

Hunters Creek Elementary School



Strategic Plan Update 2008-2009

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Regulatory Information and Assurance Statement 2007 - 2010

School Hunters Creek Elementary Date Submitted September 29, 2008

1. Number of School Strategic Plan Team Members 15
2. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants were elected (by secret ballot) by their respective groups to serve on the School Strategic Planning Team (SSPT). Yes No
3. Percentage of total school staff (see note below) approving updated plan (Number approving plan divided by number voting. If there are no changes, fill in the blank with N/A.) 99%
4. Date of vote 9/29/2008
5. A secret ballot vote for staff approval of the plan was conducted. Check one: Yes No
6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check one: Yes No
7. Percentage of School Strategic Planning Team who are parents providing input in the development of the plan. (Number of parents divided by members on the team.) 40%
8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one: Yes No
9. The dates, times, locations, and agenda items for meetings regarding our school strategic plans were publicized so as to abide by the open meetings law. Check one: Yes No
10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. Yes No
11. All required local, State and Federal programs have been addressed in the School Strategic Plan. Yes No

MEDyer, Electronic Signature
Principal's Signature

Kristy Waller
Signature, SSPT Facilitator/Chairperson

Patti Young

Colleen Matlock

Signature of Elected Parent Representative

Signature of Elected Parent Representative

Note: Eligible voting staff – principals, assistant principals, licensed instructional personnel, support personnel, and teacher assistants.

I. Strategic Planning Team

Administration

Principal
Assistant Principal

Mary E. Dyer
Carla Bradshaw

Teachers

Katie Devenport
Anne Roberts
Kathy Nowlin
Bonnie Krcmar
Karen Helms
Kristy Waller
Marsha Rountree

Parents

Colleen Matlock
Patti Young
Stephanie Speight
Bridget Henges
Julie Barnes
Yvonne Walker

Student Demographics 2008-2009

The redistricting of the Hunters Creek Elementary School population became effective at the beginning of the 2008-2009 school year. The process caused a dramatic reduction in student enrollment and an alteration in demographics.

Currently, the enrollment stands at 577 students, a dramatic decrease from the 860 student enrollment the previous year. Ethnic diversity saw a slight downward trend among white and black students. The following chart details the ethnic makeup within the population.

Ethnicity	2007-2008	2008-2009
Black	28%	26%
Hispanic	10%	12%
Multiracial	14%	15%
White	47%	44%

A study of student demographics also reveal a change in the makeup of our students with identified academic challenges. Roughly .07% of our students have identified exceptionalities. The percentages in the chart below represent the portion of identified exceptional children in that particular category.

Disability	2007-2008	2008-2009
Developmentally Delayed	11%	15%
Autistic	2%	.025%
Learning Disabled	21%	2%
Other Health Impaired	11%	17.5%

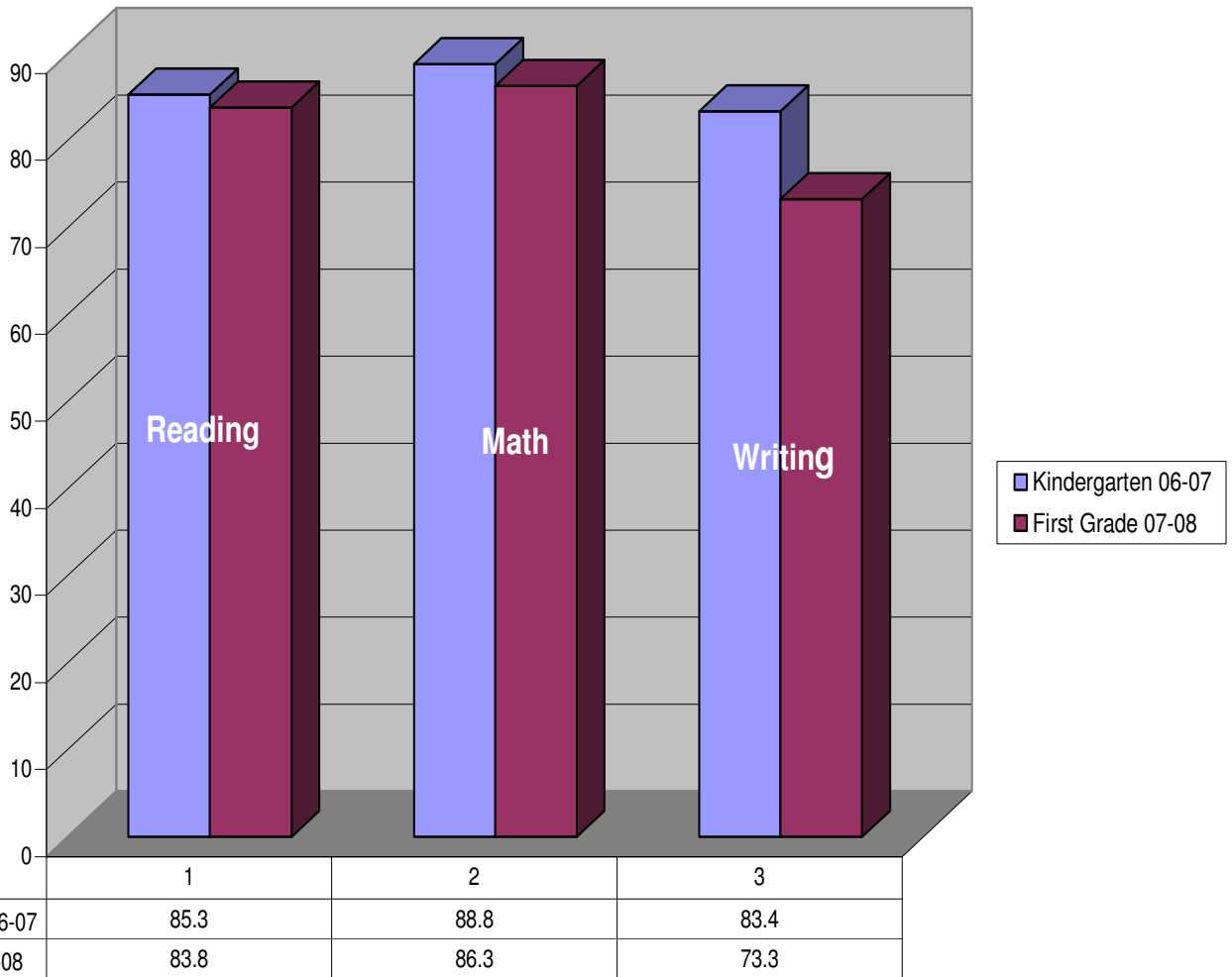
The number of Limited English Proficient students has decreased from the 2007-2008 school year. Currently, there are 21 Hispanic LEP students at Hunters Creek Elementary, whereas during the 2007-2008 school year, there were 34 LEP students from Hispanic, Asian, and French backgrounds.

Economic data for the student population at Hunters Creek Elementary is changed as well. During the 2007-2008 school year, 53% of our student population paid full price for their meals in the cafeteria and 47% were either free or reduced-price. Current data shows that 453 of the 577, or 57.2%, of students receive free or reduced price meals.

