

# Southwest Elementary School



2014-15 School Improvement Plan

## Southwest Elementary School

2650 SOUTHWEST AVE, Lakeland, FL 33803

<http://schools.polk-fl.net/swe>

### School Demographics

**School Type**  
Elementary

**Title I**  
Yes

**Free/Reduced Price Lunch**  
81%

**Alternative/ESE Center**  
No

**Charter School**  
No

**Minority**  
54%

### School Grades History

Year	2013-14	2012-13	2011-12	2010-11
Grade	B	C	B	A

### School Board Approval

This plan is pending approval by the Polk County School Board.

### 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 with a grade of F within the prior two years. 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 resources available to support the goals and barriers that could hinder achieving those goals (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 is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

### DA Regions

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

### DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A or B with at least one F in the prior three years
- Prevent – currently C
- Focus – currently D
  - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
  - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
  - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
  - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-D with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

### 2014-15 DA Category and Statuses

DA Category	Region	RED
Not In DA	3	<a href="#">Ella Thompson</a>
Former F	Turnaround Status	
No		





## Part I: Current School Status

### Supportive Environment

#### School Mission and Vision

##### **Provide the school's mission statement**

Southwest Elementary will nurture academic excellence and integrity by promoting a passion for learning in a safe environment.

##### **Provide the school's vision statement**

To provide a high quality education for all students.

#### School Environment

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

Our teachers learn about students' cultures and build relationships by marrying our PBS programs, Title One Parent Involvement Activities, general professional development, and by conducting themselves in a manner reflective of the Florida Educator Code of Ethics. At the beginning of the year, teachers and staff are trained in proper volunteer and family communication protocols. Furthermore, teachers are available to meet families in settings such as Orientation, Open House, Academic Family Nights, and more casual interactions such as local restaurant "spirit nights."

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

Through constant monitoring of safety, to welcoming activities, students are respected and cared for at all times. All staff members will receive professional development again this year on identifying and reporting bullying. While Southwest Elementary has a low incident rate of bullying and violence in general, we will stay vigilant in our efforts to maintain a safe campus and promote tolerance and peace. Morning student produced TV and strategically placed posters help students have a clear understanding of the issues surrounding bullying and the consequences of such actions. A beginning of the year conference with bus drivers ensures administration that consistent rules are followed as students ride to and from school. Our guidance counselor will deliver in-class lessons on topics as needed. Anger management groups and individual behavioral support sessions are provided by the guidance counselor. Conflict Resolution opportunities are encouraged and are available at any time.

##### **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**

Our formal PBS program highlights a school-wide initiative to reduce discipline, build character and raise achievement through positive, intrinsic motivation. A conduct pledge is recited each morning after the pledge of allegiance. The conduct pledge is as follows:

As a valuable member of Southwest Elementary

I pledge to be responsible for my actions

To stay focused on my work

To obey my teachers

To treat everyone with respect and follow the rules of my school.

Spurs are: productive, understanding, respectful, and safe.



Students have the opportunity to earn their "spurs" everyday as they demonstrate behavior expectations. In the event there is a lack of adherence to the rules, students may receive a phone call home, minor infraction form, or as a last resort an office discipline referral. If an ODR is required, the assistant principal and/or principal will then follow the Polk County Student Code of Conduct.

**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**

Southwest Elementary ensures the social-emotional needs of all students through the implementation of our PBS program. Our highly qualified guidance counselor, Heather Fish, oversees this program with the support of the school-based leadership team, MTSS Committee, and all staff members. We also have a district assigned school psychologist, social worker, mental health counselor, as well as other "as needed" district staff who can help with students with temporary or crisis level needs.

**Early Warning Systems**

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

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

Through our district level, LIIS system, we have EWS indicators in place in electronic database formats. The system can be accessed daily, and a monthly "bird eye" view report is sent to principals.

