

Strategic Plan - Working Copy

COUNTY/SCHOOL: BOONE/SHERMAN ELEMENTARY SCHOOL

ACCOUNTABILITY DESIGNATION: TRANSITION

SECTION I - MISSION STATEMENT - What are your beliefs about learning? What is your mission?

What are your core beliefs?

1. The culture of a school is shaped by the attitudes of the adults, strong instructional leadership and highly effective personnel. 2. Learning is the shared responsibility of the home, student, school and community. 3. Addressing students' social, emotional, and physical needs is just as important as meeting their intellectual needs. 4. Learning across the school is enhanced when teachers collaborate (share knowledge, ideas and techniques). 5. All students can learn if they are given adequate time, quality instruction and know they are cared about.

In a few compelling words and phrases, what is the mission of your school?

Sherman Elementary will provide a culture of collaboration which will focus on learning for all.

SECTION II - GOALS - What are your goals? What evidence will you use to determine success?

GOALS: After the study of student performance data, high quality learning conditions, management efficiency (and considering county priorities), what are your school's SMART(specific, measurable, attainable, realistic and timely) goals for improvement?

MEASUREMENT EVIDENCE (ME): For each goal you have set, what evidence will you use to determine that your actions are effective and that progress is being made?

Goal1. The percentage of Sherman Elementary students reaching proficiency will increase 14.30% points to reach the Math Target of 54.73% and increase 13.29% points to reach the Reading Target of 60.25% for ALL students. Special Education students reaching proficiency will increase 22.35% to reach the Math Target of 50.45% and increase 29.71% points to reach the Reading Target of 43.75% for students with disabilities.

ME1. Student progress will be measured through STAR reading/math and Summative Assessment.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Sherman Elementary will continue using STAR Reading, Math and STAR Early Literacy to measure students' progress toward achieving goals.	2014-2015	WV Achieves Teachers; Classroom Teachers	County	STAR Reports
Sherman Elementary will provide Family Reading Night to involve parents in improving their child's reading skills at home.	October 13, 2014	RLA/SS PLC	Title I Parent Involvement Funds	Sign-in sheet, agenda
Sherman Elementary will provide Family Math Night to involve parents in improving their child's math skills at home.	October 21, 2014	MATH/SC PLC	County	Sign-in sheets, agendas
Sherman Elementary will continuously assess data in team meetings to improve math and reading progress toward goals.	D-Day Sept. 30, 2014 and Weekly PLC team meetings	Principal and School Leadership Team	Job embedded	Sign-in sheets, agendas
Grade level teachers will provide weekly newsletters and parent communication with academic vocabulary listed and tips for success in school.	Weekly 2014-2015	Classroom Teachers	Job embedded	Newsletters on file with Principal
Sherman Elementary will increase Parent/Teacher Communication through Engrade to facilitate communication between home and school.	2014-2015	Administration, Classroom teachers	County	Principal's Engrade report
Sherman Elementary will provide Support for Personalized Learning (SPL) during core instruction for targeted students and more intensive intervention during pull-out to assist students in meeting learning targets.	2014-2015	Classroom Teachers; Title I Staff; Sp. Ed. Staff	Job embedded	Intervention Logs

Extended learning opportunities will be provided for targeted students through in-school and after-school tutoring and Extended Day Program to support students in meeting goals.	2014-2015	Site Coordinators	County	Title I Director
Sherman Elementary Leadership Team will meet twice monthly to support curriculum-based decisions and oversee implementation of the Strategic Plan.	2nd and 4th Thursday of each month	Prinicpal	Job embedded	Sign-in sheets and agenda
The administration will monitor implementation of Next Generation Content Standards and Objectives (Nx Gen. CSOs) and the Instructional Practices Inventory (IPI) to ensure students are engaged and instruction is rigorous.	2014-015	Administration; Coders; Mr. Leonard Bolton	Job embedded	Instructional Monitoring Reports; Classroom visits; Lesson plan evaluation
The administration and Leadership Team will work with Mr. Leonard Bolton, School Consultant to improve instructional practices.	2014-2015	Leonard Bolton	County	Meeting notes, agenda
Three selected Teacher Leaders will work with Dr. Chris Jakicic, and then return to the school to train the staff on how to identify Power Standards and create common grade level assessments.	October, December, 2014; February and April, 2015	Administration; Selected Teacher Leaders	County	Sign-in sheets, agendas
Teachers in grades 3-6 will use Interim assessments to measure students' on-going progress towards goals, and Odyssey will be used daily in all grade levels to help students meet learning goals.	2014-2015	Administration; Teachers	County	Walkabouts; IPI Observations
Teachers will utilize John Strebe's instructional strategies to promote classroom management and student engagement in order to help students meet learning targets.	January 20, 2015 and beyond	Nora Dotson; Administrators	Title I Program	Sign-in sheets, agendas; IPI and other classroom visits

Goal2. The lowest 25% of achieving students per grade level, including students with disabilities, will demonstrate accelerated performance in Reading/ELA and Math as measured by percentile rank on STAR Reading, STAR Math and/or STAR Early Literacy screenings and the Smarter Balance assessment for grades 3-6.