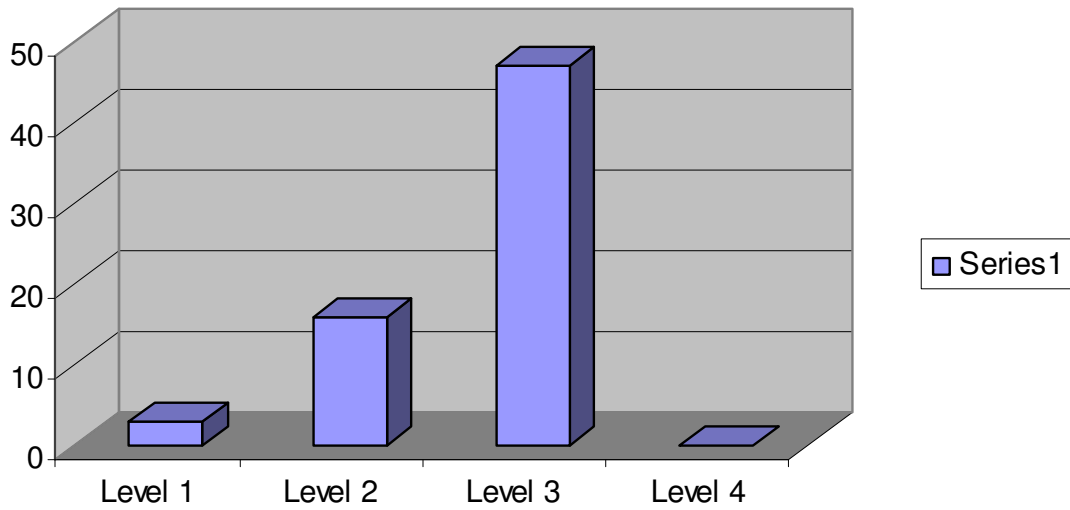
Student Performance Data

Student performance at Hunters Creek took a slight upward trend in comparison to the previous year. The following data disaggregation and comparisons detail the trends in academic performance.

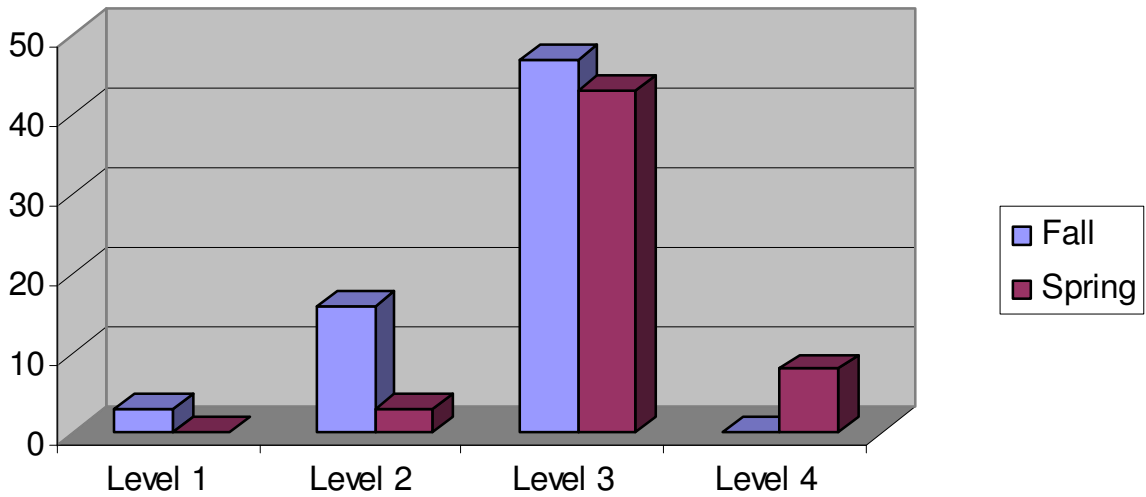
Kindergarten/First Grade



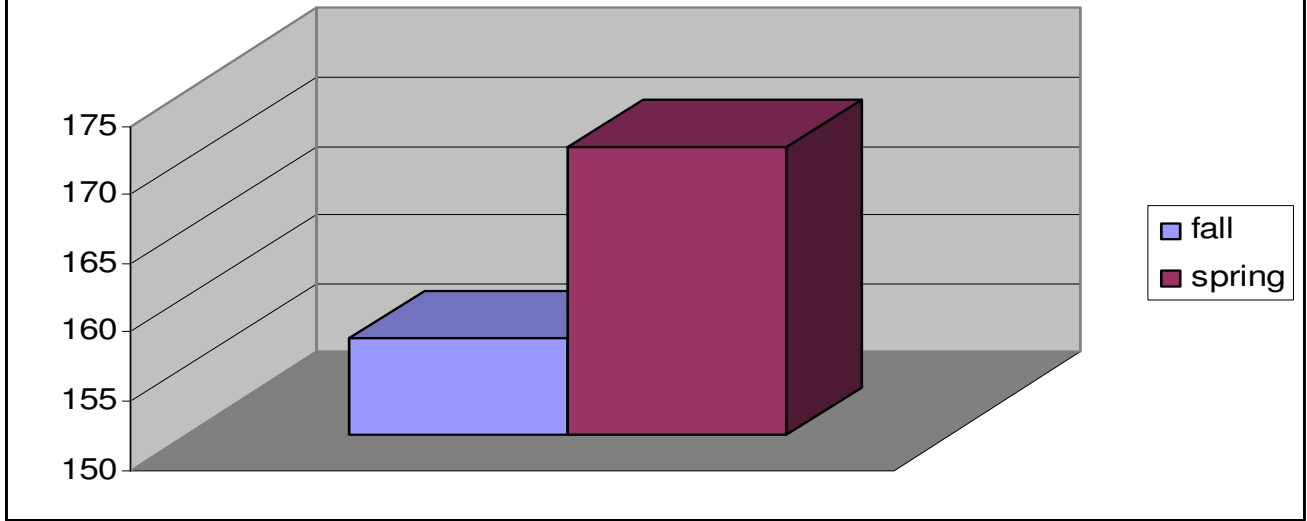
2007-2008 First Grade Fall Math Proficiencies



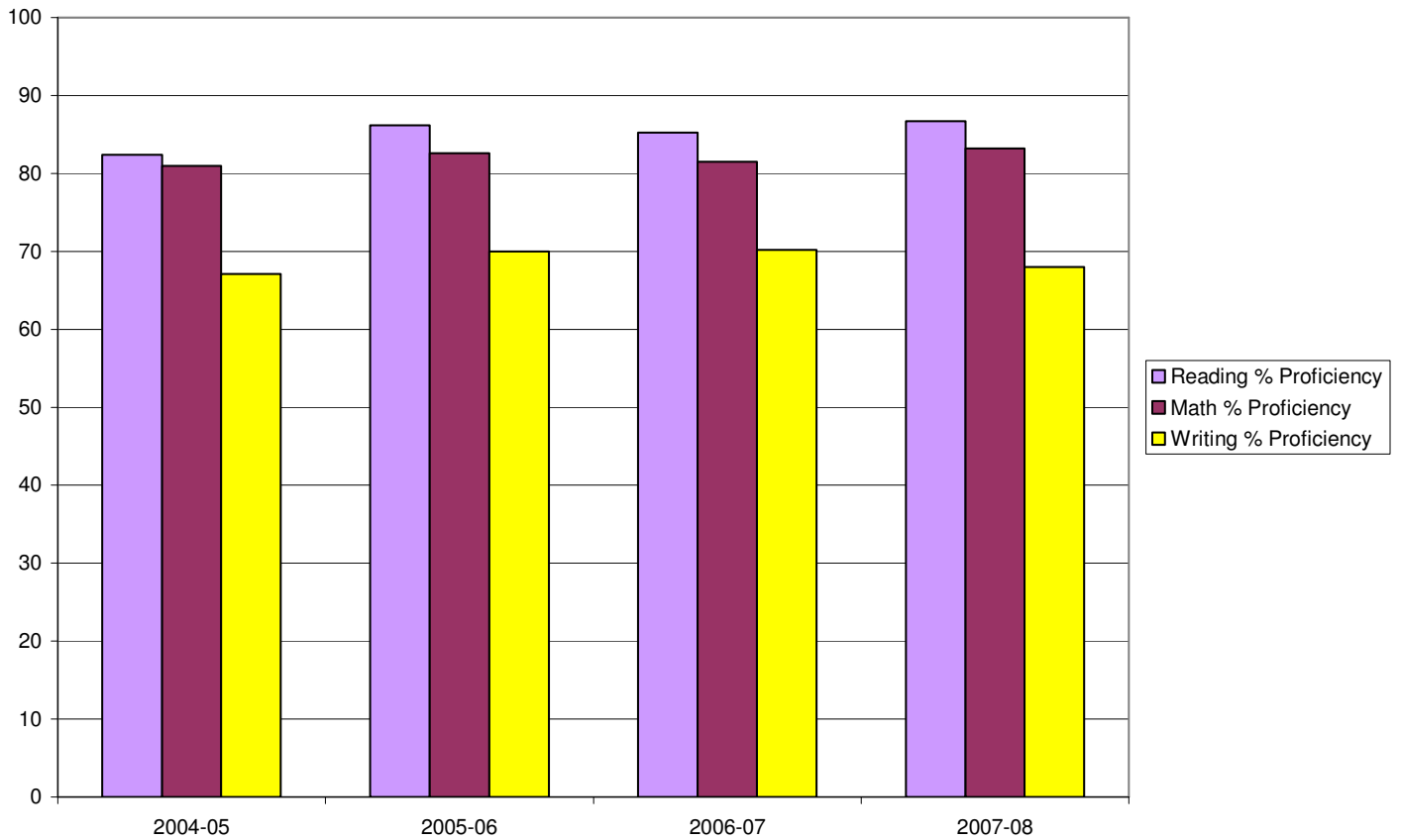
2007-2008 First Grade Math Proficiencies Comparison