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

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

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Attendance below 90 percent	15	7	10	9	10	7	58
One or more suspensions	2	1	2	6	6	4	21
Course failure in ELA or Math	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	11	10	17	38

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

Indicator	Grade Level			Total
	K	2	4	
Students exhibiting two or more indicators	3	1	3	7

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

Attendance: Students with attendance below 90 percent are first contacted by the teacher/parent communication policies established. Next, if problems continue, the teacher notifies our attendance manager who then reaches out to the family for support. Social services are followed up as needed, if the family is experiencing difficulties that result in the child's lack of regular attendance. If lack of attendance is a motivational concern, the MTSS committee explores ideas for the individual child to motivate and encourage regular attendance.

One or more suspensions: Student who are being suspended, are studied through our MTSS team in relation to PBS. Tier 2 and Tier 3 processes are established as needed and on an individual basis.

Course Failure in ELA or Math and/or Level 1: Students who are not successfully completing core academics are identified by our MTSS processes. Tier 2 support is provided as needed. The intervention is implemented with fidelity, tracked, and discussed at intervals with the MTSS team. If additional support is needed, Tier 3 processes are put in place based on the child's individual need.

## Family and Community Involvement

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

**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. § 6314(b)(1)(F).

### Will the school use its PIP to satisfy this question?

Yes

#### **PIP Link**

The school completes a Parental Involvement Plan (PIP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/195935>.

#### **Description**

A PIP has been uploaded for this school or district - see the link above.

**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**

Southwest builds and sustains partnerships with the local community through the involvement in SAC. As a governing membership body of the school, parents, staff, and community members have an opportunity to work closely with the school on many levels.

Furthermore, partnerships are established with businesses to support the school on many levels. From PBS incentives, grounds maintenance to help our school look more welcoming, and donations, local businesses support our school on a variety of levels. However, Southwest attempts to also give back to our community. Through participation in art museum showings, creating quilts for veterans, and organizing recycling events, we also attempt to teach our students to be good community members. Partnerships with Southwest are definitely a reciprocal relationship.

## Effective Leadership

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

### School Leadership Team

#### **Membership**

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

Name	Title
Townley, Michelle	Principal

#### **Duties**

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

The following is a list of the leadership team. Each person shares insights, analyzes data, communicates information, and assists in the problem-solving process through the lens of his/her

professional responsibilities and experiences.

Michelle Townley – Principal, Walter Smith - Assistant Principal, Christa Legg –Kindergarten, Donna Adams – 1st , Beryl Gordon- 2nd, Kyle Lawton- 3rd, Amy Matthews- 4th, Brenda Mathewson- 5th, Lori Thompson – Reading Interventionist, Heather Zipprer – ESE/Guidance Counselor

**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**

The Leadership Team will meet at least once per month (or more frequently as needed) to problem solve using school-wide academic and behavioral data. The focus of the team is on evaluating effectiveness of programs, grade levels, and determining what is working in our school. Through the CIM (especially steps 6, 7, 8) the leadership team seeks to maximize student outcomes through the responsible use of funds (state, local, and federal), services, and programs.

### School Advisory Council (SAC)

#### Membership

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

Name	Stakeholder Group
Michelle Townley	Principal
Walter Smith	Education Support Employee
Lori Thompson	Education Support Employee
Gelissa Citron Rodriguez	Parent
Eisha Williams	Parent
Susan Trevino	Parent
Rachel McCall	Parent
Eileen Sutton	Parent
Heather Fish	Education Support Employee

#### Duties

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

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

SAC members review previous year school improvement plans, engage in discussions of problem solving and continuous improvement, and provide feedback during meetings for how well plans were implemented and steps for moving forward.

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

SAC will provide insights and suggestions for contributing to the goals of the SIP.

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

SAC will provide insights, give suggestions for contributing to the budget, and approve the final budget and School Improvement Plan.

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

If SAC discretionary funds are allocated, they will be used for Instructional Supplies, Supplemental Tutoring, and Technology.

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

Yes

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

**Literacy Leadership Team (LLT)**

**Membership**

Identify the name, email address and position title for each member of the school-based LLT.:

Name	Title
Townley, Michelle	Principal

**Duties**

**Describe how the LLT promotes literacy within the school**

The major initiatives for 2014-15 will be to provide training on high-yield strategies and increased text complexity that leads to improved reading and comprehension skills. Our school is also focusing on reviewing the effective strategies we have implemented over the last four years in order to refine and improve our instructional methods.

