completion

Professional Development Agenda, Sign in sheet, Handouts, Reflection Sheet

### Action Step 2 **5**

Implement Professional Learning Communities (PLCs) at every grade level, including ESE and ELL, to provide time for instructional planning and analysis of formative and informative assessments addressing instruction and behavior.

#### Person Responsible

Barbara Riemer

#### Schedule

Weekly, from 8/15/2016 to 6/2/2017

#### Evidence of Completion

Agendas, minutes, sign in sheets, instructional focus calendars, lesson plans, goals & scales

### Action Step 3 5

Provide professional development in Marzano's Design Questions 3 and 4 to develop an understanding of effective and rigorous instruction and how to implement those practices..

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Monthly, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Agenda, sign in sheet, handouts, classroom observations and feedback through iObservation, data chats

### Action Step 4 5

Create a peer mentoring program across grade levels to build a shared commitment throughout the grade levels ,Kindergarten through Grade 5.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Every 3 Weeks, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Documentation of peers paired across the grade level, agenda and sign in of collaboration, observations of instructional practices.

### Action Step 5 5

Implement data chats with all instructional staff.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Triannually, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Data sheets, EDW/Performance Matters reports, Reflection sheets, Lesson plans

### Action Step 6 5

Complete the book study of "Who is Doing the Work" to further support teachers in the implementation of positive, effective instruction.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Monthly, from 10/13/2016 to 6/2/2017

#### **Evidence of Completion**

Instructional practices observed through classroom walkthroughs.

### Action Step 7 5

Implement the use of instructional resources to support the instruction of literacy during core instruction.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Classroom observations of teachers using the resources, lesson plans, instructional calendar outlining the use of the resources

### Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Administration will monitor the action plan through lesson plans, classroom observations, data chats, and PLC planning.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Monthly, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

iObservation data, Formative assessment data, PLC and Team Planning minutes/notes, lesson plans, student achievement data

**Plan to Monitor Effectiveness of Implementation of G1.B1.S1** 7

Effectiveness will be monitored through PLCs, SBT, Problem Solving team, strategies implemented for student success, iObservation data, Formative and Informative Assessment Data, and Student Portfolios

**Person Responsible**

Barbara Riemer

**Schedule**

Weekly, from 8/15/2016 to 6/2/2017

***Evidence of Completion***

iObservation reports, Performance Matters and EDW reports, Student Portfolios, Lessons, Reflections, Data Chats

**G2.** If we provide a positive and supportive school climate for all stakeholders, then we will ensure the social, emotional, and academic development of all students. **1**

 G083838

**G2.B1** Lack of support and implementation of a Single School Culture and School-wide Positive Behavior Systems **2**

 B222743

**G2.B1.S1** Create a safe and supportive school culture that promotes the social, emotional, and academic development of all students. **4**

 S235041

### **Strategy Rationale**

Students that feel safe and supported will perform to the expectations set academically by the instructor.

### **Action Step 1** **5**

Implement school Universals and Behavior Matrix with all stakeholders with fidelity.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Universals and Behavior Matrix will be displayed throughout the campus; Lessons of implementation will be collected; Scheduled events will be recorded on school-wide calendar.

### **Action Step 2** **5**

Teachers will complete the referral process and recommend students to school based team or problem solving team when the student exhibits an academic, social, or emotional need.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Student data will be collected and documentation of interventions will be kept.

### Action Step 3 5

Instructional staff will provide immediate, intensive, intervention (iii) to students who demonstrate a reading deficiency; collecting data for referral to school based team if the need arises.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Intervention lesson plans, data collected, SBT agendas and minutes of cases discussed

### Action Step 4 5

Continue to implement Breakfast with Bonnie and Barbara, a new teacher mentoring program, to support teachers new to teaching and/or new to the Whispering Pines Community.