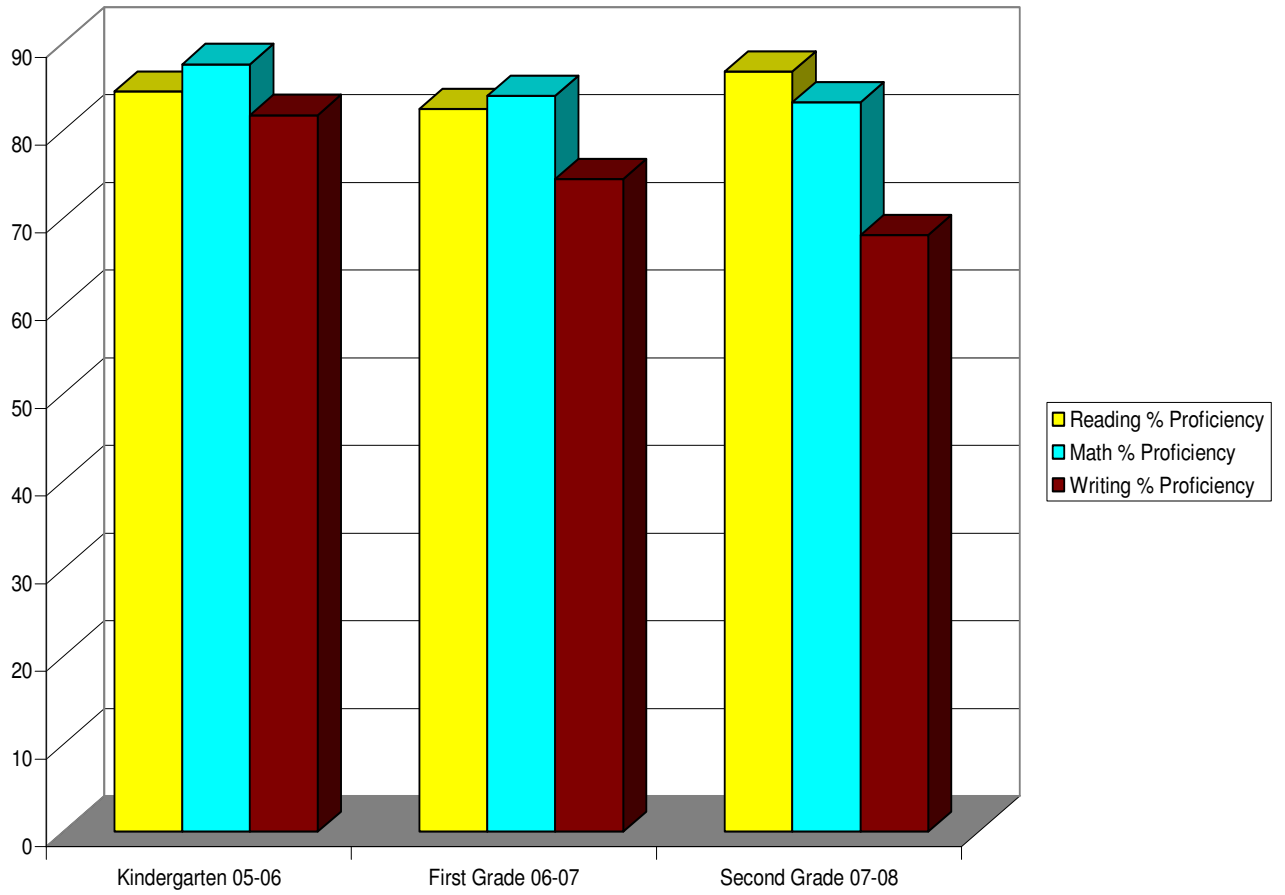
2007-2008 First Grade Growth in Math Proficiency