**Public and Collaborative Teaching**

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

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

Teachers meet a minimum of once per week to plan collaboratively, analyze data, and reflect on their instruction. In a more formal setting, this process is facilitated by the principal. As groups solidify their professional practices, autonomy takes over and teachers truly begin to function as a professional learning community. Supporting teacher work is highly important to the leadership team at Southwest. Teachers also have the opportunity to work in subject area vertical teams, committees, and self-selected study groups. Being life long learners is a passion of the staff of SWE.

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

1. RHS Recruitment System is utilized to screen for highly qualified and certified instructional and non-instructional staff. This system is maintained by the HR Department and is used at the school level by Michelle Townley and Walter Smith to search for applicants when a vacancy occurs.
2. Part of retaining our staff requires us to maintain a professional environment that relies heavily on strong relationships, common goals, and the mutual benefits of professional learning communities. Michelle Townley, Walter Smith, and the entire leadership team work to ensure that our teachers feel supported.

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

All of the instructors at Southwest have completed their initial educator preparation program and any additional mentoring programs. Should we hire a first year teacher, he/she will be supported by our leadership team, the grade level chair, and/or additional teachers based on the new teacher's needs.

## Ambitious Instruction and Learning

### Instructional Programs and Strategies

#### Instructional Programs

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

Through collaborative planning, lesson plan feedback, classroom observations with feedback, work sample examination, and vertical unpacking of standards, Southwest ensures that its instructional programs are aligned to the Florida standards. Materials are also purchased only via the district's "PURE" process in order to ensure their alignment with the standards.

#### Instructional Strategies

***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***

Data is analyzed by individual student in order to differentiate instruction within Tier 1, Tier 2, and Tier 3 processes. Students are also provided additional opportunities for enrichment and remediation/ previewing through after school extended learning. For example, if data and teacher observations indicate that a student could benefit from enrichment, then he/she is provided that opportunity. Also, if a student is struggling, he/she may be provided additional support through targeted extended day opportunities.

***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:** 64,000

Students in 3rd-5th grade will receive additional instruction in reading comprehension. Twice per week, 50 minutes each session, 10 week session, twice per year. Four groups of no more than 8 students per group.

**Strategy Rationale**

Improve individualized instruction in core academics.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Townley, Michelle, michelle.townley@polk-fl.net

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

Ongoing progress monitoring data from quarterly assessments, weekly teacher assessments, and formative assessments.

**Strategy:** Extended School Day

**Minutes added to school year:** 172,800

Students in KG -3rd grade will receive additional reading instruction via our partnership grant with YMCA READS. Students are served twice a week, two 60 minute sessions, for 32 weeks. 45 students are in the program.

**Strategy Rationale**

Improve foundational reading skills.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Townley, Michelle, michelle.townley@polk-fl.net

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

YMCA Reads program data reports will be used bi-annually as outlined in the grant.

**Strategy:** Extended School Day

**Minutes added to school year:** 32,000

Students in 4th-5th grade will receive additional instruction in mathematics. Twice per week, 50 minutes each session, 10 week session, twice per year. Two groups of no more than 8 students per group.

**Strategy Rationale**

Improve individualized instruction in core academics.

**Strategy Purpose(s)**

""

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

Townley, Michelle, michelle.townley@polk-fl.net

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

Ongoing progress monitoring data from quarterly assessments, weekly teacher assessments, and formative assessments.

**Student Transition and Readiness**

**PreK-12 Transition**

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

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

The administrative team monitors Southwest's kindergarten transition activities. Kindergarten Round-Up is held each year with kindergarten teachers playing an important role in the process by providing exciting activities for participants. An invitational atmosphere is created for both students and parents. During the Round-Up, parents are given information about our kindergarten curriculum, routine and available staff support. When appropriate, referrals are made for readiness programs such as Head Start. Local community Pre K programs are notified in advance and fliers are given out to encourage participation. Our school's operating budget and Title I funds are used to supply materials for our kindergarten transition program. FLKRS is used in kindergarten to assess student needs. Observation and reading readiness assessments are administered by the teachers to determine skill levels and establish learning starting points. The guidance counselor is available, as needed, to observe behaviors and assess student behavioral patterns.