ME2. Student progress will be measured through STAR Reading, STAR Math, and/or STAR Early Literacy and Summative Assessment.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Sherman Elementary will continue the use of regularly scheduled collaborative team meetings (Leadership, Grade-Level, SAT, Vertical Teams) data, implement Power Standards and monitor implementation of the Strategic Plan.	2014-2015	Leadership Team; Grade Level Team Leaders	Job embedded	Sign-in sheets, agendas
Administrators and the school's Leadership Team will be supported by Mr. Leonard Bolton to foster school wide improvement.	2014-2015	Mr. Leonard Bolton	County	Meeting notes; sign-in
Odyssey and Interim programs will be used for core instructional support and intervention at Sherman Elementary School to assist students in meeting goals.	2014-2015	Administration	County	Odyssey reports; Interim reports

Sherman Elementary will provide additional support for students experiencing academic difficulty through small group instruction, in-school and after-school tutoring and Support for Personalized (SPL) interventions.	2014-2015	Classroom teachers, Special Education and Title I	County	IPI and administrator walkabouts; Lesson plans
Sherman Elementary administrators will complete regular review of lesson plans and provide specific feedback to the instructional staff regarding the results of such.	2014-2015	Administrators	County	Lesson plan evaluation conference
Sherman Elementary will implement the use of PD360 to facilitate effective professional development and target staff members who may need additional support.	2014-2015	Administrators	County; Title I Program	PD360 reports
Sherman Elementary will monitor the attendance of all at-risk students in the bottom 25% of grade levels to ensure they are here at school to learn.	2014-2015	Administration; Classroom teachers	Job embedded	Attendance reports; Log of calls made to the home
Sherman Elementary will monitor and support co-teaching in the classroom between regular classroom teachers and Special Education and/or Title I Teachers to ensure students are meeting learning targets.	2014-2015	Administrators	Job embedded	IPI monitoring, Walkabouts, and Schedules
Sherman Elementary teachers will teach Fry's 100 word lists per grade level (K-6) to increase students' sight word knowledge, thereby increasing students' fluency and reading comprehension reading comprehension.	2014-2015	Administration; Teacher Leaders	Job embedded	Sight word assessments; STAR reports; Summative assessment
Sherman Elementary will implement regularly scheduled Instructional Practices Inventory (IPI) walkabouts to observe data on student engagement and rigorous classroom instruction.	2014-2015	Administration, Coders; Mr. Leonard Bolton	County	IPI results of walkabout
Three selected Teacher Leaders will work with Dr. Chris Jakicic, and then return to the school to train the staff on how to identify Power Standards and common grade level assessments.	October, December, 2014 and February, April, 2015	Administration; Selected Teacher Leaders	County	Sign-in sheets, agendas
Teachers will utilize John Strebe's instructional strategies to promote classroom management and student engagement in order to help students meet learning targets.	January 20, 2015 and beyond	Nora Dotson; Administration	Title I Program	Sign-in sheets, agenda; IPI and other classroom visits

Goal3. Academic vocabulary scores will increase across the curriculum annually, as measured by STAR Reading and STAR Early Literacy's baseline data on Screening #1 through year-end assessment on screening #3, as a result of implementing Marzano's Six Step Process for Teaching Academic Vocabulary in the classrooms.

ME3. STAR Reading and STAR Early Literacy Vocabulary scores on Screening #1 (baseline) through Screening #2 and #3; as well as success on the Smarter Balance assessment.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Teachers will collaborate on strategies to increase academic vocabulary in order to increase students' fluency and reading comprehension.	2014-2015	RLA/SS PLC; Grade Level PLCS	Job embedded	PLC agendas

Teachers will instruct students daily in academic vocabulary by using Marzano's 6-Step Process for Building Academic Vocabulary.	2014-2015	Administration; Classroom teachers	Job embedded	IPI visits; Walkabouts; STAR reading reports; STAR Early Literacy reports
Sherman Elementary teachers will progress monitor students on the STAR Reading and/or STAR Early Literacy assessments for growth in students' vocabulary in order to support fluency and reading comprehension.	2014-2015	Classroom teachers; WV Achieves Focus teachers	Job embedded; County	STAR reading reports
Sherman Elementary teachers will receive an Academic Vocabulary Resource Packet based on Marzano's 6-Step Process for Building Academic Vocabulary and materials for teaching and assessing Fry's 100 Words (per grade level) to increase students' fluency and reading comprehension.	December 5, 2014	Administration; Title I Teachers	Job-embedded	Sign-in sheet, agenda; Marzano Resource packet; Fry lists
Sherman Elementary will continue using STAR Reading and STAR Early Literacy to measure students' progress toward academic vocabulary goals.	2014-2015	WV Achieve Focus Teachers; Classroom Teachers	County	STAR Reading and STAR Early Literacy reports
Grade Level Teams will use resources from "Vocabulary for the Common Core" by Marzano and Simms and "Bringing Words to Life" by Beck, McKeown, & Kucan as resources for improving instruction in academic vocabulary in order to help students in meeting learning goals.	2014-2015	Administration; Grade Level Team Leaders	School	Meeting notes, agendas
Teachers will utilize John Strebe's instructional strategies to promote classroom management and student engagement in order to help students meet learning targets.	January 20, 2015 and beyond	Nora Doston; Administrators	Title I Program	Sign-in sheets, agendas; IPI and other classroom visits

NOTE: Red background for goal indicates no action items recorded for that goal.

SECTION III - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

PROFESSIONAL DEVELOPMENT:

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Professional Development

Action Step	Target Audience	Desired Method	Funding Source
Teachers will be trained on the use of PD360 in order to improve classroom practice and implement rigorous instruction.	Administration, staff	Face to Face	County
K-6 teachers will be given embedded release time per grade level so that Teacher Leaders may assist them in identify Power Standards in Reading/ELA and Math.	Teachers	Other:Specify	County; Title I Program
Sherman Elementary teachers will be given the opportunity to participate in Data Disaggregation Day	Teachers		County; Job

(D-Day) and be provided time during team meetings to discuss student achievement data in order to help students reach their learning goals.	Teachers, Administrators	Other:Specify	County, Job embedded
Sherman teachers will be given the opportunity to participate in 5 Saturday Collaborative Planning Sessions in order to learn more about utilizing STAR reports, developing Academic Vocabulary, plan rigorous instruction and develop units of study to assist students in meeting learning goals.	Classroom teachers, Sp. Ed. teachers, Title I	Other:Specify	Title I Program
Teachers will learn about ways to increase academic vocabulary and sight word knowledge from the Title I Teachers in order to help students improve their reading comprehension and fluency.	Teachers; Administrators	Face to Face	Job embedded
Administrators will be trained in the WVDE Early Warning System. to assist them in identifying at-risk students.	Administrators	Face to Face	County
Teachers will be given release time in order to learn more about interpreting STAR Reading and Math, and STAR Early Literacy reports from the WV Achieves Focus Teachers so they will be assist students in meeting learning targets.	WV Achieves Focus Teachers; Administrators	Face to Face	Title I Program
K-6 teachers will learn about the importance of teaching Fry's Instant Word lists, and the research behind it, so they will plan effective instruction on mastery of 100 sight words per grade level in order to build students' fluency and reading comprehension.	Teachers	Face to Face	Job embedded
Teachers in grades K-6 will be trained by Nora Dotson about providing Support for Personalized Learning (SPL) targeted and intensive interventions so they can help students achieve in Reading and Math.	Administrators; teachers	Face to Face	Title I Program
Teacher leaders will receive training from Dr. Chris Jakicic to develop power standards and common formative assessments; the teacher leaders will then train the staff, in turn on these strategies.	Teachers; Administrators	Face to Face	County
Sherman Elementary will receive training, coaching and modeling on the Instructional Practices Inventory (IPI) from Leonard Bolton, School Consultant in order to improve instructional practice and student engagement.	Administrators; Teacher Leaders	Face to Face	County
Teachers will be trained in the use of John Strebe's instructional and classroom management strategies in order to provide a classroom environment where there is rigor and student engagement.	Teachers	Face to Face	Title I Program
Grade level teams will receive training from the Title I Teachers on how to construct the Parent-Teacher Compact Brochure in order to facilitate parent involvement and meet federal requirements.	Grade level teachers	Face to Face	Title I Program
Teacher Leaders will receive the books, "Bringing Words to Life" by Beck, McKeown, & Kucan and "Vocabulary for the Common Core" by Marzano and Simms to share these resources in grade level PLC meetings and facilitate book studies.	Teacher Leaders	Face to Face	School