Comparison of 2nd Grade End-of-Year Proficiency Results



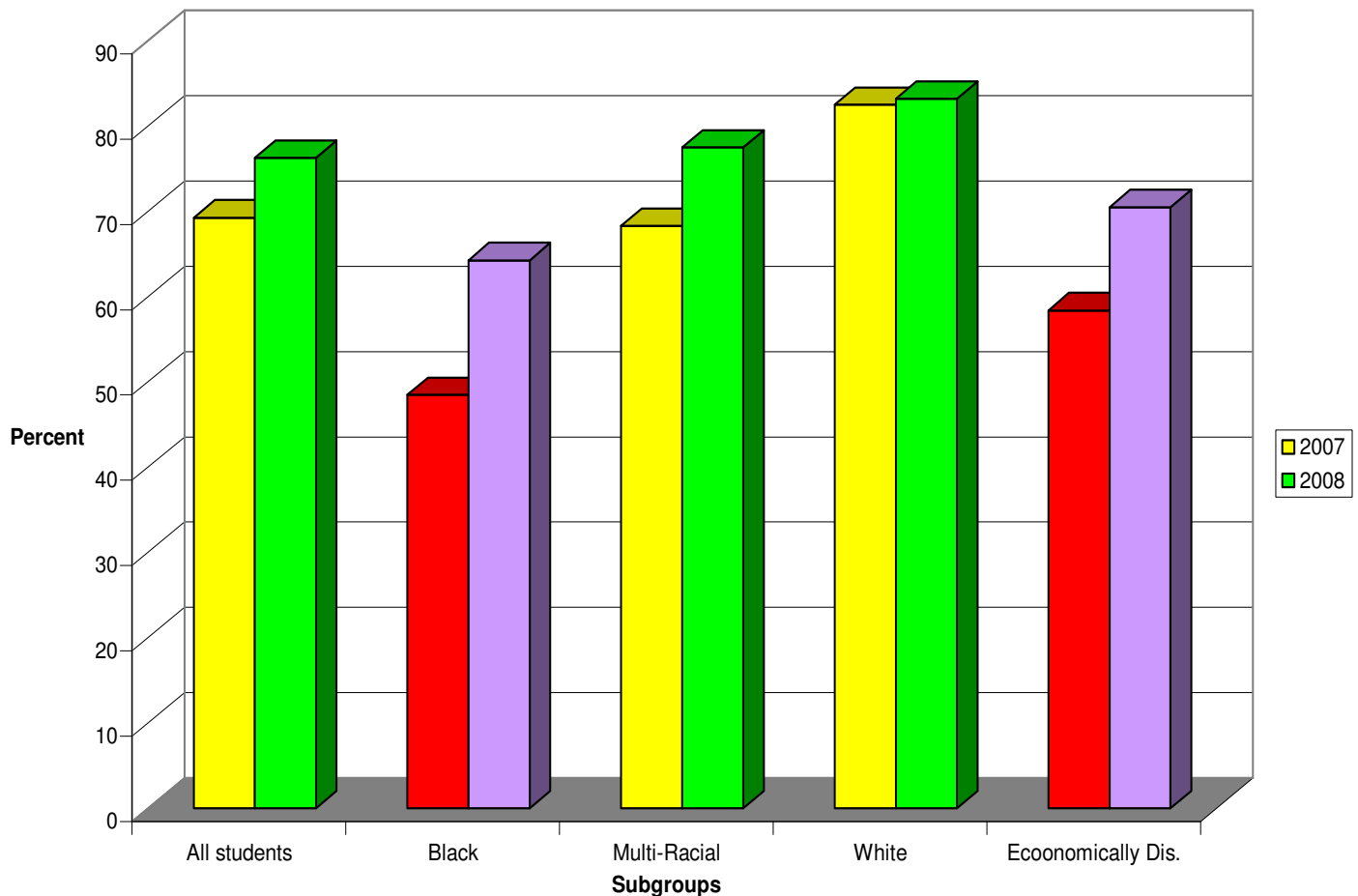
K-2 Historical Cohort



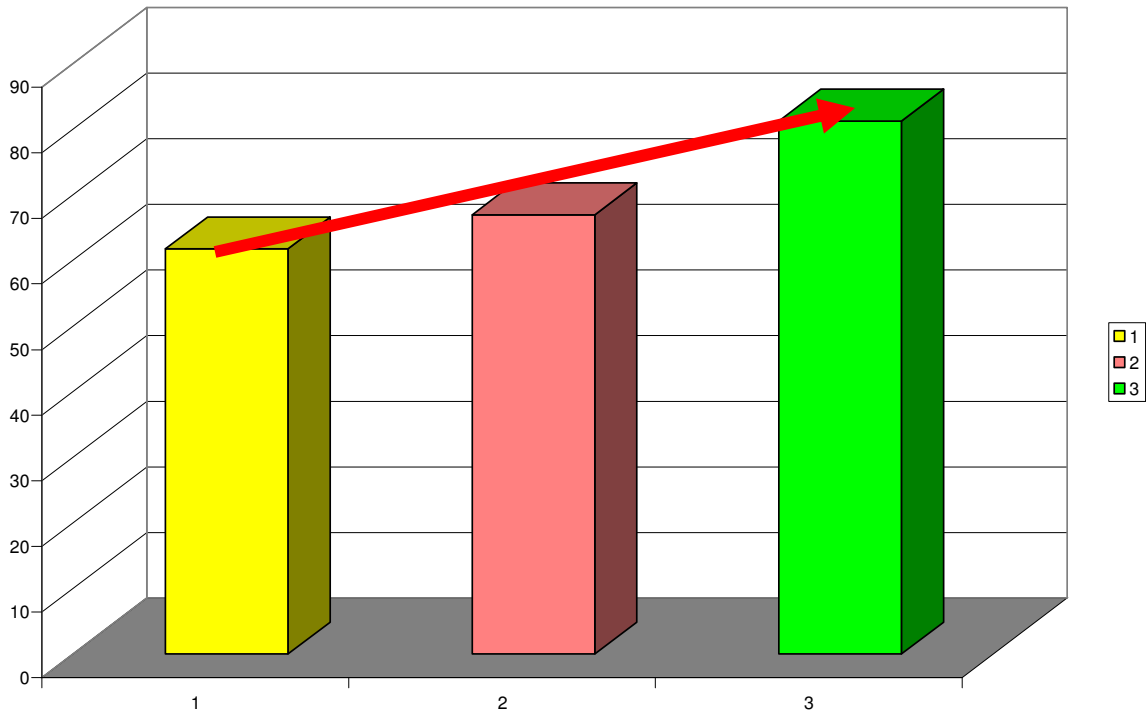
Subgroup Comparison and AYP

Students in grades 3-5 improved their performance in math when compared to proficiency from the previous year. African-American students continue to fall short of the proficiency standard but experienced a significant increase in percentage of student achieving the set goal. Economically Disadvantaged students experienced significant improvement in this area as well.

