



Self Assessment

Cora Castlen Elementary School

Mobile County Board of Education

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Introduction

AdvancED's Self Assessment (SA) diagnostic is based on the AdvancED Standards of Quality, which serves as the foundation of the accreditation and continuous improvement process. The SA is a valuable tool for collaboratively engaging staff members and stakeholders in purposeful, honest dialogue and reflection to assess the institution's adherence to the Standards, and guide its continuous improvement efforts. The SA includes the institution's self-ratings of and the evidence cited for each of the indicators, comments that explain the indicator's ratings and an overall narrative for each Standard. The results of the SA are reviewed by the External Review Team as one essential component of the preparation process for the institution's External Review.

Standard 1: Purpose and Direction

The school maintains and communicates a purpose and direction that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.

Overall Rating: 3.0

Indicator	Statement or Question	Response	Evidence	Rating
1.1	The school engages in a systematic, inclusive, and comprehensive process to review, revise, and communicate a school purpose for student success.	The school's process for review, revision, and communication of the purpose statement is documented. The process is formalized and implemented on a regular schedule. The process includes participation by representatives from all stakeholder groups. The purpose statement focuses on student success.	<ul style="list-style-type: none"> •Survey results •Examples of communications to stakeholders about the school's purpose (i.e. website, newsletters, annual report, student handbook) •Communication plan to stakeholders regarding the school's purpose •Minutes from meetings related to development of the school's purpose •Documentation or description of the process for creating the school's purpose including the role of stakeholders 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
1.2	The school's leadership and staff commit to a culture that is based on shared values and beliefs about teaching and learning and supports challenging, equitable educational programs and learning experiences for all students that include achievement of learning, thinking, and life skills.	Commitment to shared values and beliefs about teaching and learning is evident in documentation and decision making. This commitment is regularly reflected in communication among leaders and staff. Challenging educational programs and equitable learning experiences are implemented so that all students achieve learning, thinking, and life skills necessary for success. Evidence indicates a commitment to instructional practices that include active student engagement, a focus on depth of understanding, and the application of knowledge and skills. School leadership and staff share high expectations for professional practice.	<ul style="list-style-type: none"> •Agendas and/or minutes that reference a commitment to the components of the school's statement of purpose •Survey results •The school's statement of purpose 	Level 3

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Indicator	Statement or Question	Response	Evidence	Rating
1.3	The school's leadership implements a continuous improvement process that provides clear direction for improving conditions that support student learning.	School leaders implement a documented, systematic continuous improvement process for improving student learning and the conditions that support learning. All stakeholder groups are engaged in the process. School personnel maintain a profile with current and comprehensive data on student and school performance. The profile contains analyses of data used to identify goals for the improvement of achievement and instruction that are aligned with the school's purpose. Improvement goals have measurable performance targets. The process includes action planning that identifies measurable objectives, strategies, activities, resources, and timelines for achieving improvement goals. School leaders hold all school personnel accountable for and evaluate the overall quality of the implementation of all interventions and strategies. The process is reviewed and evaluated. Documentation that the process yields improved student achievement and instruction is available and communicated to stakeholders.	<ul style="list-style-type: none">•Survey results•Agenda, minutes from continuous improvement planning meetings•The school continuous improvement plan	Level 3

Reflect upon your responses to each of the indicators and performance levels by considering and responding to the following questions when drafting your narrative response. Use language from the performance level descriptions to guide your writing. Cite sources of evidence External Review team members may be interested in reviewing.

Castlen Elementary School engages in a systematic, inclusive and comprehensive process to review, revise and communicate a school-wide purpose for high expectations related to student success. The school's process and communication of the purpose is implemented. This is accomplished through regular meetings and a variety of avenues used for communication with all stakeholders. The purpose of the school and the continuous improvement plan are regularly reviewed with stakeholders during formal and informal meetings. Communication is shared through the school website, school handbooks, newsletters, School Messenger calls and our annual parent meetings and conferences. The commitment is regularly reflected in communication among leaders and staff during collaborative faculty and staff meetings. School leaders and staff share high expectations for professional practice as evidenced in stakeholder surveys. We believe that teaching and learning are evidenced in a shared set of beliefs. The continuous improvement plan and purpose of the school was developed with input from our stakeholders as referenced in minutes and agendas from meetings.