#### **Person Responsible**

Kevin Kitchen

#### **Schedule**

Monthly, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Agendas, handouts, sign in sheets, observed, positive instructional practices in iObservation

### Plan to Monitor Fidelity of Implementation of G2.B1.S1 6

Implementation will be monitored through classroom observations, use of the iObservation tool, teacher improvement in practices, discipline data, attendance data, academic achievement data, and SEQ data.

#### **Person Responsible**

Barbara Riemer

#### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

#### **Evidence of Completion**

Matrix and Universals implemented, PLC agendas & minutes, iObservation reports and observations, SEQ data, discipline & attendance data, sign in sheets of events, agendas, and handouts, student achievement data- proficiency/learning gains/learning gains of lowest 25.



**Plan to Monitor Effectiveness of Implementation of G2.B1.S1 7**

Effectiveness will be monitored through student discipline, iObservation data, formative assessment data, and student portfolios

**Person Responsible**

Barbara Riemer















**Schedule**

Biweekly, from 8/15/2016 to 6/2/2017




***Evidence of Completion***

iObservation reports, Performance Matters and EDW reports, student portfolios

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
<b>2017</b>					
 G1.B1.S1.A1 A302938	Provide professional development on the Pillars of Instruction	Rierner, Barbara	9/15/2016	Professional Development Agenda, Sign in sheet, Handouts, Reflection Sheet	9/15/2016 one-time
 G1.MA1 M307655	Progress toward the goal will be monitored through classroom observations, assessment data and the...	Rierner, Barbara	8/15/2016	iObservation data, Performance Matters data. EDW data/reports, and state assessment data showing the school's academic performance.	6/2/2017 daily
 G2.MA1 M307658	Progress toward the goal will be monitored through classroom observations, assessment and...	Rierner, Barbara	8/15/2016	Results of student achievement data on the statewide assessment, Data Chats, Parent Conferences, SBT parent attendance, and SBT Minutes.	6/2/2017 biweekly
 G1.B1.S1.MA1 M307653	Effectiveness will be monitored through PLCs, SBT, Problem Solving team, strategies implemented for...	Rierner, Barbara	8/15/2016	iObservation reports, Performance Matters and EDW reports, Student Portfolios, Lessons, Reflections, Data Chats	6/2/2017 weekly
 G1.B1.S1.MA1 M307654	Administration will monitor the action plan through lesson plans, classroom observations, data...	Rierner, Barbara	8/15/2016	iObservation data, Formative assessment data, PLC and Team Planning minutes/notes, lesson plans, student achievement data	6/2/2017 monthly
 G1.B1.S1.A2 A302939	Implement Professional Learning Communities (PLCs) at every grade level, including ESE and ELL, to...	Rierner, Barbara	8/15/2016	Agendas, minutes, sign in sheets, instructional focus calendars, lesson plans, goals & scales	6/2/2017 weekly
 G1.B1.S1.A3 A302940	Provide professional development in Marzano's Design Questions 3 and 4 to develop an understanding...	Rierner, Barbara	8/15/2016	Agenda, sign in sheet, handouts, classroom observations and feedback through iObservation, data chats	6/2/2017 monthly
 G1.B1.S1.A4 A302941	Create a peer mentoring program across grade levels to build a shared commitment throughout the...	Rierner, Barbara	8/15/2016	Documentation of peers paired across the grade level, agenda and sign in of collaboration, observations of instructional practices.	6/2/2017 every-3-weeks
 G1.B1.S1.A5 A302942	Implement data chats with all instructional staff.	Rierner, Barbara	8/15/2016	Data sheets, EDW/Performance Matters reports, Reflection sheets, Lesson plans	6/2/2017 triannually
 G1.B1.S1.A6 A302943	Complete the book study of "Who is Doing the Work" to further support teachers in the...	Rierner, Barbara	10/13/2016	Instructional practices observed through classroom walkthroughs.	6/2/2017 monthly
 G1.B1.S1.A7 A302944	Implement the use of instructional resources to support the instruction of literacy during core...	Rierner, Barbara	8/15/2016	Classroom observations of teachers using the resources, lesson plans, instructional calendar outlining the use of the resources	6/2/2017 daily
 G2.B1.S1.MA1 M307656	Effectiveness will be monitored through student discipline, iObservation data, formative assessment...	Rierner, Barbara	8/15/2016	iObservation reports, Performance Matters and EDW reports, student portfolios	6/2/2017 biweekly
 G2.B1.S1.MA1 M307657	Implementation will be monitored through classroom observations, use of the iObservation tool,...	Rierner, Barbara	8/15/2016	Matrix and Universals implemented, PLC agendas & minutes, iObservation reports and observations, SEQ data, discipline & attendance data, sign in sheets of events, agendas, and handouts, student achievement data-proficiency/learning gains/learning gains of lowest 25.	6/2/2017 daily
 G2.B1.S1.A1 A302945	Implement school Universals and Behavior Matrix with all stakeholders with fidelity.	Rierner, Barbara	8/15/2016	Universals and Behavior Matrix will be displayed throughout the campus; Lessons of implementation will be collected; Scheduled events will be recorded on school-wide calendar.	6/2/2017 daily