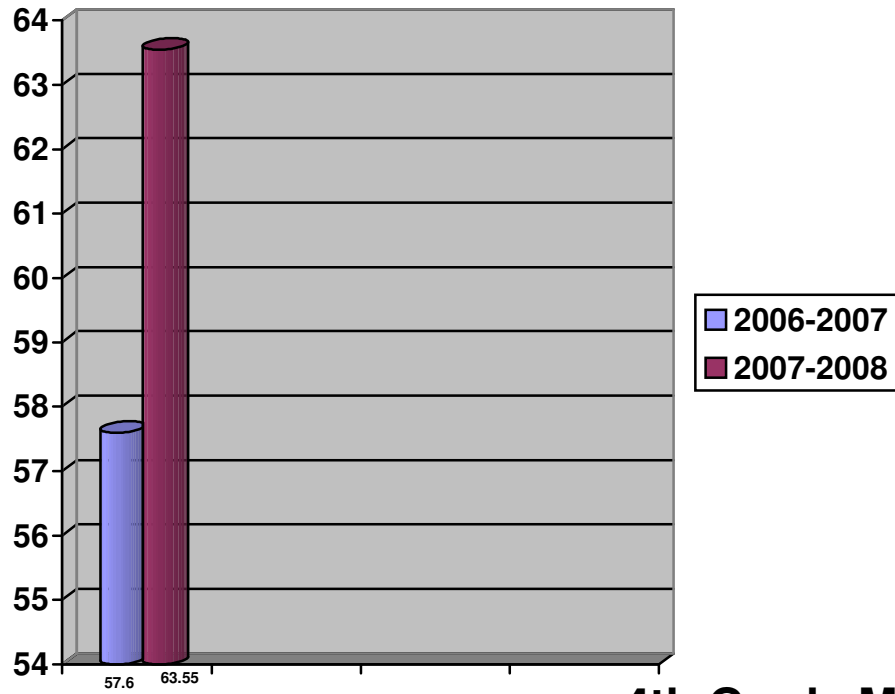
Proficiency Comparison



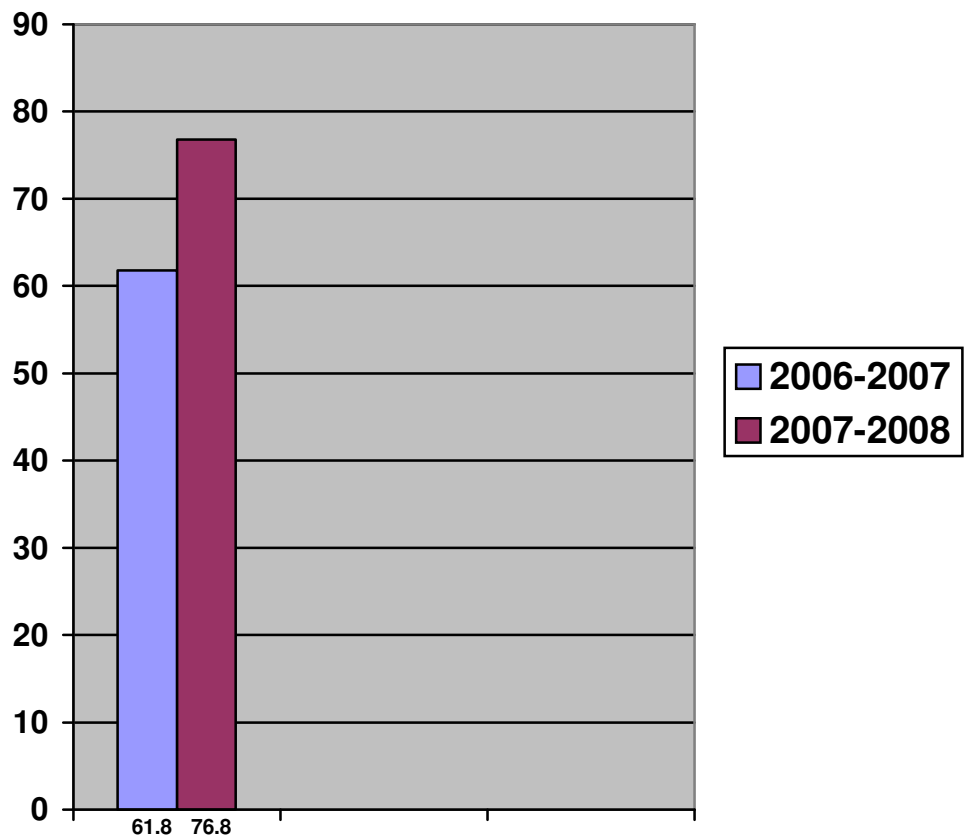
3rd grade Math Proficiency



5th Grade Math



4th Grade Math

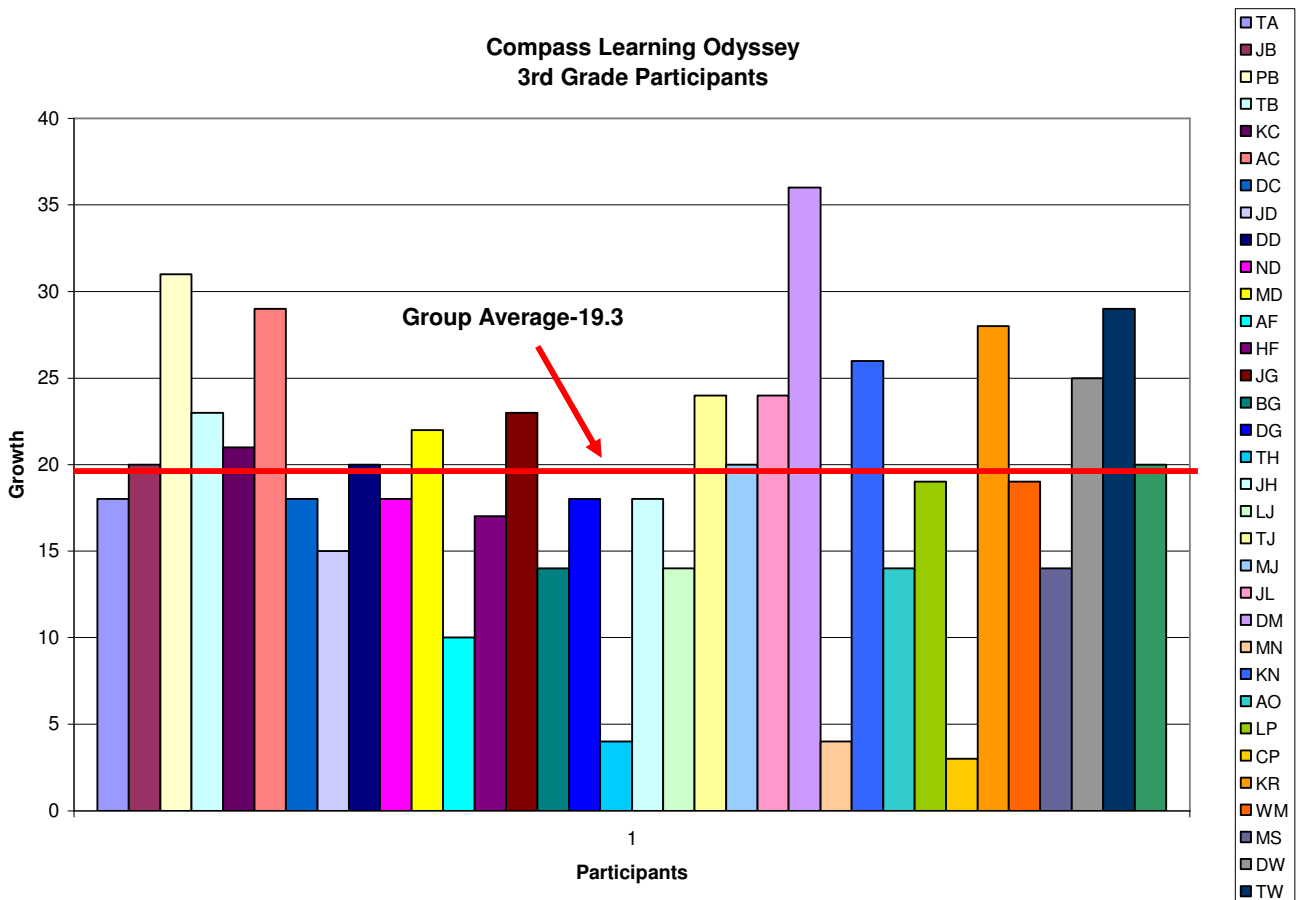


Special Program Compass Learning Odyssey

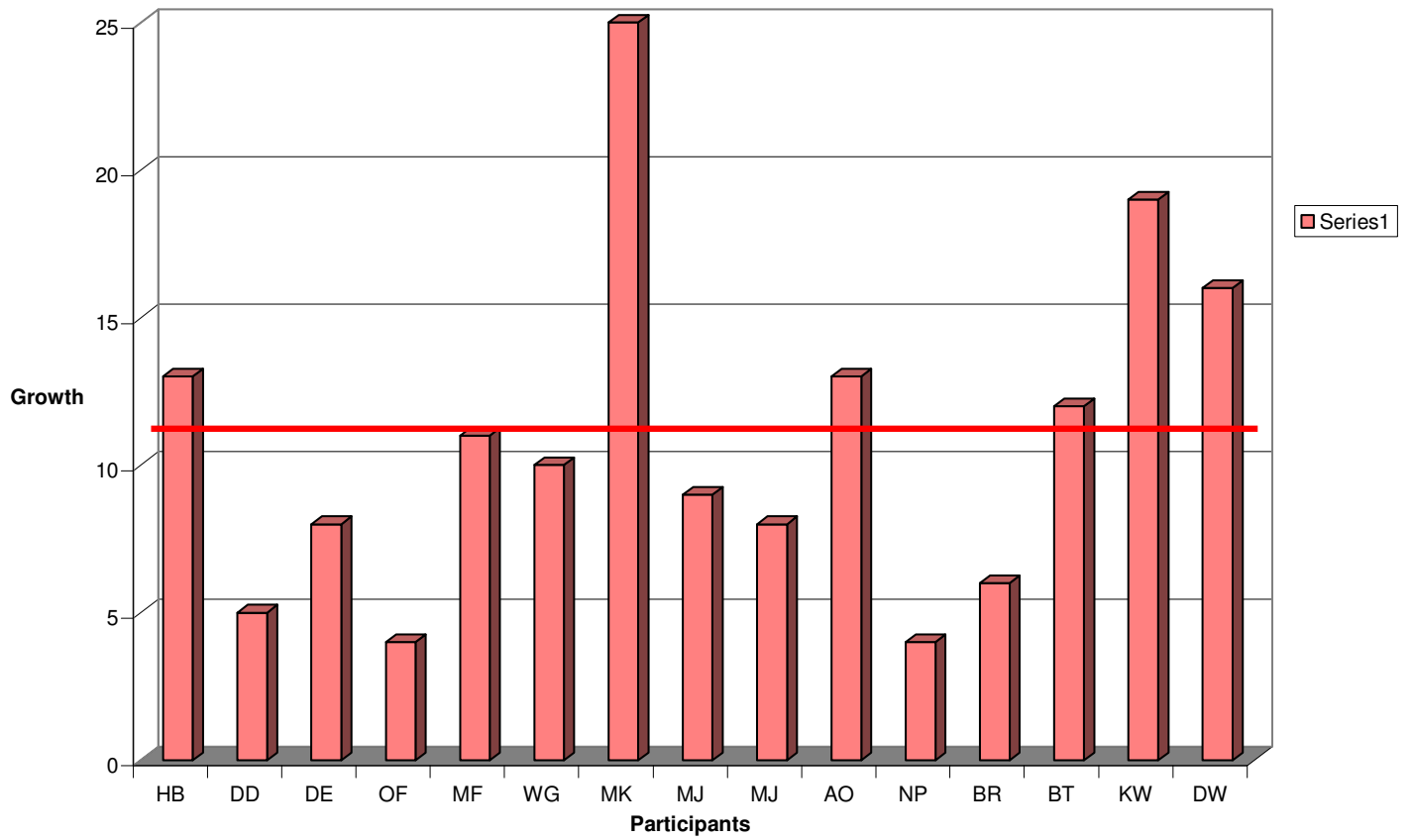
At-risk students at Hunters Creek have had the opportunity to use Odyssey, a computer-based instructional support program, for the past year and a half. The program is designed to support students before, during and after classroom instruction in the areas of math and reading. The Title I staff and budget provided support for the implementation of this program in the classroom and in the Odyssey Lab.