**College and Career Readiness**

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

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

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

**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**



## 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

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

## Strategic Goals Summary

- G1.** Students will be routinely engaged in academic tasks in order to increase instructional time, decrease discipline, increase attendance, and improve overall feelings towards the importance of school.
- G2.** Students are proficient with grade level standards and expectations in all content areas. ELA proficiency will increase to 73% on the FSA in the spring of 2015. Math proficiency will increase to 76% on the FSA in the spring of 2015.

## Strategic Goals Detail

*For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal*

**G1.** Students will be routinely engaged in academic tasks in order to increase instructional time, decrease discipline, increase attendance, and improve overall feelings towards the importance of school. 1a

G036708

**Targets Supported** 1b

Indicator	Annual Target
Attendance rate	
Discipline incidents	

**Resources Available to Support the Goal** 2

- PBS Implementation
- ITV: Reinforcement of Positive Behavior: Principal's Monday Minute
- Mentoring Program
- Tier 2 and Tier 3 Behavior Supports
- Social worker
- Attendance Manager and Teacher Communication
- Connect Ed Communication
- School Nurse
- Academic Incentives
- Attendance Incentives

**Targeted Barriers to Achieving the Goal** 3

- Accepting school rules that may at times be oppositional to peer group norms, home life, outside circumstances, or other cultural influences.

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

Discipline Data  
Attendance Data  
PBS Reports  
Overall increased academic performance.

**Person Responsible**

Michelle Townley

**Schedule**

Quarterly, from 8/18/2014 to 6/5/2015

**Evidence of Completion**

Improved Discipline Data on a quarterly basis. Improved Attendance. Improved academic performance.

**G2.** Students are proficient with grade level standards and expectations in all content areas. ELA proficiency will increase to 73% on the FSA in the spring of 2015. Math proficiency will increase to 76% on the FSA in the spring of 2015. **1a**

G036709

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

Indicator	Annual Target
FSA - English Language Arts - Proficiency Rate	60.0
FSA - Mathematics - Proficiency Rate	60.0
FCAT 2.0 Science Proficiency	55.0

**Resources Available to Support the Goal** **2**

- Strategies in all content areas: evidence of learning (learning logs), accountable writing/talking and justification of answers. Proper/Precise vocabulary use and strategies. Critical thinking skills.
- Reading Strategies: Text complexity professional development, text dependent questions, close reading/re-reading. AR program to support individual reading goals. Implementation of new Reading Wonders series. Support from school-based reading resource teacher.
- Math Strategies: 8 Best Math Practices professional development and implementation, use of visualization/manipulatives, fact fluency, Implementation of new Go Math Common Core Series. Math Facts in a Flash.
- Data Driven Instruction: Common grade level assessments, formative data, compare work samples, use of proficiency scales/rubrics.
- Professional Development: PLCs, Common Planning, Vertical Teams, Increase knowledge base of Common Core Standards-based Instruction. A team of 7 people attended the summer Common Core Conference and have shared information with their colleagues.
- MTSS: Implementation of Tier 2 and Tier 3 interventions for struggling students.
- Use of school-wide tools: thinking maps, writing to achieve strategies, CISM, interactive learning logs, HOT /s, summarizin, non-verbal representations, vocabulary in context, advanced organizers/previewing.
- Additional time for instrucion during the school day via STEAM, Title One Funded retired teacher tutors, and Book Clubs lead by resources teachers.
- Gifted and Able-learners being challenged through STEAM classes/activities.
- Support from district-based reading, math, and science coaches.

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

- Lack of rigorous instructional outcomes set by teachers.

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

Lesson Plans, PLC notes, student work samples

**Person Responsible**

Michelle Townley

**Schedule**

Weekly, from 8/18/2014 to 6/5/2015

***Evidence of Completion***

PLC notes, data reflections in relation to actual scores.