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*Whispering Pines Elementary School*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G2.B1.S1.A2  A302946	Teachers will complete the referral process and recommend students to school based team or problem...	Riemer, Barbara	8/15/2016	Student data will be collected and documentation of interventions will be kept.	6/2/2017 daily
G2.B1.S1.A3  A302947	Instructional staff will provide immediate, intensive, intervention (iii) to students who...	Riemer, Barbara	8/15/2016	Intervention lesson plans, data collected, SBT agendas and minutes of cases discussed	6/2/2017 daily
G2.B1.S1.A4  A302948	Continue to implement Breakfast with Bonnie and Barbara, a new teacher mentoring program, to...	Kitchen, Kevin	8/15/2016	Agendas, handouts, sign in sheets, observed, positive instructional practices in iObservation	6/2/2017 monthly

## V. Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

**G1.** If we deliver effective and relevant instruction, then we will increase on grade level reading proficiency by Grades 3.

**G1.B1** Lack of understanding of a shared commitment and understanding of effective, relevant, and rigorous instruction.

**G1.B1.S1** All staff will engage in professional development, collaboration, and planning of instructional and behavioral core practices and interventions that when implemented will produce rigorous and relevant instruction.

### PD Opportunity 1

Provide professional development on the Pillars of Instruction

#### Facilitator

Diana Fedderman

#### Participants

Administrators and Faculty

#### Schedule

On 9/15/2016

### PD Opportunity 2

Implement Professional Learning Communities (PLCs) at every grade level, including ESE and ELL, to provide time for instructional planning and analysis of formative and informative assessments addressing instruction and behavior.

#### Facilitator

Team Leader, and Administration

#### Participants

Instructional Staff

#### Schedule

Weekly, from 8/15/2016 to 6/2/2017

### **PD Opportunity 3**

Provide professional development in Marzano's Design Questions 3 and 4 to develop an understanding of effective and rigorous instruction and how to implement those practices..

#### **Facilitator**

Administration, Professional Development Team

#### **Participants**

Instructional Staff

#### **Schedule**

Monthly, from 8/15/2016 to 6/2/2017

### **PD Opportunity 4**

Create a peer mentoring program across grade levels to build a shared commitment throughout the grade levels ,Kindergarten through Grade 5.

#### **Facilitator**

Administration, Instructional Staff

#### **Participants**

Instructional Staff

#### **Schedule**

Every 3 Weeks, from 8/15/2016 to 6/2/2017

### **PD Opportunity 5**

Complete the book study of "Who is Doing the Work" to further support teachers in the implementation of positive, effective instruction.

#### **Facilitator**

Administration and Team Leaders

#### **Participants**

Instructional Staff

#### **Schedule**

Monthly, from 10/13/2016 to 6/2/2017

### PD Opportunity 6

Implement the use of instructional resources to support the instruction of literacy during core instruction.

#### Facilitator

District

#### Participants

Kindergarten, Grade 1, Grade 2 teachers

#### Schedule

Daily, from 8/15/2016 to 6/2/2017

**G2.** If we provide a positive and supportive school climate for all stakeholders, then we will ensure the social, emotional, and academic development of all students.

**G2.B1** Lack of support and implementation of a Single School Culture and School-wide Positive Behavior Systems

**G2.B1.S1** Create a safe and supportive school culture that promotes the social, emotional, and academic development of all students.

### PD Opportunity 1

Teachers will complete the referral process and recommend students to school based team or problem solving team when the student exhibits an academic, social, or emotional need.

#### Facilitator

Jennifer Calvert, Barbara Riemer, Lisa Finn, Kerry Wittel, Yolanda Graham, Anna Schuemann, Sharon Gotschall

#### Participants

Whispering Pines Staff

#### Schedule

Daily, from 8/15/2016 to 6/2/2017

## **PD Opportunity 2**

Instructional staff will provide immediate, intensive, intervention (iii) to students who demonstrate a reading deficiency; collecting data for referral to school based team if the need arises.

### **Facilitator**

Jennifer Calvert, Barbara Riemer, Yolanda Graham, Anna Schuemann, Sharon Gotschall

### **Participants**

Instructional Staff

### **Schedule**

Daily, from 8/15/2016 to 6/2/2017

## **PD Opportunity 3**

Continue to implement Breakfast with Bonnie and Barbara, a new teacher mentoring program, to support teachers new to teaching and/or new to the Whispering Pines Community.

### **Facilitator**

Barbara Riemer, Bonnie Margolis-Toback

### **Participants**

First year teachers, teachers new to Whispering Pines Elementary, teachers who would like additional support

### **Schedule**

Monthly, from 8/15/2016 to 6/2/2017



## VI. Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

## VII. Budget

1	G1.B1.S1.A1	Provide professional development on the Pillars of Instruction				\$0.00
2	G1.B1.S1.A2	Implement Professional Learning Communities (PLCs) at every grade level, including ESE and ELL, to provide time for instructional planning and analysis of formative and informative assessments addressing instruction and behavior.				\$0.00
3	G1.B1.S1.A3	Provide professional development in Marzano's Design Questions 3 and 4 to develop an understanding of effective and rigorous instruction and how to implement those practices..				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			1781 - Whispering Pines Elementary School	School Improvement Funds		\$0.00
4	G1.B1.S1.A4	Create a peer mentoring program across grade levels to build a shared commitment throughout the grade levels ,Kindergarten through Grade 5.				\$0.00
5	G1.B1.S1.A5	Implement data chats with all instructional staff.				\$0.00
6	G1.B1.S1.A6	Complete the book study of "Who is Doing the Work" to further support teachers in the implementation of positive, effective instruction.				\$1,200.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			1781 - Whispering Pines Elementary School			\$1,200.00
			<i>Notes: Purchase books "Who is Doing the Work" for teachers.</i>			
7	G1.B1.S1.A7	Implement the use of instructional resources to support the instruction of literacy during core instruction.				\$5,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			1781 - Whispering Pines Elementary School	School Improvement Funds		\$5,000.00
			<i>Notes: Purchase of Foundational Literacy manipulatives</i>			
8	G2.B1.S1.A1	Implement school Universals and Behavior Matrix with all stakeholders with fidelity.				\$0.00
9	G2.B1.S1.A2	Teachers will complete the referral process and recommend students to school based team or problem solving team when the student exhibits an academic, social, or emotional need.				\$0.00
10	G2.B1.S1.A3	Instructional staff will provide immediate, intensive, intervention (iii) to students who demonstrate a reading deficiency; collecting data for referral to school based team if the need arises.				\$0.00

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11	G2.B1.S1.A4	Continue to implement Breakfast with Bonnie and Barbara, a new teacher mentoring program, to support teachers new to teaching and/or new to the Whispering Pines Community.	\$0.00
<b>Total:</b>			<b>\$6,200.00</b>