Students in third and fourth grades who participated in the program experienced significant growth in math. Students in fifth grade continued to struggle and the growth was not as significant.

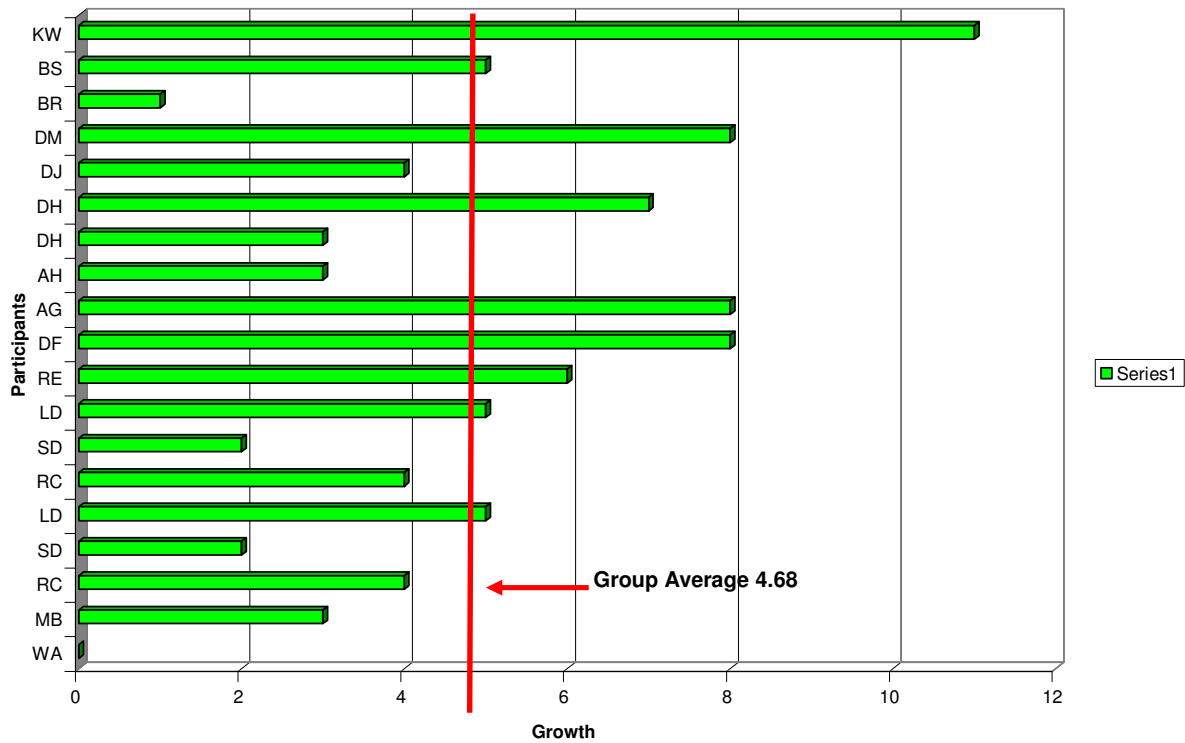
The performance of students using Odyssey has energized the faculty as they realize the potential of this program. We plan to conduct more detailed staff development and expand the program to reach more students.



Odyssey-4th Grade



CL Odyssey-5th Grade



Stakeholder Survey Data

Stakeholder Perspectives

Percentage of Staff, Parents, and Students in Agreement with Stated Concepts

Parent Survey Results 2006-2007 and 2007-2008

Concept	2006-2007	2007-2008
HCE is an "A" school	39%	48%
HCE is a "B" school	42%	36%
HCE is a "C" school	12%	10%
HCE is a "D" school	5%	2%
HCE is an "F" school	1%	0%
Students Generally feel safe at this school	87%	93%
My child was taught the rules and expectations for behavior.	97%	97%
I believe the school/staff have done a good job communicating with me.	78%	85%
If I had concerns about my student or about the school, I would feel comfortable discussing the situation with a staff member.	88%	88%

Student Survey Results 2007-2008

I am involved in a globally competitive education	56%
Lessons I am taught indicate a rigorous and relevant curriculum.	75%
I am provided, through classroom instruction, present and future connections to real world situations and other cultures.	74%
I have opportunities to utilize technology to enhance my learning.	84%
Staff at my school utilizes technology skills to teach and motivate me.	83%
Technology is integrated into aspects of the curriculum.	70%
I feel safe in the hallways.	84%
I feel safe on the playground.	70%
I feel safe in the restrooms.	67%
I feel safe in the classrooms.	91%

Staff Survey Results
2007-2008

My students are challenged in my classes.	84%
My students are involved in a globally competitive education.	75%
I provide instructional activities with present and future connections to real world situations and other cultures.	82%
I provide opportunities for students to participate in global learning opportunities.	73%
I utilize technology skills to teach and motivate students	70%
All children need differentiated instruction to meet the needs of their unique learning styles.	91%
We work to ensure students feel safe at school	93%
Staff keeps parents adequately informed of school events	89%
Parents/guardians are welcomed and involved in activities on our school campus.	93%

Action Plan Review/Update 2008-2009

HCE Goal # 1 : Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Strategy: Maintain a consistent focus on effective instruction that enables all students to achieve at high levels through the support and leadership of the school level administrators, the Instructional Leadership Team and all faculty and staff members.

Desired Results:

- Effectively meet the needs of all students through varied instructional processes
- Utilize technology programs such as United Streaming and Compass Learning Odyssey to support student achievement in reading, math, writing, and science
- Lessons and classrooms observations indicate a rigorous and challenging curriculum
- HCE receives the highest level of state recognition
- AIG students achieve at or above grade level performance in reading, math, and writing
- EC students achieve proficiency in reading, math, and writing in grades 3-5
- Disparity on race, gender and SES on all academic measures decreases
- Students leave HCE prepared for middle school curriculum that is globally competitive
- Students will become aware and appreciative of world cultures
- Staff will become more knowledgeable about world cultures

Measures:

- K-2 Assessment data
- Formative Assessment data at all grade levels
- Formative teacher observations
- Climate survey data
- Instructional schedules
- Lesson plans
- Staff development attendance rosters
- Pre-/Post Head Start Data
- Evaluation of student work samples
- Title I data
- Cohort track of K-2 Assessments
- STAR Testing
- Compass Learning Odyssey

Processes:

- Expand learning opportunities by identifying barriers and implementing a plan to provide assistance and access to a rigorous curriculum for all students
- Implement Language! instruction for EC students
- Conduct staff development on the following topics each year
 - Differentiated Instruction
 - Compass Learning Odyssey
 - Instructional Intervention
 - Effective use of instructional time
 - Lucy Caulkins Writing and *other researched-based writing processes*
 - Personalized Education Plans
 - Fountas and Pinnell Phonics/Word Study *and other research-based word study processes*
- Structure classrooms to provide students with opportunities to become critical thinkers

HCE Goal # 1 : Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.