## 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.** Students will be routinely engaged in academic tasks in order to increase instructional time, decrease discipline, increase attendance, and improve overall feelings towards the importance of school. **1**

 G036708

**G1.B1** Accepting school rules that may at times be oppositional to peer group norms, home life, outside circumstances, or other cultural influences. **2**

 B087926

**G1.B1.S1** Teaching behavior expectations at the beginning of the year, after holidays/breaks, and as needed throughout the school and within individual classrooms. **4**

 S098646

### Strategy Rationale

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

Teaching Expectations, Implementation of PBS plan, attendance records, ITV Reinforcement

#### Person Responsible

Michelle Townley

#### Schedule

Quarterly, from 8/11/2014 to 6/5/2015

#### Evidence of Completion

PBS Data, attendance data, discipline data

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

Expectation Lessons taught, "SPUR" program, Student agenda use/parent communication, attendance and academic incentives.

**Person Responsible**

Michelle Townley

**Schedule**

Quarterly, from 8/18/2014 to 6/5/2015

**Evidence of Completion**

PBS Data, attendance data, discipline data.

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

Expectation Lessons, "SPUR" program, Student agenda use/parent communication, attendance and academic incentives increase in number of students earning the incentives.

**Person Responsible**

Michelle Townley

**Schedule**

Quarterly, from 8/11/2014 to 6/5/2015

**Evidence of Completion**

PBS Data (benchmarks of quality end of year report) End of year attendance data. End of year discipline data.

**G2.** Students are proficient with grade level standards and expectations in all content areas. ELA proficiency will increase to 73% on the FSA in the spring of 2015. Math proficiency will increase to 76% on the FSA in the spring of 2015. 1

G036709

**G2.B1** Lack of rigorous instructional outcomes set by teachers. 2

B087931

**G2.B1.S1** Common Planning with support from leadership team to implement school-wide best practices. 4

S098647

### Strategy Rationale

#### Action Step 1 5

Collaboratively Plan with Teachers  
Conduct classroom walk-throughs with feedback  
PLC discussions  
Vertical Team Meetings  
Faculty Learning Sessions  
Follow-up from "Friday Focus"

#### Person Responsible

Michelle Townley

#### Schedule

Weekly, from 8/18/2014 to 6/5/2015

#### Evidence of Completion

Lesson Plans emailed weekly to Leadership team. Journey as well as "casual" observation feedback. Meeting minutes.

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

Collaborative Planning  
Observations  
Data Chats  
PLC activities: rubric evaluation of assessments and assignments.

**Person Responsible**

Michelle Townley

**Schedule**

Weekly, from 8/18/2014 to 6/5/2015

**Evidence of Completion**

Lesson Plans and discussion in leadership team meetings. Data analysis. PLC work samples.

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

Feedback, Observations, lesson plans, data analysis.

**Person Responsible**

Michelle Townley

**Schedule**

On 6/5/2015

**Evidence of Completion**

Smith and Townley walk-through feedback and lesson plans. Data reflections.



**G2.B1.S5 Feedback from Classroom observations.** 4

S098651

**Strategy Rationale**

**Action Step 1** 5

Classroom Walkthrough Feedback

**Person Responsible**

Michelle Townley

**Schedule**

Daily, from 8/25/2014 to 4/30/2015

***Evidence of Completion***

Journey Feedback

**Plan to Monitor Fidelity of Implementation of G2.B1.S5** 6

Journey System

**Person Responsible**

Michelle Townley

**Schedule**

Daily, from 8/25/2014 to 4/30/2015

***Evidence of Completion***

Teachers receive individualized feedback on CWT: 8, informal observations 2, and formal observations 1.

**Plan to Monitor Effectiveness of Implementation of G2.B1.S5** 7

**Person Responsible**

Michelle Townley

**Schedule**

Monthly, from 8/11/2014 to 5/1/2015

***Evidence of Completion***

Each month, the principal will evaluate the overall staff effectiveness via Journey reports.

## Appendix 1: Implementation Timeline

Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Teaching Expectations, Implementation of PBS plan, attendance records, ITV Reinforcement	Townley, Michelle	8/11/2014	PBS Data, attendance data, discipline data	6/5/2015 quarterly
G2.B1.S1.A1	Collaboratively Plan with Teachers Conduct classroom walk-throughs with feedback PLC discussions Vertical Team Meetings Faculty Learning Sessions Follow-up from "Friday Focus"	Townley, Michelle	8/18/2014	Lesson Plans emailed weekly to Leadership team. Journey as well as "casual" observation feedback. Meeting minutes.	6/5/2015 weekly
G2.B1.S5.A1	Classroom Walkthrough Feedback	Townley, Michelle	8/25/2014	Journey Feedback	4/30/2015 daily
G1.MA1	Discipline Data Attendance Data PBS Reports Overall increased academic performance.	Townley, Michelle	8/18/2014	Improved Discipline Data on a quarterly basis. Improved Attendance. Improved academic performance.	6/5/2015 quarterly
G1.B1.S1.MA1	Expectation Lessons, "SPUR" program, Student agenda use/parent communication, attendance and academic incentives increase in number of students earning the incentives.	Townley, Michelle	8/11/2014	PBS Data (benchmarks of quality end of year report) End of year attendance data. End of year discipline data.	6/5/2015 quarterly
G1.B1.S1.MA1	Expectation Lessons taught, "SPUR" program, Student agenda use/parent communication, attendance and academic incentives.	Townley, Michelle	8/18/2014	PBS Data, attendance data, discipline data.	6/5/2015 quarterly
G2.MA1	Lesson Plans, PLC notes, student work samples	Townley, Michelle	8/18/2014	PLC notes, data reflections in relation to actual scores.	6/5/2015 weekly
G2.B1.S1.MA1	Feedback, Observations, lesson plans, data analysis.	Townley, Michelle	8/18/2014	Smith and Townley walk-through feedback and lesson plans. Data reflections.	6/5/2015 one-time
G2.B1.S1.MA1	Collaborative Planning Observations Data Chats PLC activities: rubric evaluation of assessments and assignments.	Townley, Michelle	8/18/2014	Lesson Plans and discussion in leadership team meetings. Data analysis. PLC work samples.	6/5/2015 weekly
G2.B1.S5.MA1	[no content entered]	Townley, Michelle	8/11/2014	Each month, the principal will evaluate the overall staff effectiveness via Journey reports.	5/1/2015 monthly
G2.B1.S5.MA1	Journey System	Townley, Michelle	8/25/2014	Teachers receive individualized feedback on CWT: 8, informal observations 2, and formal observations 1.	4/30/2015 daily

## Appendix 2: Professional Development and Technical Assistance Outlines

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

## Professional Development Opportunities

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

**G1.** Students will be routinely engaged in academic tasks in order to increase instructional time, decrease discipline, increase attendance, and improve overall feelings towards the importance of school.

**G1.B1** Accepting school rules that may at times be oppositional to peer group norms, home life, outside circumstances, or other cultural influences.

**G1.B1.S1** Teaching behavior expectations at the beginning of the year, after holidays/breaks, and as needed throughout the school and within individual classrooms.

### **PD Opportunity 1**

Teaching Expectations, Implementation of PBS plan, attendance records, ITV Reinforcement

#### **Facilitator**

Heather Fish

#### **Participants**

Teachers, PBS Team, Leadership Team

#### **Schedule**

Quarterly, from 8/11/2014 to 6/5/2015

**G2.** Students are proficient with grade level standards and expectations in all content areas. ELA proficiency will increase to 73% on the FSA in the spring of 2015. Math proficiency will increase to 76% on the FSA in the spring of 2015.

**G2.B1** Lack of rigorous instructional outcomes set by teachers.

**G2.B1.S1** Common Planning with support from leadership team to implement school-wide best practices.

### **PD Opportunity 1**

Collaboratively Plan with Teachers Conduct classroom walk-throughs with feedback PLC discussions Vertical Team Meetings Faculty Learning Sessions Follow-up from "Friday Focus"

#### **Facilitator**

Michelle Townley

#### **Participants**

Mrs. Townley, Mr. Smith, Mrs. Thompson, Mrs. Fish, and classroom teachers.

#### **Schedule**

Weekly, from 8/18/2014 to 6/5/2015

## Technical Assistance Items

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

## Budget Rollup

### Summary

Description	Total
Grand Total	0