Castlen Elementary also determined areas in need of improvement in relation to the development of the purpose and direction. There is an identified need for increased stakeholder engagement in the overall process from all groups. The school felt that while stakeholders are involved to an extent that there is a need for a more consistent and authentic way to work in building and sustaining ownership of the purpose of direction and goals. There was consensus that a more concerted effort to reach and involve more stakeholders was a need. There was also an increased need noted for stakeholders to fully understand the purpose and direction of our school process and goals for improving and supporting student learning.

It was noted that while stakeholders for our school provide strong stakeholder involvement, we need to work harder to expand our stakeholder involvement to better communicate to the public our purpose and direction; and to continuously improve our conditions for student learning. As we strive to increase stakeholder collaboration and consistency, the school will continue to use avenues previously used for communication. We will continue to use our handbooks, website, social media platforms, and staff and faculty meetings to communicate the purpose and direction to stakeholders. In addition, we will develop and continue to find additional ways to communicate with our

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stakeholders by working collaboratively with our local and state resources. We will offer more meetings for stakeholders to attend and to be actively involved on our campus. We will also inform stakeholders of additional opportunities for participation in our community and at the district level. School leaders will incorporate the added opportunities in our yearly school calendar and collaborate with teams from all levels to assist them in researching additional professional development opportunities to inform stakeholders about what it means to truly be authentically involved with our purpose and direction for overall student success.

Standard 2: Governance and Leadership

The school operates under governance and leadership that promote and support student performance and school effectiveness.

Overall Rating: 2.83

Indicator	Statement or Question	Response	Evidence	Rating
2.1	The governing body establishes policies and supports practices that ensure effective administration of the school.	Policies and practices support the school's purpose and direction and the effective operation of the school. Policies and practices promote effective instruction and assessment that produce equitable and challenging learning experiences for all students. There are policies and practices regarding professional growth of all staff. Policies and practices provide requirements, direction for, and oversight of fiscal management.	<ul style="list-style-type: none"> •Student handbooks •Governing body policies, procedures, and practices •Staff handbooks •School handbooks 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
2.2	The governing body operates responsibly and functions effectively.	The governing body has a process to ensure that its decisions and actions are in accordance with defined roles and responsibilities, a code of ethics, and free of conflict of interest. Governing body members participate in a systematic, formal professional development process regarding the roles and responsibilities of the governing body and its individual members. The governing body complies with all policies, procedures, laws, and regulations and functions as a cohesive unit.	<ul style="list-style-type: none"> •Governing body minutes relating to training •Communication plan to inform all staff on code of ethics, responsibilities, conflict of interest •Governing body policies on roles and responsibilities, conflict of interest •Governing code of ethics 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
2.3	The governing body ensures that the school leadership has the autonomy to meet goals for achievement and instruction and to manage day-to-day operations effectively.	The governing body generally protects, supports, and respects the autonomy of school leadership to accomplish goals for improvement in student learning and instruction and to manage day-to-day operations of the school. The governing body usually maintains a distinction between its roles and responsibilities and those of school leadership.	<ul style="list-style-type: none"> •Roles and responsibilities of school leadership •School improvement plan developed by the school •Survey results regarding functions of the governing body •Social Media 	Level 2

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Indicator	Statement or Question	Response	Evidence	Rating
2.4	Leadership and staff foster a culture consistent with the school's purpose and direction.	Leaders and staff align their decisions and actions toward continuous improvement to achieve the school's purpose. They expect all students to be held to high standards in all courses of study. All leaders and staff are collectively accountable for student learning. School leaders support innovation, collaboration, shared leadership, and professional growth. The culture is characterized by collaboration and a sense of community.	<ul style="list-style-type: none">•Examples of collaboration and shared leadership•Survey results•Examples of decisions aligned with the school's statement of purpose	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
2.5	Leadership engages stakeholders effectively in support of the school's purpose and direction.	Leaders communicate effectively with appropriate and varied representatives from stakeholder groups, provide opportunities for stakeholders to shape decisions, solicit feedback and respond to stakeholders, work collaboratively on school improvement efforts, and provide and support meaningful leadership roles for stakeholders. School leaders' efforts result in measurable, active stakeholder participation; engagement in the school; a sense of community; and ownership.	<ul style="list-style-type: none">•Minutes from meetings with stakeholders•Survey responses•Involvement of stakeholders in a school improvement plan	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
2.6	Leadership and staff supervision and evaluation processes result in improved professional practice and student success.	The focus of the criteria and processes of supervision and evaluation is improving professional practice and improving student success. Supervision and evaluation processes are regularly implemented. The results of the supervision and evaluation processes are used to monitor and effectively adjust professional practice and improve student learning.	<ul style="list-style-type: none">•Examples of professional development offerings and plans tied specifically to the results from supervision and evaluation•Governing body policy on supervision and evaluation•Job specific criteria	Level 3

Reflect upon your responses to each of the indicators and performance levels by considering and responding to the following questions when drafting your narrative response. Use language from the performance level descriptions to guide your writing. Cite sources of evidence External Review team members may be interested in reviewing.

Castlen Elementary School operates under governance and leadership that promotes and supports students performance and school effectiveness. Castlen Elementary implements policies and practices that support the school's purpose and direction. The policies and procedures implemented enable all students to have equitable and challenging learning experiences. District and local school handbooks are a valuable tool in ensuring consistency in our school. In addition, a governing code of ethics is utilized to prevent conflicts of interest. Castlen Elementary has expectations of collective accountability for student learning from all stakeholders through collaborative and shared leadership opportunities. The leaders at Castlen consistently align their decisions, professional development opportunities and actions toward the continuous improvement plan and school's purpose statement.

Castlen Elementary School identified an area of need relating to the governing body protecting and supporting the autonomy of school leadership. Teachers felt that more could be done by the governing body to ensure that support is consistently in place for school leaders and for the decisions made by the governing body regarding curriculum.

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Castlen Elementary will sustain the areas of strength by continuing to implement governing body policies on roles and responsibilities as well as the code of ethics. The school leaders will ensure information is continually updated to stakeholders about policy revisions when they are made in a timely manner. The school improvement plan will be revisited often to gauge effectiveness in formal and informal meetings. In addition, stakeholder surveys will be reviewed often to ensure that overall satisfaction levels will be attained.

Staff at Castlen will continue to work with the governing body to ensure that the focus remains on accomplishing our goals for achievement and instruction through our school improvement plan and school purpose during scheduled meetings and through various forms of communication. The governing body and school staff will work collaboratively to assist all stakeholders in the importance of being collectively accountable for student learning during meetings and through other avenues of communication.

Standard 3: Teaching and Assessing for Learning

The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

Overall Rating: 3.08

Indicator	Statement or Question	Response	Evidence	Rating
3.1	The school's curriculum provides equitable and challenging learning experiences that ensure all students have sufficient opportunities to develop learning, thinking, and life skills that lead to success at the next level.	Curriculum and learning experiences in each course/class provide all students with challenging and equitable opportunities to develop learning skills, thinking skills, and life skills that align with the school's purpose. Evidence clearly indicates curriculum and learning experiences prepare students for success at the next level. Like courses/classes have the same high learning expectations. Learning activities are individualized for each student in a way that supports achievement of expectations.	<ul style="list-style-type: none"> •Survey results •Lesson plans •Posted learning objectives •Representative samples of student work across courses 	Level 4

Indicator	Statement or Question	Response	Evidence	Rating
3.2	Curriculum, instruction, and assessment are monitored and adjusted systematically in response to data from multiple assessments of student learning and an examination of professional practice.	Using data from multiple assessments of student learning and an examination of professional practice, school personnel systematically monitor and adjust curriculum, instruction, and assessment to ensure vertical and horizontal alignment and alignment with the school's goals for achievement and instruction and statement of purpose. There is a systematic, collaborative process in place to ensure alignment each time curriculum, instruction, and/or assessments are reviewed or revised. The continuous improvement process has clear guidelines to ensure that vertical and horizontal alignment as well as alignment with the school's purpose are maintained and enhanced in curriculum, instruction, and assessment.	<ul style="list-style-type: none"> •Curriculum guides •Common assessments •Surveys results •Curriculum writing process •Lesson plans aligned to the curriculum 	Level 4

Indicator	Statement or Question	Response	Evidence	Rating
3.3	Teachers engage students in their learning through instructional strategies that ensure achievement of learning expectations.	Teachers are consistent and deliberate in planning and using instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills. Teachers personalize instructional strategies and interventions to address individual learning needs of each student. Teachers consistently use instructional strategies that require students to apply knowledge and skills, integrate content and skills with other disciplines, and use technologies as instructional resources and learning tools.	<ul style="list-style-type: none"> •Teacher evaluation criteria •Examples of teacher use of technology as an instructional resource •Examples of student use of technology as a learning tool •Student work demonstrating the application of knowledge •Findings from supervisor walk-thrus and observations •Surveys results 	Level 4

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Indicator	Statement or Question	Response	Evidence	Rating
3.4	School leaders monitor and support the improvement of instructional practices of teachers to ensure student success.	School leaders formally and consistently monitor instructional practices through supervision and evaluation procedures to ensure that they 1) are aligned with the school's values and beliefs about teaching and learning, 2) are teaching the approved curriculum, 3) are directly engaged with all students in the oversight of their learning, and 4) use content-specific standards of professional practice.	<ul style="list-style-type: none"> •Documentation of collection of lesson plans and grade books •Recognition of teachers with regard to these practices •Surveys results •Administrative classroom observation protocols and logs 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
3.5	Teachers participate in collaborative learning communities to improve instruction and student learning.	Some members of the school staff participate in collaborative learning communities that meet both informally and formally. Collaboration occasionally occurs across grade levels and content areas. Staff members promote discussion about student learning. Learning from, using, and discussing the results of inquiry practices such as action research, the examination of student work, reflection, study teams, and peer coaching sometimes occur among school personnel. School personnel express belief in the value of collaborative learning communities.	<ul style="list-style-type: none"> •Examples of cross curricular projects, interdisciplinary instruction, and classroom action research project •Agendas and minutes of collaborative learning committees •Survey results •Peer coaching guidelines and procedures •Examples of improvements to content and instructional practice resulting from collaboration 	Level 2

Indicator	Statement or Question	Response	Evidence	Rating
3.6	Teachers implement the school's instructional process in support of student learning.	All teachers use an instructional process that informs students of learning expectations and standards of performance. Exemplars are often provided to guide and inform students. The process includes multiple measures, including formative assessments, to inform the ongoing modification of instruction and provide data for possible curriculum revision. The process provides students with specific and timely feedback about their learning.	<ul style="list-style-type: none"> •Examples of learning expectations and standards of performance •Survey results •Examples of assessments that prompted modification in instruction 	Level 3

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Indicator	Statement or Question	Response	Evidence	Rating
3.7	Mentoring, coaching, and induction programs support instructional improvement consistent with the school's values and beliefs about teaching and learning.	Some school personnel are engaged in 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 expectations for school personnel.	<ul style="list-style-type: none"> •Survey results •Professional learning calendar with activities for instructional support of new staff •Personnel manuals with information related to new hires including mentoring, coaching, and induction practices 	Level 2

Indicator	Statement or Question	Response	Evidence	Rating
3.8	The school engages families in meaningful ways in their children's education and keeps them informed of their children's learning progress.	Programs that engage families in meaningful ways in their children's education are designed and implemented. School personnel regularly inform families of their children's learning progress.	<ul style="list-style-type: none"> •Survey results •Volunteer program with variety of options for participation •List of varied activities and communications modes with families, e.g., info portal, online, newsletters, parent centers, academic nights, open house, early release days •Calendar outlining when and how families are provided information on child's progress 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
3.9	The school has a formal structure whereby each student is well known by at least one adult advocate in the school who supports that student's educational experience.	School personnel participate in a structure that gives them long-term interaction with individual students, allowing them to build strong relationships over time with the student. All students may participate in the structure. The structure allows the school employee to gain insight into and serve as an advocate for the student's needs regarding learning skills, thinking skills, and life skills.	<ul style="list-style-type: none"> •List of students matched to adult advocate •Survey results •Master schedule with time for formal adult advocate structure 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
3.10	Grading and reporting are based on clearly defined criteria that represent the attainment of content knowledge and skills and are consistent across grade levels and courses.	Teachers use common grading and reporting policies, processes, and procedures based on clearly defined criteria that represent each student's attainment of content knowledge and skills. These policies, processes, and procedures are implemented consistently across grade levels and courses. Stakeholders are aware of the policies, processes, and procedures. The policies, processes, and procedures are regularly evaluated.	<ul style="list-style-type: none"> •Survey results •Sample report cards for each grade level and for all courses •Policies, processes, and procedures on grading and reporting 	Level 3

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Indicator	Statement or Question	Response	Evidence	Rating
3.11	All staff members participate in a continuous program of professional learning.	All staff members participate in a continuous program of professional learning that is aligned with the school's purpose and direction. Professional development is based on an assessment of needs of the school. The program builds capacity among all professional and support staff. The program is systematically evaluated for effectiveness in improving instruction, student learning, and the conditions that support learning.	<ul style="list-style-type: none">•Results of evaluation of professional learning program.•Evaluation tools for professional learning•Survey results•Brief explanation of alignment between professional learning and identified needs	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
3.12	The school provides and coordinates learning support services to meet the unique learning needs of students.	School personnel use data to identify unique learning needs of all students at all levels of proficiency as well as other learning needs (such as second languages). School personnel stay current on research related to unique characteristics of learning (such as learning styles, multiple intelligences, personality type indicators) and provide or coordinate related learning support services to all students.	<ul style="list-style-type: none">•Survey results•Training and professional learning related to research on unique characteristics of learning•Data used to identify unique learning needs of students	Level 3

Reflect upon your responses to each of the indicators and performance levels by considering and responding to the following questions when drafting your narrative response. Use language from the performance level descriptions to guide your writing. Cite sources of evidence External Review team members may be interested in reviewing.

Castlen Elementary uses the school's curriculum, instructional design and assessment practices to guide and ensure teacher effectiveness and learning. The school's curriculum centers around implemented lessons and assessments that are challenging and ensures that students develop skills that lead to success at the next level. The school staff at Castlen Elementary work collaboratively to make sure that high expectations for all students are at the forefront of our school goals for curriculum implementation while providing equitable access to all students. This is evidenced in student work across all courses, posted objectives, and lesson plans that include technology. The school uses data from a variety of assessments to monitor and adjust curriculum while maintaining alignment with school goals and purpose. Common assessments using the current curriculum are given to students to ensure high expectations are in place for all students and are comparable to other schools. Leaders monitor and support instructional practices to ensure student and teacher success through the use of observation tools, assessments, and collections of lesson plans and grade books. Staff members implement the instructional process by utilizing results from a variety of assessments and data collection to determine revisions in teaching and learning. Students are supported by adults in the school building allowing them to build strong relationships related to school over an extended period of time. Staff members participate and are involved in professional learning that includes assessments and data collection, meeting the needs of all learners, curriculum and teaching and learning.

Castlen Elementary identified two areas in need of improvement. The first area in need of improvement was identified by administrators and teachers who felt that more opportunities should be made available for teachers to participate in collaborative learning communities to improve instruction and student learning. Due to budget constraints in recent years, it is often difficult to allow teachers to attend trainings on and off campus financially. This results in only some of the teachers having opportunities to collaborate in learning communities versus a

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larger majority of the staff. The second area of concern was identified by administrators and staff members. The school felt that more opportunities should be in place for not only new but seasoned teachers to participate in systemic mentoring a coaching conditions that support student learning.

Castlen Elementary will sustain our areas of strength by staying abreast of the latest advances and research in teaching and assessing for learning. Staff members and leaders will continue to work collaboratively with local, state and district resources to ensure that our students are being exposed to and participating daily in opportunities to develop learning, thinking and life skills that will lead them to definite success at the next level. Staff members and leaders will continue to participate in professional learning communities and professional development opportunities that will challenge all students at Castlen while examining and improving our instructional practices using our continuous improvement plan and purpose as our guide.

School leaders will work with stakeholders to find additional financial resources to allow more staff members opportunities to participate in mentoring and coaching opportunities to improve it's overall effectiveness. Leaders will also use all resources available to ensure that all staff members are involved in professional learning communities to improve instruction and student learning.

Standard 4: Resources and Support Systems

The school has resources and provides services that support its purpose and direction to ensure success for all students.

Overall Rating: 3.0

Indicator	Statement or Question	Response	Evidence	Rating
4.1	Qualified professional and support staff are sufficient in number to fulfill their roles and responsibilities necessary to support the school's purpose, direction, and the educational program.	Policies, processes, and procedures ensure that school leaders have access to, hire, place, and retain qualified professional and support staff. School leaders systematically determine the number of personnel necessary to fill all the roles and responsibilities necessary to support the school purpose, educational programs, and continuous improvement. Sustained fiscal resources are available to fund positions critical to achieve the purpose and direction of the school.	<ul style="list-style-type: none"> •Survey results •Policies, processes, procedures and other documentation related to the hiring, placement and retention of professional and support staff •Assessments of staffing needs •Documentation of highly qualified staff 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
4.2	Instructional time, material resources, and fiscal resources are sufficient to support the purpose and direction of the school.	Instructional time, material resources, and fiscal resources are focused on supporting the purpose and direction of the school. Instructional time is protected in policy and practice. School leaders work to secure material and fiscal resources to meet the needs of all students. School leaders demonstrate that instructional time, material resources, and fiscal resources are allocated so that all students have equitable opportunities to attain challenging learning expectations. Efforts toward the continuous improvement of instruction and operations include achieving the school's purpose and direction.	<ul style="list-style-type: none"> •Survey results •Alignment of budget with school purpose and direction •School calendar 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
4.3	The school maintains facilities, services, and equipment to provide a safe, clean, and healthy environment for all students and staff.	School leaders have adopted or created clear expectations for maintaining safety, cleanliness, and a healthy environment and have shared these definitions and expectations with stakeholders. School personnel and students are accountable for maintaining these expectations. Measures are in place that allow for continuous tracking of these conditions. Improvement plans are developed and implemented by appropriate personnel as necessary to improve these conditions. Results of improvement efforts are evaluated.	<ul style="list-style-type: none"> •Survey results •Documentation of emergency procedures such as fire drills, evacuation and other emergency procedures. •System for maintenance requests 	Level 3

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Indicator	Statement or Question	Response	Evidence	Rating
4.4	Students and school personnel use a range of media and information resources to support the school's educational programs.	Students and school personnel have access to media and information resources necessary to achieve the educational programs of the school. Qualified personnel are available to assist students and school personnel in learning about the tools and locations for finding and retrieving information.	<ul style="list-style-type: none">•Budget related to media and information resource acquisition•Survey results•Schedule of staff availability to assist students and school personnel related to finding and retrieving information	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
4.5	The technology infrastructure supports the school's teaching, learning, and operational needs.	The technology infrastructure meets the teaching, learning, and operational needs of all stakeholders. School personnel develop and administer needs assessments and use the resulting data to develop and implement a technology plan to improve technology services and infrastructure.	<ul style="list-style-type: none">•Technology plan and budget to improve technology services and infrastructure•Survey results•Policies relative to technology use	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
4.6	The school provides support services to meet the physical, social, and emotional needs of the student population being served.	School personnel implement a process to determine the physical, social, and emotional needs of each student in the school. School personnel provide or coordinate programs to meet the needs of students as necessary. Measures of program effectiveness are in place, and school personnel use the data from these measures to evaluate all programs. Improvement plans related to these programs are designed and implemented when needed to more effectively meet the needs of students.	<ul style="list-style-type: none">•Survey results•Social classes and services, e.g., bullying, character education•List of support services available to students	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
4.7	The school provides services that support the counseling, assessment, referral, educational, and career planning needs of all students.	School personnel implement a process to determine the counseling, assessment, referral, educational, and career planning needs of all students. School personnel provide or coordinate programs necessary to meet the needs of students whenever possible. Measures of program effectiveness are in place, and school personnel use the data from these measures to evaluate all programs. Improvement plans related to these programs are designed and implemented when needed to more effectively meet the needs of students.	<ul style="list-style-type: none">•Survey results•Description of IEP process•Description of referral process	Level 3

Reflect upon your responses to each of the indicators and performance levels by considering and responding to the following questions when drafting your narrative response. Use language from the performance level descriptions to guide your writing. Cite sources of evidence External Review team members may be interested in reviewing.

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Castlen Elementary School has resources and provides services that support its purpose and direction to ensure success for all students. Staff members and students have access to media and resources necessary to achieve the educational programs of the school. Personnel is in place to assist all stakeholders with support in achieving the goals of school's continuous improvement plan and purpose in regards to media. Castlen houses three computer labs for all students. The school uses financial resources to update computers in each lab as noted in our budgets. Policies are implemented at the local and district level related to technology use at Castlen. The technology infrastructure supports the teaching, learning and operational needs of all stakeholders. Castlen also provides support services to meet the needs of all students served here and in the surrounding community. A clearly defined process is utilized to determine the needs of each student and actions to address those needs. The school also provides support for students and their families in the areas of counseling, assessment, referrals, and educational and career planning as evidenced through support services and lessons available to students.

The staff at Castlen Elementary noted two areas in need of improvement. The first area is insufficient qualified professional and support staff in number to fulfill roles and responsibilities to support the school's purpose, direction and educational program. Castlen currently has two grade levels that have classrooms with over twenty-five students in each room for a total of six classrooms. Due to budget restraints and teacher units allocated to Castlen, the administrators could not place additional teachers on those grade levels to alleviate overcrowded conditions. The second area of concern was the school maintaining facilities and services that provide a safe environment for all students. Castlen Elementary School is one of the older buildings in Mobile County Public Schools. It is difficult for school leaders to maintain older buildings which sometime pose additional concerns for staff members and leaders at the school and the timeframe in which it takes for issues to be resolved.

In order to sustain the resources and services we now have in place to ensure student success, we will continue using available funds to update technology and media resources, provide appropriate staff to support student needs and assist parents and students with services related to counseling, assessment, referral and educational planning. We will also work with stakeholders to find ways to generate additional funds to provide more resources for our students and staff. The school will continue to adhere to the policies we have in place for successful implementation. Castlen will also continue to validate and use reliable measures to evaluate the programs we have in place for effectiveness.

In the areas of need, administrators will continue to work with the appropriate departments at the district level to ensure that areas of concern for classroom size and maintenance issues are being handled most effectively. Currently, a new maintenance reporting system has been put into place at the district level that has helped to improve in this area significantly. Leaders will also continue to work with resource staff at Castlen to ensure that all available resources are being used effectively to address the needs of each student in the overcrowded classrooms.

Standard 5: Using Results for Continuous Improvement

The school implements a comprehensive assessment system that generates a range of data about student learning and school effectiveness and uses the results to guide continuous improvement.

Overall Rating: 3.0

Indicator	Statement or Question	Response	Evidence	Rating
5.1	The school establishes and maintains a clearly defined and comprehensive student assessment system.	School personnel maintain and use an assessment system that produces data from multiple assessment measures, including locally developed and standardized assessments about student learning and school performance. The system ensures consistent measurement across classrooms and courses. Most assessments, especially those related to student learning, are proven reliable and bias free. The system is regularly evaluated for reliability and effectiveness in improving instruction, student learning, and the conditions that support learning.	<ul style="list-style-type: none"> •Documentation or description of evaluation tools/protocols •Survey results •Brief description of student assessment system including range of data produced from standardized and local assessments on student learning and school performance •Evidence that assessments are reliable and bias free 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
5.2	Professional and support staff continuously collect, analyze, and apply learning from a range of data sources, including comparison and trend data about student learning, instruction, program evaluation, and organizational conditions.	Systematic processes and procedures for collecting, analyzing, and applying learning from multiple data sources are used consistently by professional and support staff. Data sources include comparison and trend data that provide a complete picture of student learning, instruction, the effectiveness of programs, and the conditions that support learning. School personnel use data to design, implement, and evaluate continuous improvement plans to improve student learning, instruction, the effectiveness of programs, and organizational conditions.	<ul style="list-style-type: none"> •Written protocols and procedures for data collection and analysis •Examples of use of data to design, implement, and evaluate continuous improvement plans and apply learning •List of data sources related to student learning, instruction, program effectiveness, and conditions that support learning 	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
5.3	Professional and support staff are trained in the evaluation, interpretation, and use of data.	All professional and support staff members are assessed and trained in a rigorous professional development program related to the evaluation, interpretation, and use of data.	<ul style="list-style-type: none"> •Policies specific to data training •Documentation of attendance and training related to data use •Survey results 	Level 3

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Indicator	Statement or Question	Response	Evidence	Rating
5.4	The school engages in a continuous process to determine verifiable improvement in student learning, including readiness for and success at the next level.	Policies and procedures describe a process for analyzing data that determine verifiable improvement in student learning, including readiness for and success at the next level. Results indicate improvement, and school personnel consistently use these results to design, implement, and evaluate the results of continuous improvement action plans related to student learning, including readiness for and success at the next level.	<ul style="list-style-type: none">•Student surveys•Agendas, minutes of meetings related to analysis of data•Examples of use of results to evaluate continuous improvement action plans•Evidence of student growth	Level 3

Indicator	Statement or Question	Response	Evidence	Rating
5.5	Leadership monitors and communicates comprehensive information about student learning, conditions that support student learning, and the achievement of school improvement goals to stakeholders.	Leaders monitor comprehensive information about student learning, conditions that support student learning, and the achievement of school improvement goals. Leaders regularly communicate results using multiple delivery methods to all stakeholder groups.	<ul style="list-style-type: none">•Communication plan regarding student learning, conditions that support learning, and achievement of school improvement goals to stakeholders•Survey results•Sample communications to stakeholders regarding student learning, conditions that support learning, and achievement of school improvement goals•School quality control procedures for monitoring information about student learning, conditions that support learning, and the achievement of school improvement goals	Level 3

Reflect upon your responses to each of the indicators and performance levels by considering and responding to the following questions when drafting your narrative response. Use language from the performance level descriptions to guide your writing. Cite sources of evidence External Review team members may be interested in reviewing.

Castlen Elementary implements a comprehensive assessment system that generates a range of data about student learning and effectiveness. The school also uses the results of the assessment system to guide continuous improvement efforts for student advancement socially and academically. Castlen Elementary maintains and uses an assessment system from multiple assessment measures including local and standardized assessments. Policies are in place and are followed to ensure that all assessments that are used to collect data and to drive instruction are reliable and bias free. Castlen utilizes a systematic process for collecting and analyzing the data. The process is used by all staff at Castlen consistently. The data collected from the variety of assessments are used to design, implement and evaluate our continuous improvement plan. School leaders monitor and communicate information about assessments and data collected from the assessments to stakeholders.

The area noted for a need in improvement for Castlen Elementary by school leaders and staff refers to determining the level of readiness and success at the next level. Teachers have expressed a concern with interpreting exact levels of readiness as determined by scores for each student that are sometimes inconsistent due to outside influences. It has become increasingly difficult for teachers to be able to truly

Self Assessment

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interpret the ability and readiness levels of some students who have issues not related to school.

Castlen Elementary will sustain our ability to use results for improvement by continuing to use valid and reliable assessments to evaluate our program and interpret the data for optimal student growth. Our school will use the policies and procedures defined and described to determine improvements in student learning and to address areas of concern. School leaders will monitor and communicate comprehensive information while continually providing professional development opportunities to staff in this area.

Administrators and staff will continue to work together to determine outside sources of inconsistencies with some of our students to address our area of need. We will also continue to work with stakeholders and local and district level resources to determine the most effective way to assist those students at school and home. In addition, the school will continue to use adult advocates in the school to support the students who are not performing consistently while working to bridge the home and school gap.

Report Summary

Scores By Section