- Provide differentiated instructional strategies to address students' learning needs
- Continue articulation efforts to improve students' transitions across grade levels in all curricular areas
- Maintain and support Arts Education at HCE

- Utilize the NC Standard Course of Study to guide planning and instruction
- Monitor student process by using various formative assessments
- Participate in grade level articulation
- Utilize instructional technology to support teaching and learning, including
 - Promethean Active Boards
 - Computers
 - Laptops
 - IPODs
 - Leap Frog
 - Scholastic Keys Software
 - *Mimio Interactive*
 - Elmo
 - Others emerging technologies as identified by the faculty and Instructional Technology Department
- Implement the use of Gaggie.net for selected classes on the following implementation schedule:
 - 3rd Grade: 2007-2008
 - 4th and 5th Grade: 2008-2009
 - K-2nd Grade: Investigate during 2008-2009 with possible implementation in 2009-2010
- Expand Compass Learning Odyssey as follows:
 - Increase site licenses for 3rd-5th grades: 2007-2008
 - Investigate/implement Odyssey at 2nd grade:2007-2009
 - Investigate/implement Odyssey at K-1st grade: 2009-2010
- Continue Latin in 4th and 5th Grade
- Plan and present the "Culture Fair" biannually
- Investigate/implement foreign language instruction for K-3rd grade students
- Continue AIG chess program
- Recognize academic excellence during quarterly award presentations
- Continue implementation of the Title I Plan for at-risk students
- Continue to develop effective PEPs for at-risk students with a focus on differentiating instruction
- Effectively utilize funding to reduce the student/teacher ratio at grades 3-5
- Continue effective implementation of the Instructional Intervention process
- Implement AVID Elementary at 4th and 5th grade according to the following schedule:
 - 5th Grade: 2007-2008
- *Implement collaborative Title I Summer Academy(Morton, Hunters Creek, Silverdale)*
- *Schedule the school day to include Intervention/Enrichment block*
- *Implement the Classroom Walkthrough process*
- *Participate in the AVID PLC for 5th to 6th grade transition*
- *Continue grade level articulation at Pre-k_5th grades*
- *Conduct Pre-k to Kindergarten transition activities*
- *Hold "Step Up" activities for students in all grade levels*
- *Hold "Step Up" night for parents at all grade levels*
- *Identify international schools for Epal partnerships*

HCE Goal # 1 : Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Resources:

- Staff development
 - Funds
 - Materials
 - Substitutes
- Effective time to conduct staff development
 - Classroom Instruction That Works
 - AVID
- Trainers for Compass Learning Odyssey
- Technology
 - Promethean Active Boards
 - Computers
 - Laptops
 - IPODs
 - Others
- Student materials for AVID
 - Binders
 - Tabs

Effective monitoring instruments

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

2007-2008

- Met AYP in math
- Met High Growth in math
- African-American students continue to perform significantly below school average of 76.3%
 - African-American students' proficiency increased from 48.5% to 64.3%
- White students continue to perform well above the established standard-83.2%
- Significant improvements made in all subgroups' AYP performance
- 4th grade writing performance continues to increase-64.2%
- Compass Learning Odyssey Growth Average
 - 3rd Grade 19.3
 - 4th Grade 10.2
 - 5th Grade 4.6

K-2nd Grade Assessment Results

Next steps

1. Continue the effective implementation of identified processes
2. Continue researching instructional processes to meet the academic needs of African-American students
3. Provide intervention/enrichment for students each week
4. Conduct staff development on Classroom Instruction That Works(TWCS)
5. Develop and utilize daily schedules that contain uninterrupted blocks of time for math and language arts instruction
6. Principal and assistant principal use Classroom Walkthroughs to monitor and assess instruction
7. Provide more thorough staff development on Compass Learning Odyssey, math, and science
8. Establish a World View Partnership

HCE Goal # 1 : Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.

- Increase in performance in Reading and Math in K and 1st
- Growth in cohort groups in reading
- Growth in cohort groups in K and 1st grade math
- Slight decrease in proficiency from 1st to second grade math
- Slight decrease in cohort proficiency in 2nd grade Writing

HCE Goal # 2 : Hunters Creek Elementary School and students will be led by creative, passionate and technologically skilled professionals.

Strategy: Create and foster a workplace that attracts and retains high quality professionals; communicate and foster a climate of high expectations for employee performance.

Desired Results:

- Effective instruction that meets diverse student needs
- A positive and enthusiastic working environment
- Evaluation of employees are conducted according to state and federal guidelines
- A diverse, high quality workforce for HCE is maintained
- A reduction in teacher attrition other than spouse transfer
- Accessible orientation and mentoring opportunities
- Duty-free lunch
- Increased availability of new technology for teacher and student use
- Increase in teacher retention
- An increase in positive responses on the Climate Survey and Working Conditions Survey

Measures:

- Teacher Working Condition Survey results
- Teacher attendance data
- Orientation and mentoring rosters
- Teacher evaluations
- Teacher retention data
- Teacher Climate Surveys
- Attendance rosters for staff development activities
- Schedule for Duty-free Lunch
- Classroom Master Schedules
- Employee observations
- Checkout rosters

Processes:

- Provide opportunities for teachers to celebrate milestones
- Provide opportunities for the maintenance of a positive school climate for employees
- Conduct staff development on emerging technologies
- Provide orientation and mentoring for required employees
- Develop and present professional development plan aligned with identified continuous improvement strategies
- Utilize an evaluation system that supports school improvement and holds all personnel accountable for job effectiveness
- Explore the use of early release days to provide on-going staff development
- Maintain the Sunshine Committee
- Schedule time for vertical and horizontal articulation
- Develop a “team mentality” within each grade level and within the school
- Develop, administer, and analyze staff school survey to measure staff attitudes
- Participate in White Oak Area articulation and planning sessions
- *Support UNC-W’s Education Program through the PDS Partnership*
- *Provide opportunities for UNC-W and CCCC students to gain field experiences*
- *Continue participation in the White Oak High School Teacher Cadet Program*
- *Provide staff development to improve the mentor process(TWCS)*
- *Administration will participate in staff development on teacher empowerment(TWCS)*
- *Develop support structure for teachers completing National Board Certification and Take One*
- Additional support for student services and the school administration
- Develop appropriate schedules to ensure daily planning time for teachers

HCE Goal # 2 : Hunters Creek Elementary School and students will be led by creative, passionate and technologically skilled professionals.

- **Develop appropriate schedules to ensure duty-free lunch for all teachers without taxing the teacher assistants**
- **Monthly get-togethers with faculty and staff**

Resources:

- **Funding for incentives, celebrations, and staff recognition**
- **Staff development opportunities**
- **Additional staff for duty-free lunch**
- **Onslow County Job Fair**
- **Onslow County Beginning Teacher Orientation**
- **Allocation of funds for guest speakers and seminars to help with staff development and teacher motivation**
- **Training programs for parent/community volunteers**
- **Parent volunteers**

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

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- White students continue to perform well above the established standard-83.2%
- Significant improvements made in all subgroups' AYP performance
- 4th grade writing performance continues to increase-64.2%
- 96% attendance rate
- Compass Learning Odyssey Growth Average
 - 3rd Grade 19.3
 - 4th Grade 10.2
 - 5th Grade 4.6

K-2nd Grade Assessment Results

- Increase in performance in Reading and Math in K and 1st
- Growth in cohort groups in reading
- Growth in cohort groups in K and 1st grade math
- Slight decrease in proficiency from 1st to second grade math
- Slight decrease in cohort proficiency in 2nd grade Writing

What are the areas for improvement? What will you do differently the next time?

Next Steps

- Continue effective implementation of identified processes
- Increase the quality and quantity of staff development for Compass Learning Odyssey
- K-5 Literacy Assessments(TWCS)*
- Provide staff development for teachers receiving Mimio Interactive (TWCS)*
- Provide staff development for teachers receiving Promethean Active Boards(TWCS)*
- Provide staff development for all merging technologies being used at HCE(TWCS)*
- Focus mentor staff development on effective support practices and methods(TWCS)*
- Provide release time for teachers completing National Board certification
- Facilitate the development of the National Board Support Network at HCE

***TWCS-Teacher Working Conditions Survey**

HCE Goal # 2 : Hunters Creek Elementary School and students will be led by creative, passionate and technologically skilled professionals.

HCE Goal # 3 : Hunters Creek students will learn in a safe environment to be civil, healthy, and productive citizens.

Strategy: Develop, monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes school-wide behavior management plans, all safe schools criteria and healthy child legislation.

Desired Results:

- HCE will meet safe schools criteria
- Students and staff will feel safe at school
- Provide a safe environment to promote effective teaching and learning
- Effective implementation of the aspects of Safe and Civil Schools
- Reduction in out-of-school suspensions
- Reduction in office referrals
- Effective student supervision in all areas
- The student average attendance rate is no less than 95% annually
- Reduction in the percentage of students experiencing bullying
- Compliance with HB 1032

Measures:

- Survey data
- Student attendance data
- School discipline data
- Early checkout data
- Common area observations
- Administration observation data
- North Carolina Annual Report on School Crime and Violence
- Physical fitness test results

Processes:

- Review the ‘Gator Guidelines with all staff
- Conduct periodic common area observations and share results with faculty
- Conduct information sessions with students on bullying and appropriate interactions
- Develop and place posters of the ‘Gator Guidelines
- Plan and present information on drug abuse resistance
- Conduct the annual physical fitness assessment
- Create a bullying prevention task force consisting of faculty, staff, parents, and students
- Implement a school-wide health and wellness program
- Provide health related classes as part of PE to include the following topics:
 - health and wellness
 - exercise
 - diet
 - nutrition
- Continue the implementation of the Ladies of Honor and Gentlemen of Quality Program
- Continue the “Super Kid Club” Character Education incentive program
- Continue presenting the OCS Character Education Program weekly
- Plan and schedule the annual Career Day at Hunters Creek Elementary
- Review discipline data with faculty and staff

HCE Goal # 3 : Hunters Creek students will learn in a safe environment to be civil, healthy, and productive citizens.

Resources:

- Staff development funding
- Funding for posters and drug abuse resistance plan
- Parents
- Community volunteers
- Flipbooks
- Database
- High schools students to assist with producing videos
- Funding for health and wellness related curriculum materials
- Increase number of community mentors
- Funding for Ladies of Honor and Gentlemen of Quality Program
- Incentives for “Super Kid Club” Character Education Program

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

What are the areas for improvement? What will you do differently the next time?

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K-2nd Grade Assessment Results

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- Growth in cohort groups in reading
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- Slight decrease in cohort proficiency in 2nd grade Writing

Next steps

- Continue effective implementation of identified strategies
- Continue effective implementation of all components of Safe and Civil Schools
- Apply for Triple S Schools status
- Review staff and identify volunteers to support Ladies of Honor and Gentlemen of Quality
- Develop student-led, school wide news broadcast
- Implement schedules providing duty-free lunch for teachers(TWCS)

HCE Goal # 4 : Leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.

Strategy: Create a culture that embraces change, promotes dynamic continuous improvement, and collaborates with families and community leaders to discover innovative initiatives.

Desired Results:

- A significant increase in parent volunteers
- The acquisition of more Bright Ideas and other grants
- An increase in the number of community partners supporting the school
- HCE will be adopted by a business/community/military organization
- Parents/guardians will have a minimum of two teacher-initiated contacts annually
- Annual strategic plan shows alignment among data, established goals, and strategies
- SACS/CASI criteria are met annually
- School staff indicates satisfaction with the level of support provided by the Central Office and school leadership

Measures:

- Climate survey data
- Volunteer sign in logs
- Comparison of number of Bright Idea Grants written and received
- Data developed from BASES reports
- AYP and cohort data
- Internal/external audits
- Teacher Working Conditions Survey
- SACS/CASI Annual Reports
- Budget report on funds from outside sources

Processes:

- Continue to implement continuous improvement initiatives aligned with the Baldrige criteria
- Communicated educational information through electronic technology and other media sources
- Continue to implement parenting workshops, family nights
- Encourage and support the development of an active and visible PTO
- Implement career days annually
- Conduct parent development sessions for participating parents
- Develop a well-defined parent involvement program
- Conduct planning sessions for Bright Ideas Grants and Donors Choose, and other grants
- Conduct teacher surveys to determine jobs for parent volunteers
- Conduct effective, timely parent volunteer training sessions
- Collaborate with parents and community partners to develop opportunities for parents to be instructionally supportive at Hunters Creek Elementary School.

HCE Goal # 4 : Leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.

Resources:

- Bright Ideas and other grant information
- Trainer for grant writing committee
- Staff and volunteer development funds

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

2007-2008

- Several Bright Ideas Grants submitted-no recipients
- 3 teachers receive Donors Choose Grants
- Exceptional Children teachers (3) receive grants from the Kinghts of Columbus
- community support for school increases as documented by BASES information
- High level of community support during Career Day
- High level of parent participation in Title I Program through:
 - Family Reading Night
 - Holiday Celebration Night
 - Parent Development classes

What are the areas for improvement? What will you do differently the next time?

Next steps

- Develop a grant writing committee
- Conduct staff development to assist committee with writing grants
- Identify grants to support the instructional program
- Provide release time for committee planning, staff development, grant research and data gathering
- Continue implementation of effective strategies

HCE Goal # 5 : Hunters Creek Elementary School will be supported by effective and efficient systems.

Strategy: Manage the technology infrastructure and resources to support the instructional and operational needs of the organization.

Desired Results:

- Technology infrastructure and devices to create effective and efficient support systems are standardized
- System security is maintained to protect both individual and public assets
- Utilize technology to develop and implement an effective, efficient inter-organizational communication process
- Develop monitoring instruments to ensure effective implementation of all processes

Measures:

- Annual review and update of Media and Technology Report
- Adoption of long and short range capital planning
- Quarterly review of Technology Plan implementation
- Data from quarterly review of all processes

Processes:

- Develop and present technology staff development opportunities
- Research emerging technologies that may better support the instructional and operational needs of HCE
- Integrate technology into the curriculum
- Educate, train, and monitor staff on technology integration
- Conduct staff development on the use of public folders and utilize process to support communication throughout the school

Resources:

- Technology facilitator
- Staff development time and funds
- Annual operational and capital funding
- Funding for tutors, substitute teachers, and assistants
- Funds for database development and containment

End of year Annual Review, Results, Next Steps

Summarize your results. Show trends. Were improvements made?

2007-2008

- Placed 7 Promethean Boards in classrooms at various grade levels
- Purchased 10 data projectors

What are the areas for improvement? What will you do differently the next time?

Next steps

- Purchase Mimio Interactive or Promethean Active Boards for K-2 classrooms
- Provide staff development for teachers receiving Mimios
- Purchase two Elmo Document Cameras



2008 - 2009 Projected Budget

Hunters Creek Elementary School Strategic Plan 2008 – 2009 Budget

Goal 1: Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Strategy: Maintain a consistent focus on effective instruction that enables all students to achieve at high levels through the support and leadership of the school level administrators, the Instructional Leadership Team, and all faculty and staff members.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Mimeo Interactive	\$3,000.00	State Instructional	Instruction
Computers	\$2,000.00	Title I	Title I/Compass Learning
Staff Development	\$5,000.00	State Staff Development, At-Risk Students; Student Accountability, Title I	Improvement in instruction and student achievement
Title I faculty and staff	137,916.00	Title I	Title I Program-Reading and Math/Summer Academy
Instructional Supplies	\$50,000.00	State Instructional and Textbooks	Instructional program
Tutors	\$22,000.00	DSSF, At-Risk Students, Student Accountability, Title I	Academic support programs

Goal 2: Creative, passionate, and technologically skilled professionals

Strategy: Create and foster a workplace that attracts and retains high quality professionals; communicate and foster a climate of high expectations for employee performance.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Staff incentives	\$1,000.00	Local	Motivation/celebration

Goal 3: Hunters Creek students will learn in a safe environment to be civil, healthy, and productive citizens.

Develop, monitor, and adhere to the “Safe and Civil Schools Series” which emphasizes school-wide behavior management plans, all safe schools criteria and healthy child legislation.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Drug Free Schools Week	\$1,000.00	Safe Schools budget	Drug Abuse Prevention Program
School Bus Safety Incentives	\$500.00	Safe Schools budget/local account	To reduce bus behavior referrals; increase safety

Goal 4: Leadership will foster innovation at Hunters Creek Elementary School with the cooperation of families and community partners.

Create a culture that embraces change, promotes dynamic continuous improvement, and collaborates with families and community leaders to discover innovative initiatives.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Refreshments	\$200.00	Local	Meetings and training sessions
Parent Training Materials	\$300.00	Title I	Materials to assist parents with helping at home and at school

Goal 5: Hunters Creek Elementary School will be supported by effective and efficient systems.

Manage the technology infrastructure and resources to support the instructional and operation needs of the organization.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose