

# Hunters Creek Elementary School



Strategic Plan Update

2009-2010

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## I. Strategic Planning Team

### Administration

Principal

Mary E. Dyer

Assistant Principal

Carla Bradshaw

### Teachers

Katie Devenport

Lisa Mosher

Jewel Bregel

Bonnie Krcmar

Karen Helms

Marsha Rowntree

### Parents

Colleen Matlock

Bridget Henges

Wendy Vitale

Kristy Waller

Robert Hayes

**Yvonne Walker**

**Building Level School Strategic Plan  
Regulatory Information and Assurance Statement  
2007-2010**

School Hunters Creek Elementary Date Submitted September 25, 2009

1. Number of School Improvement Plan Team Members 14

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.) 100%

4. Date of vote 9/23/2009

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 is parents providing input in the development of the plan. (Number of 43%)

parents divided by members on the team.)

- 
8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one: **X 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: **X Yes**  No
10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. **X Yes**  No
11. All required local, State and Federal programs have been addressed in the School Strategic Plan.  **Yes**  No

**Mary E. Dyer**

Katie Devenport

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Principal's Signature

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Signature, SSPT Facilitator/Chairperson

(electronically signed)

(electronically signed)

Kristie Waller

Wendy Vitale

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Signature of Elected Parent Representative

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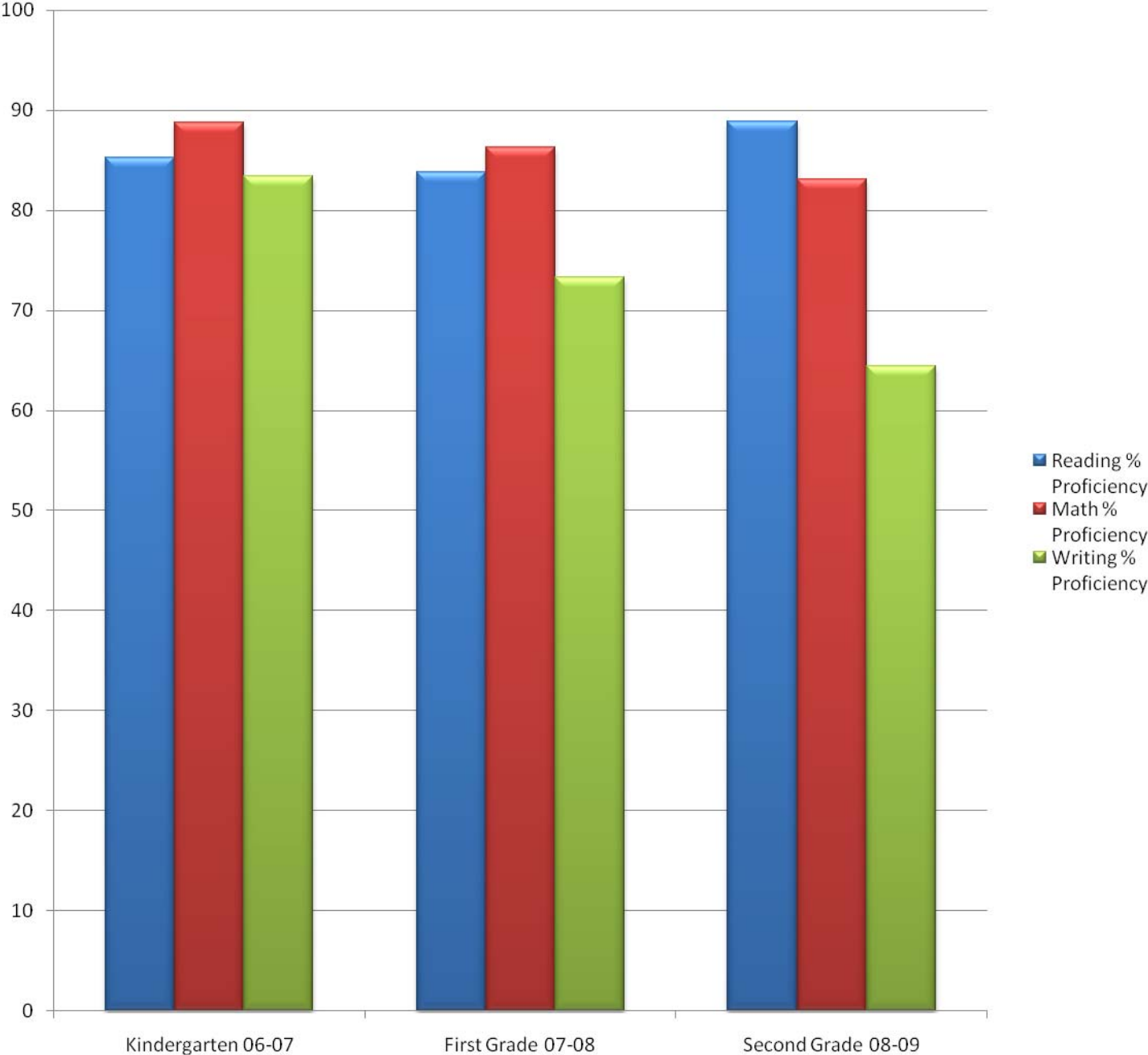
Signature of Elected Parent Representative

(electronically signed)

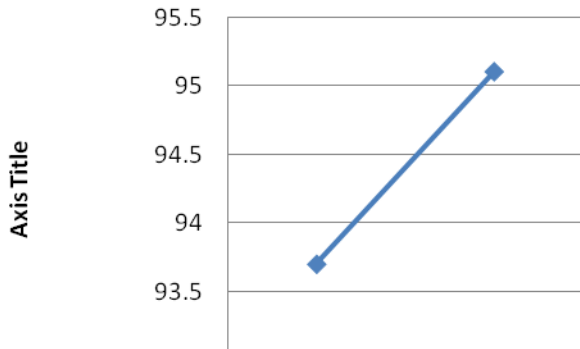
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Note: Eligible voting staff – principals, assistant principals, licensed instructional personnel, support personnel, and teacher assistants.

# K -2 Historical Cohort

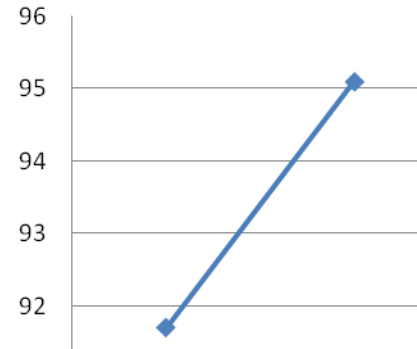


### Kindergarten Math--% Proficient

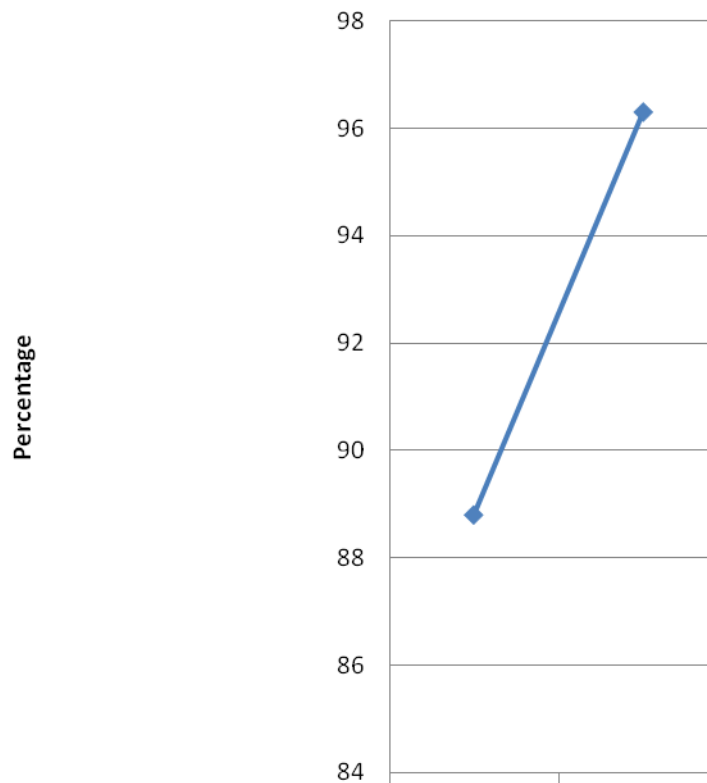


	2007-2008	2008-2009
Kindergarten Math--% Proficient	93.7	95.1

### Kindergarten Reading--% Proficient

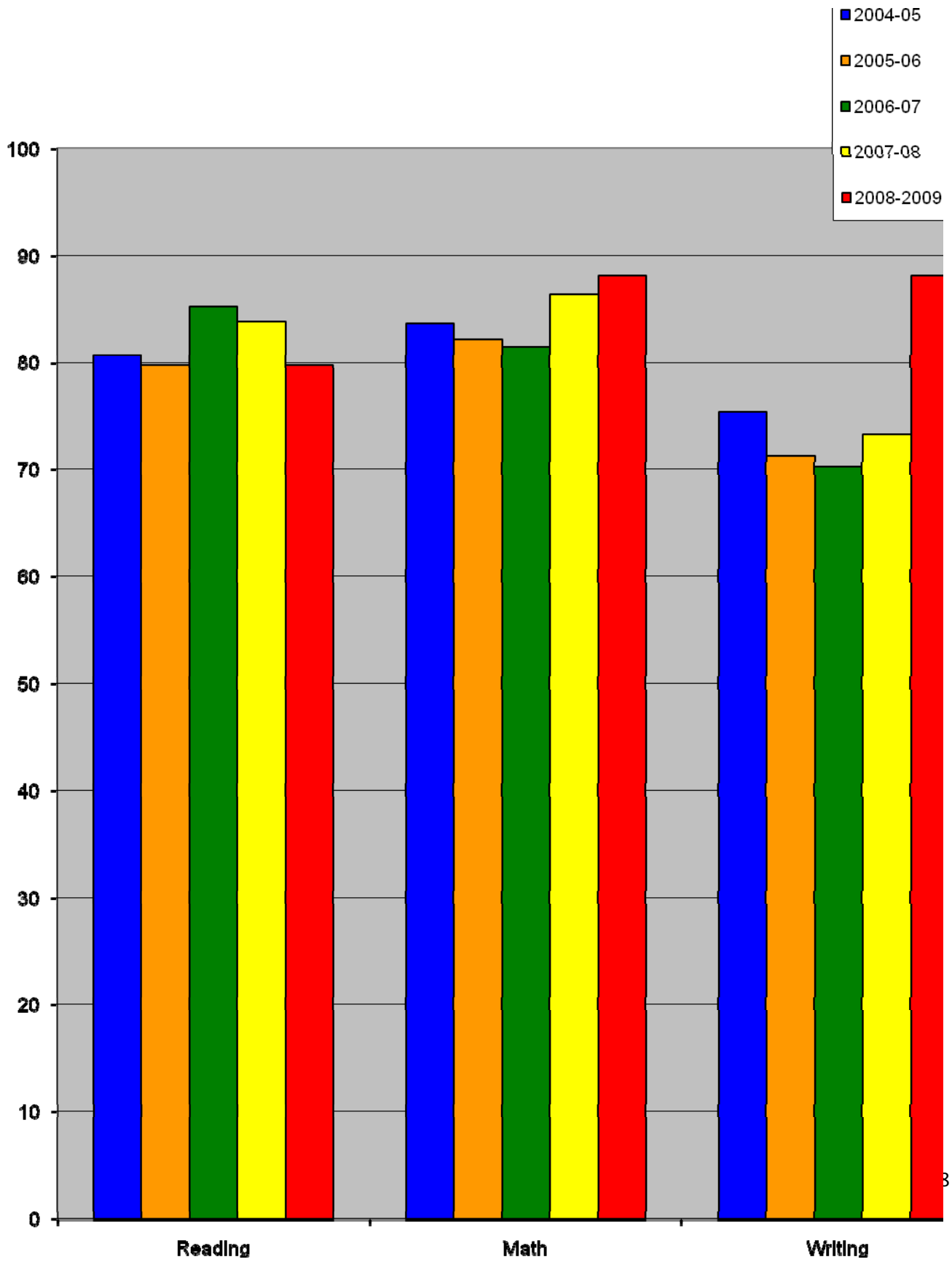


	2007-2008	2008-2009
Kindergarten Reading--% Proficient	91.7	95.1



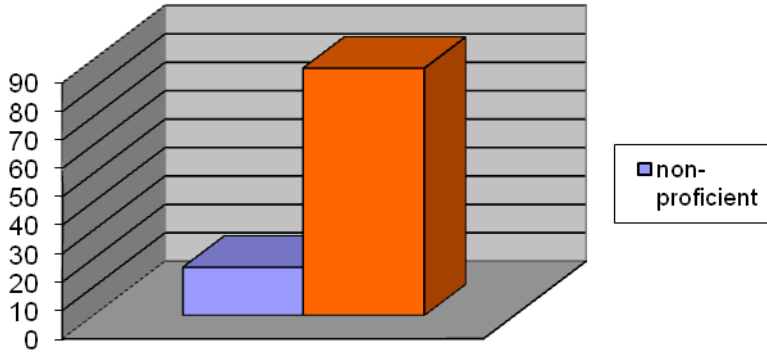
	2007-2008	2008-2009
Kindergarten Writing--% Proficient	88.8	96.3

### Kindergarten Writing--% Proficient





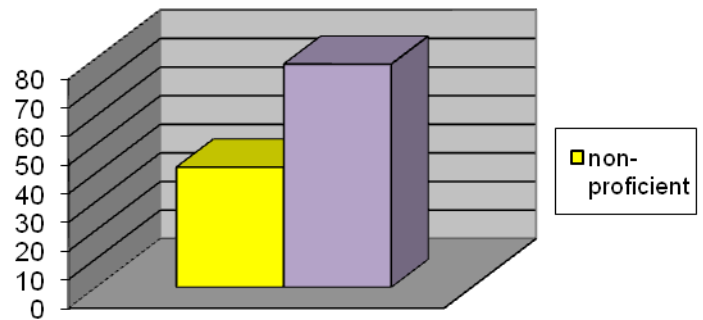
### First Grade Proficiency in Fiction



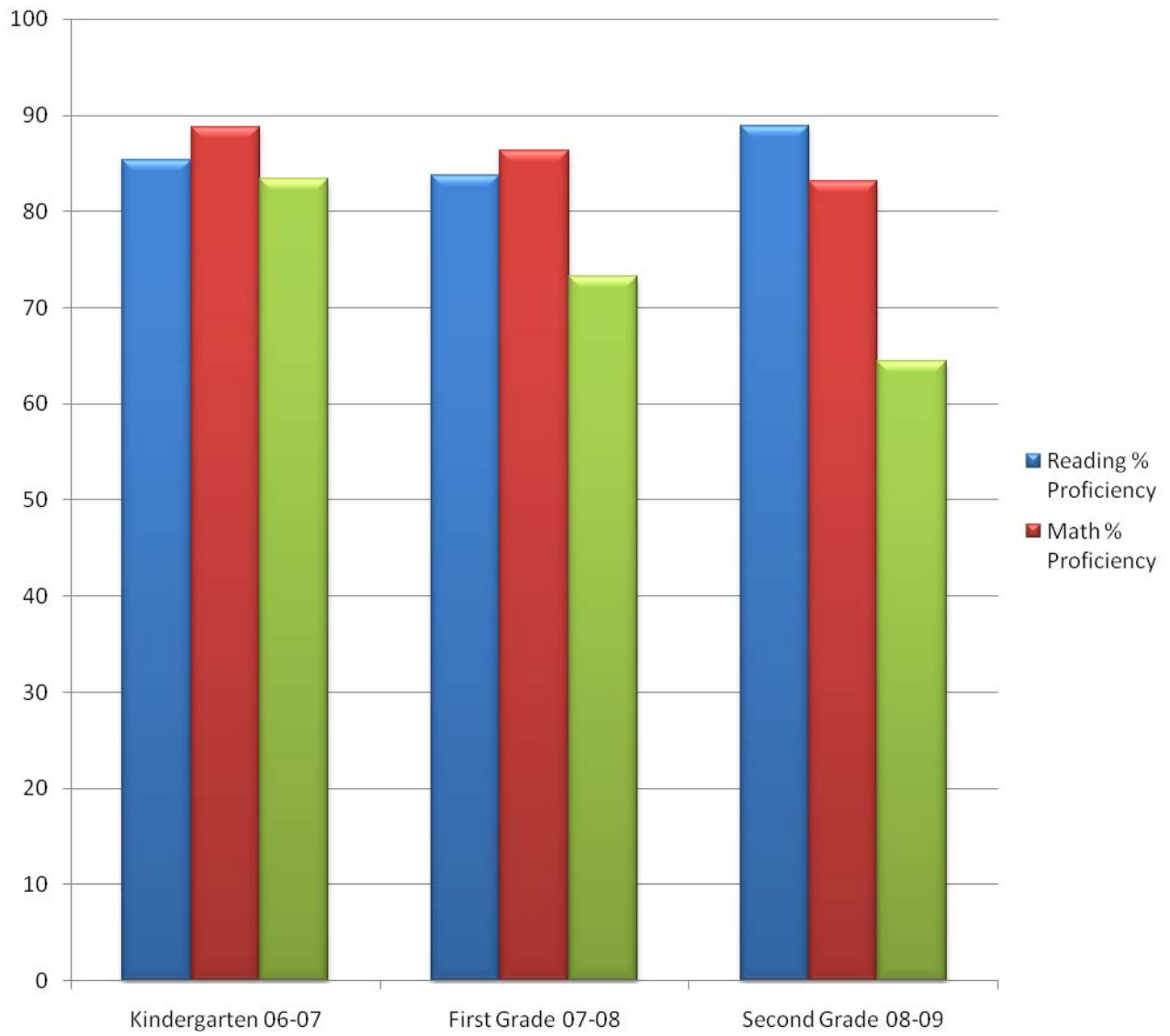
Student book levels were assessed using fiction texts, resulting in an 87% proficiency rate.

When given an assessment using a non-fiction title, 65% of students met the established proficiency standard.

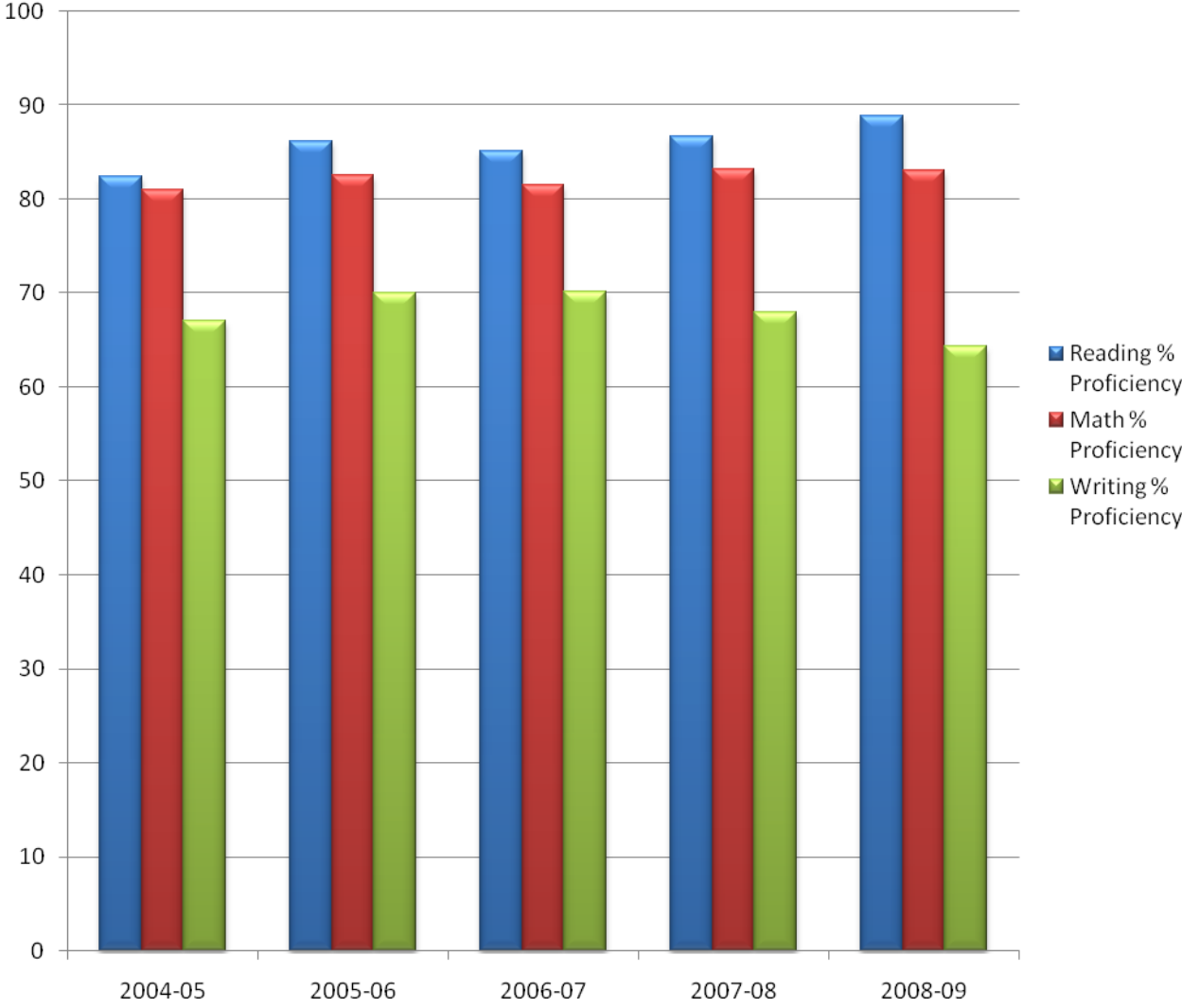
### First Grade Proficiency in Non-Fiction



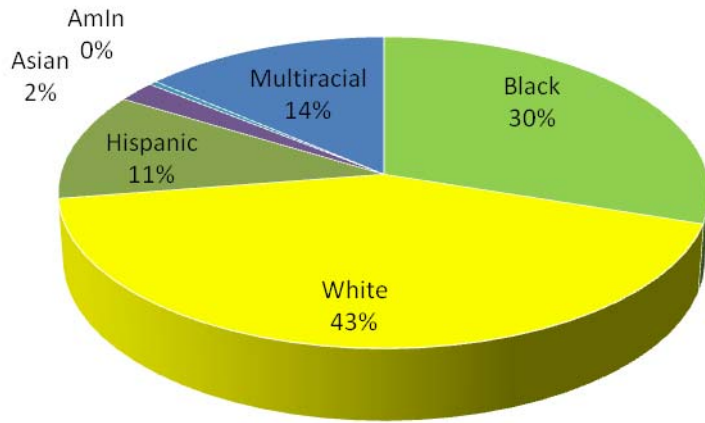
## K -2 Historical Cohort



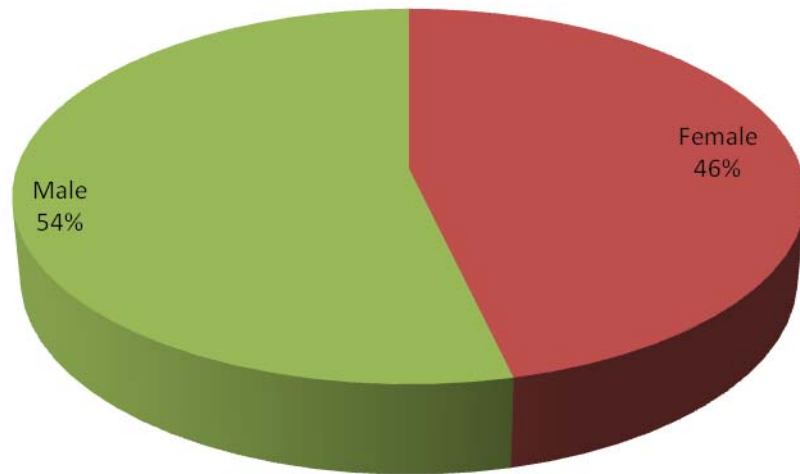
# Comparison of 2nd Grade EOY Proficiency Results



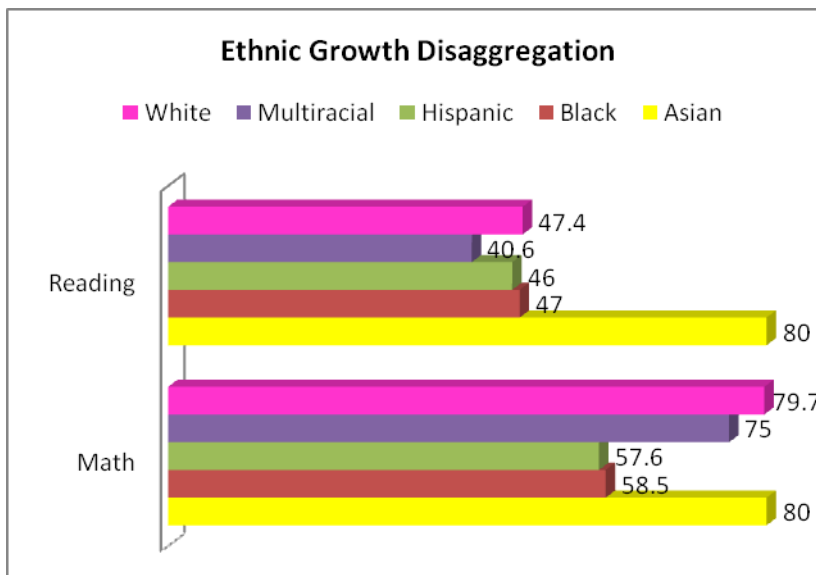
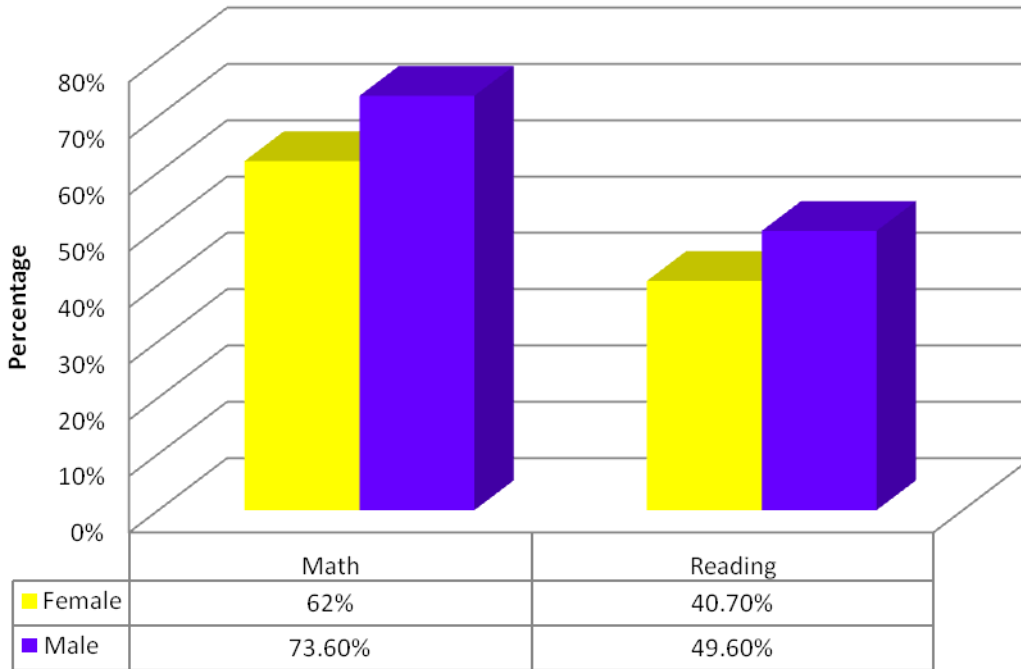
### 3rd-5th Grade Disaggregation Ethnicity



### 3rd-5th Grade Gender Disaggregation



## Gender Disaggregation Growth Standard



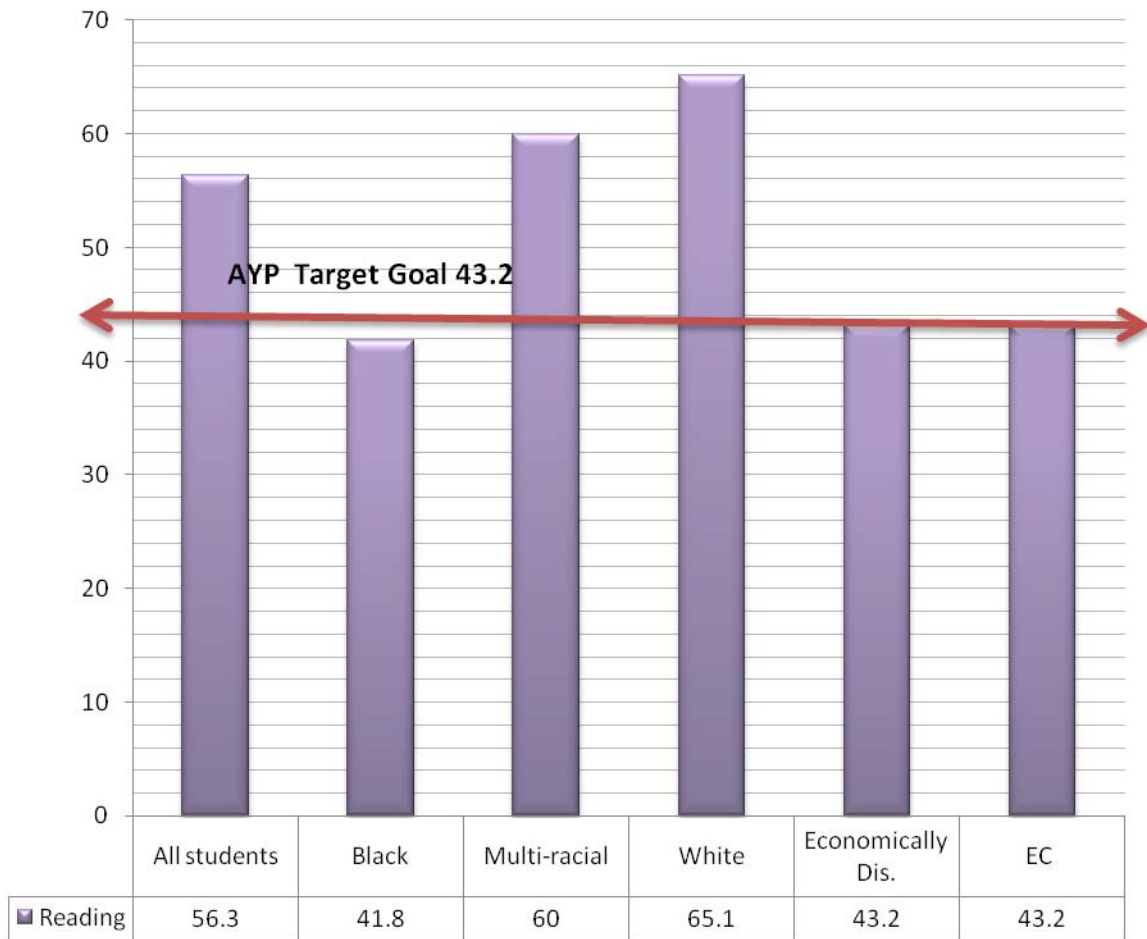
ABCs Growth Model

Percentage of students in each ethnic group who met the established growth standard in reading and math.

## 2008-2009 Math Proficiency Data

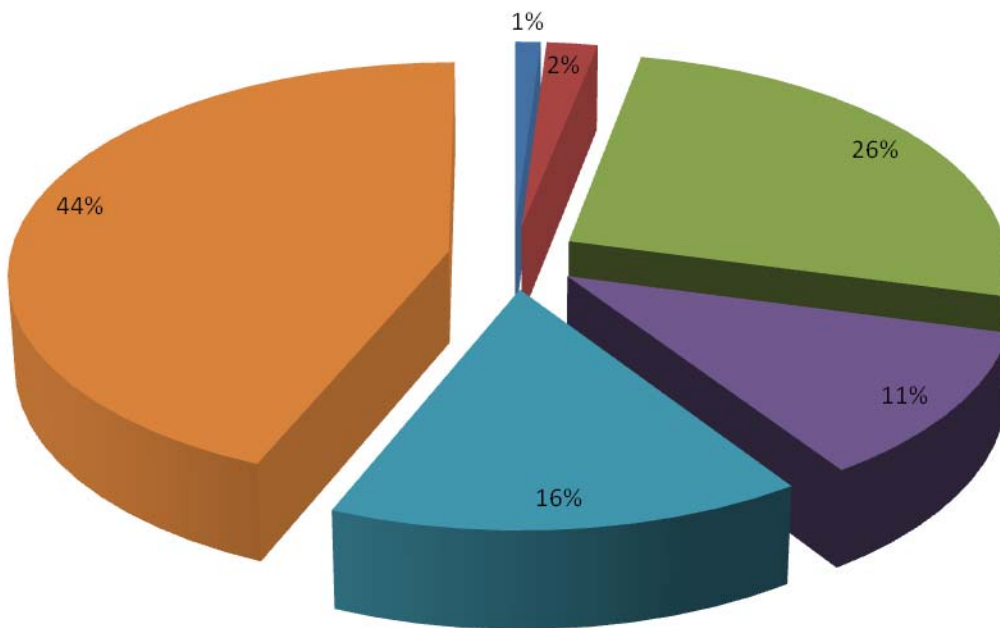


## 2008-2009 Adequate Yearly Progress Proficiency Data Reading



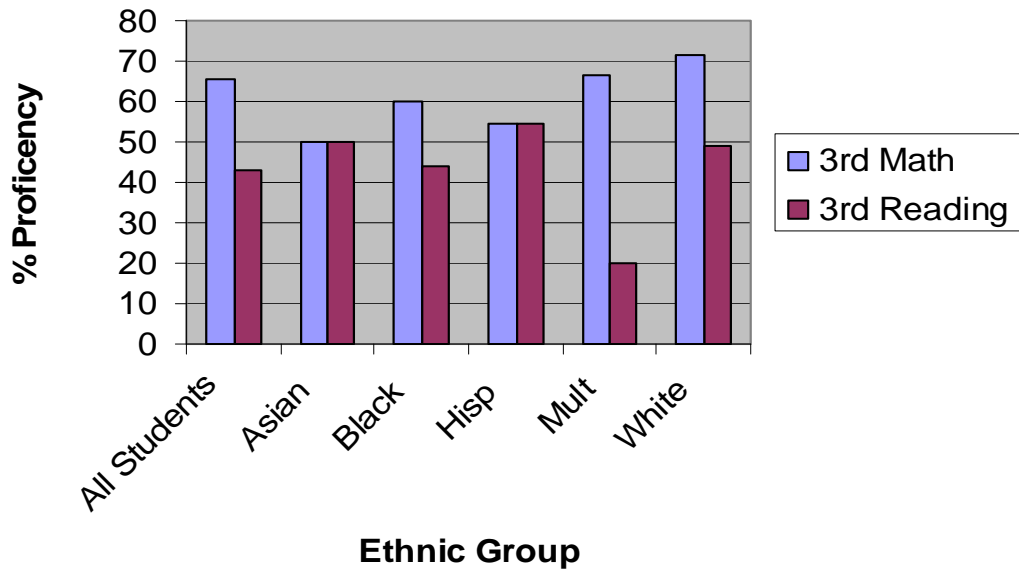
# 3rd Grade Ethnic Representations

■ AMIN ■ Asia ■ Black ■ Hispanic ■ MultiRacial ■ White



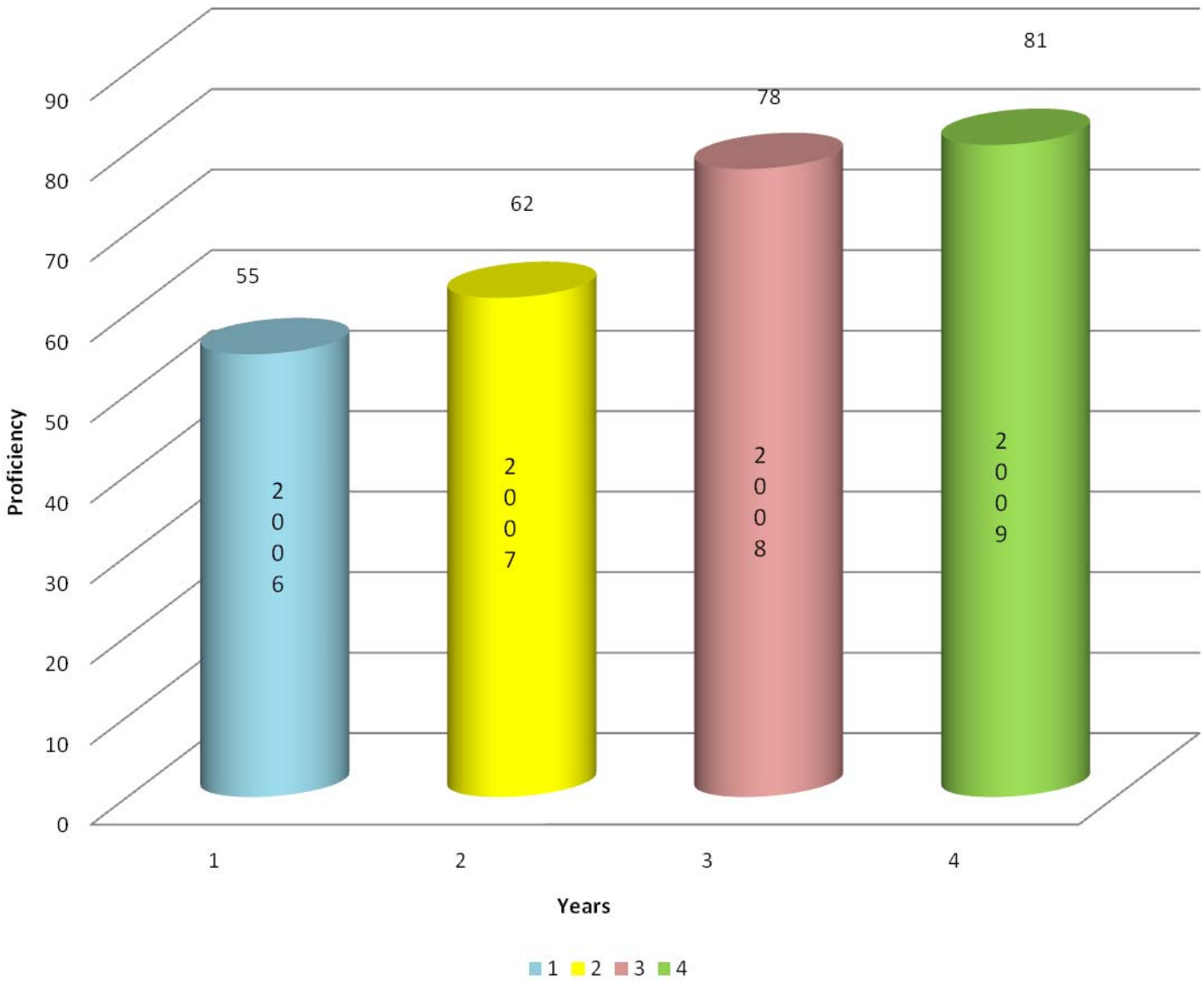


### 3rd Grade EOG Results '08-'09

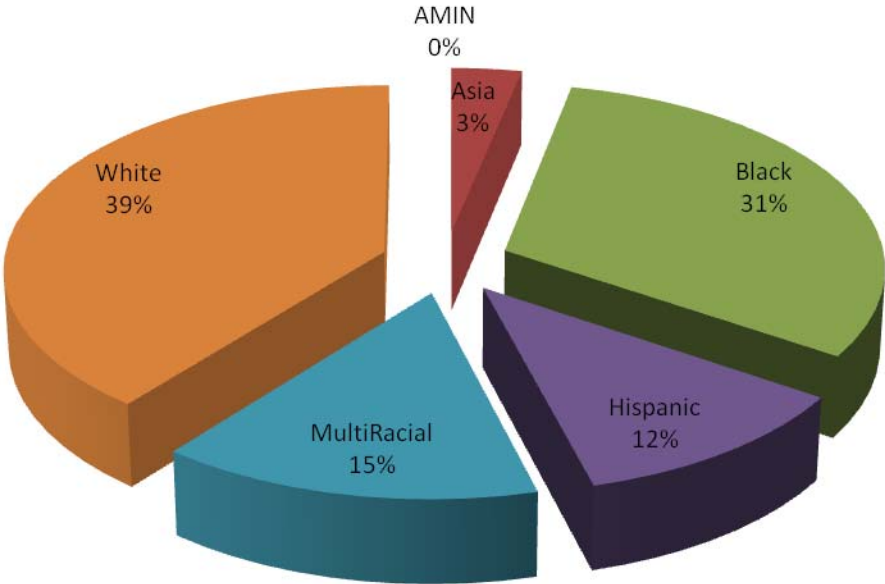


	3rd Math	3rd Reading
All Students	65.6	43.2
Asian	50	50
Black	60	44
Hispanic	54.5	54.5
Multiracial	66.7	20
White	71.4	48.8

# 3rd Grade Math

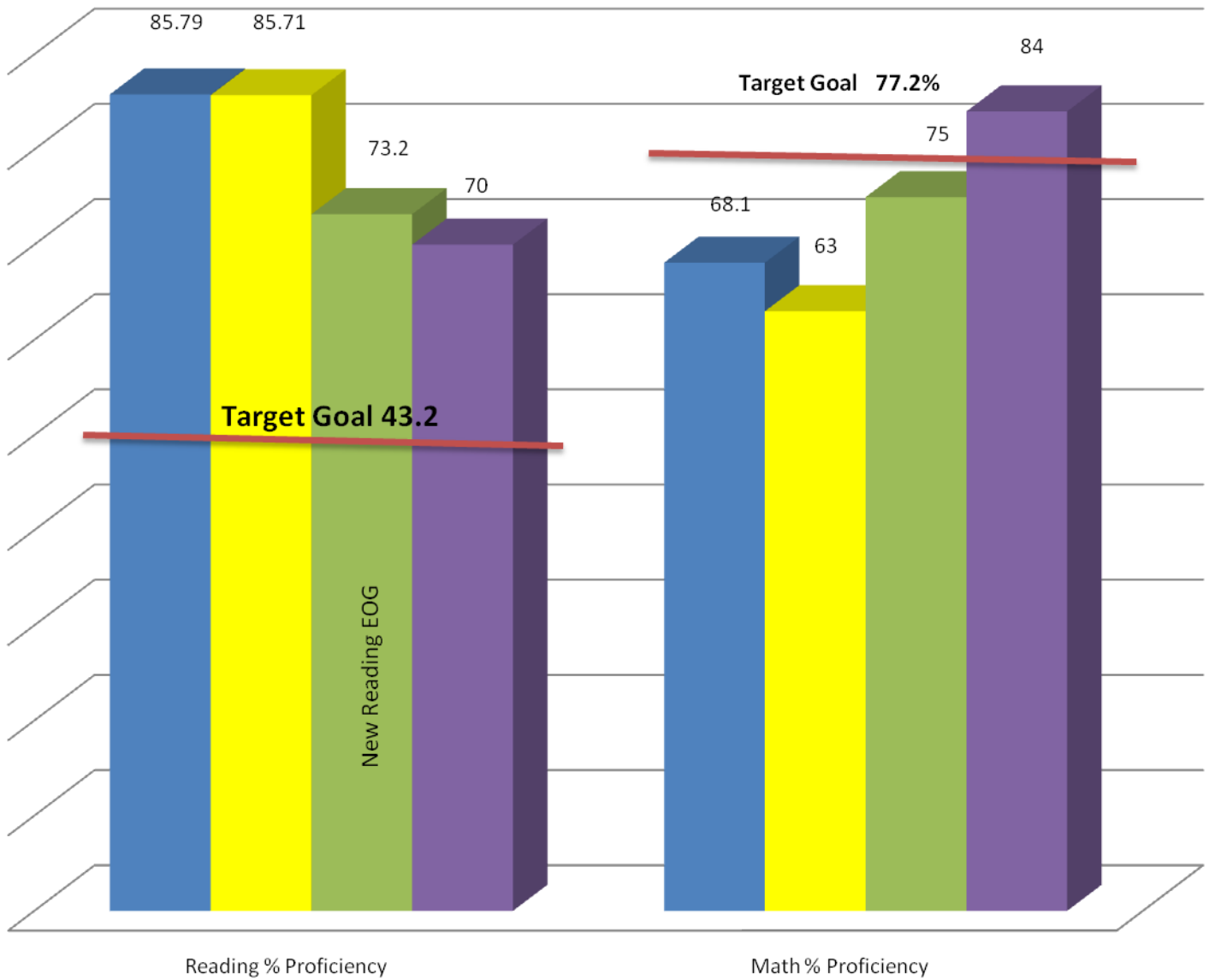


# 4th Grade Ethnic Representations



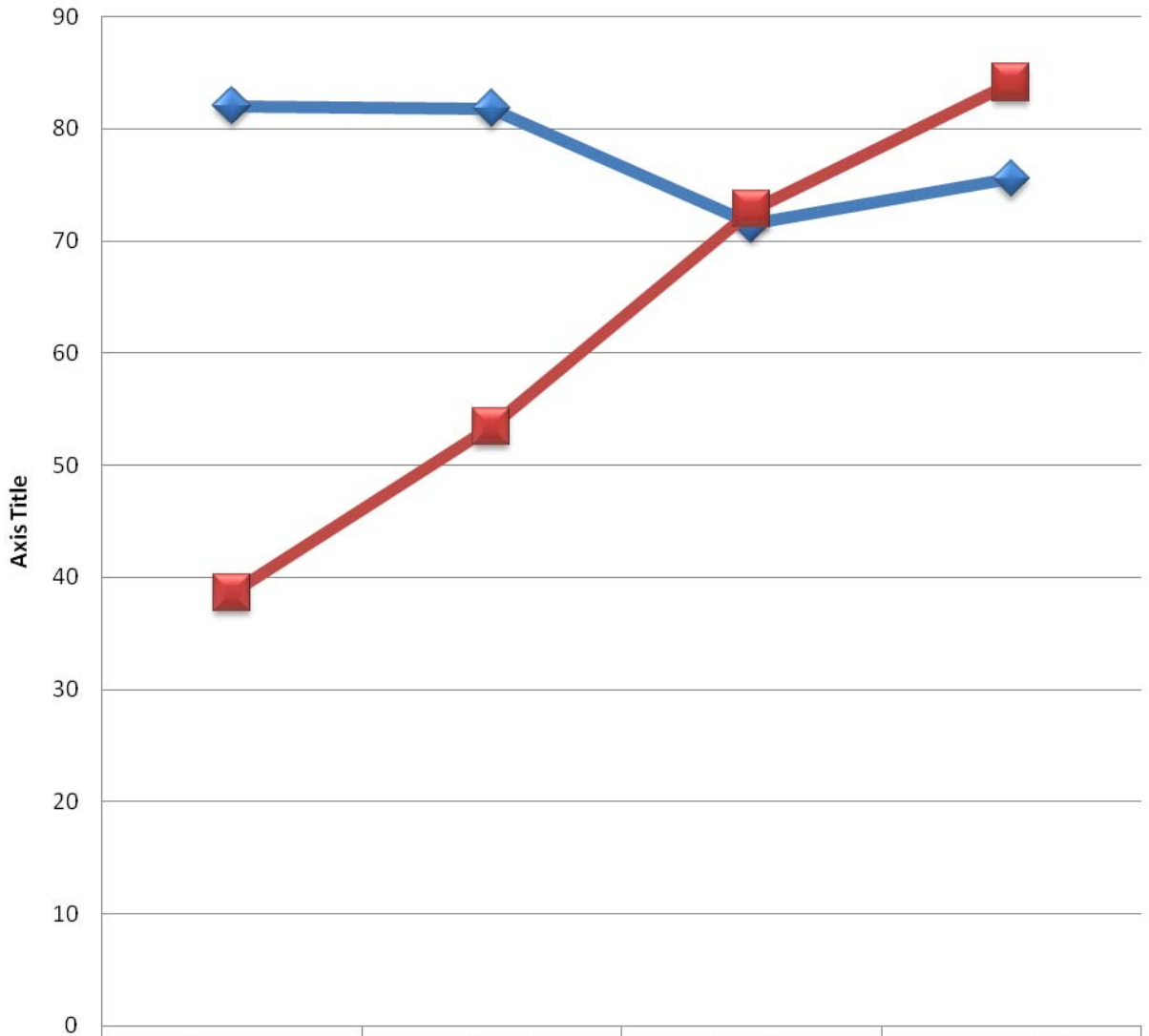
## 4th Grade Reading and Math Historical Data

■ 2005-2006 ■ 2006-2007 ■ 2007-2008 ■ 2008-2009





## Historical Data 5th Grade Reading and Math



	2005-2006	2006-2007	2007-2008	2008-2009
Reading % Proficiency	82	81.8	71.5	75.5
Math % Proficiency	38.6	53.4	72.8	84.1

## Stakeholder Survey Data

### Stakeholder Perspectives

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

HCE is an "A" school	39%	48%	57%
HCE is a "B" school	42%	36%	32%
HCE is a "C" school	12%	10%	5%
HCE is a "D" school	5%	2%	2%
HCE is an "F" school	1%	0%	0%
Students Generally feel safe at this school	87%	93%	96%
My child was taught the rules and expectations for behavior.	97%	97%	97%
I believe the school/staff have done a good job communicating with me.	78%	85%	92%
If I had concerns about my student or about the school, I would feel comfortable discussing the situation with a staff member.	88%	88%	92%

Parent Survey Results

## Student Survey Results

### 2008 and 2009

	2008	2009
I am involved in a globally competitive education	56%	80%
Lessons I am taught indicate a rigorous and relevant curriculum.	75%	67%
I am provided, through classroom instruction, present and future connections to real world situations and other cultures.	74%	81%
I have opportunities to utilize technology to enhance my learning.	84%	78%
Staff at my school utilizes technology skills to teach and motivate me.	83%	74%
Technology is integrated into aspects of the curriculum.	70%	73%
I feel safe in the hallways.	84%	84%
I feel safe on the playground.	70%	58%
I feel safe in the restrooms.	67%	80%
I feel safe in the classrooms.	91%	84%

## Staff Survey Results

### 2008 and 2009

	2008	2009
My students are challenged in my classes.	84%	82%
My students are involved in a globally competitive education.	75%	76%
I provide instructional activities with present and future connections to real world situations and other cultures.	82%	77%
I provide opportunities for students to participate in global learning opportunities.	73%	70%
I utilize technology skills to teach and motivate students	70%	80%
All children need differentiated instruction to meet the needs of their unique learning styles.	91%	90%
We work to ensure students feel safe at school	93%	95%
Staff keeps parents adequately informed of school events	89%	89%
Parents/guardians are welcomed and involved in activities on our school campus.	93%	94%



# Action Plan Review/Update 2009-2010

<b>HCE Goal # <u>1</u>: Hunters Creek Elementary students will be globally competitive through the mastery of a rigorous and relevant curriculum.</b>	
<b>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.</b>	
<p>Desired Results:</p> <ul style="list-style-type: none"> <li>• Effectively meet the needs of all students through varied instructional processes</li> <li>• Utilize technology programs such as United Streaming and Compass Learning Odyssey to support student achievement in reading, math, writing, and science</li> <li>• Lessons and classrooms observations indicate a rigorous and challenging curriculum</li> <li>• HCE receives the highest level of state recognition</li> <li>• AIG students achieve at or above grade level performance in reading, math, and writing</li> <li>• EC students achieve proficiency in reading, math, and writing in grades 3-5</li> <li>• Disparity on race, gender and SES on all academic measures decreases</li> <li>• Students leave HCE prepared for middle school curriculum that is globally competitive</li> <li>• Students will become aware and appreciative of world cultures</li> <li>• Staff will become more knowledgeable about world cultures</li> </ul>	<p>Measures:</p> <ul style="list-style-type: none"> <li>• K-2 Assessment data</li> <li>• Formative Assessment data at all grade levels</li> <li>• Formative teacher observations</li> <li>• Climate survey data</li> <li>• Instructional schedules</li> <li>• Lesson plans</li> <li>• Staff development attendance rosters</li> <li>• Pre-/Post Head Start Data</li> <li>• Evaluation of student work samples</li> <li>• Title I data</li> <li>• Cohort track of K-2 Assessments</li> <li>• STAR Testing</li> <li>• Compass Learning Odyssey</li> </ul>
<p>Processes:</p> <ul style="list-style-type: none"> <li>• Expand learning opportunities by identifying barriers and implementing a plan to provide assistance and access to a rigorous curriculum for all students</li> <li>• Implement Language! instruction for EC students</li> <li>• Conduct staff development on the following topics each year               <ul style="list-style-type: none"> <li>○ Differentiated Instruction</li> <li>○ Compass Learning Odyssey</li> </ul> </li> </ul>	

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

- 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
- 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*
  - Discovery Education Assessment-Grades 3-5
  - Other emerging technologies as identified by the faculty and Instructional Technology Department
- Implement the use of Gaggle.net for selected classes on the following implementation schedule:
  - 3<sup>rd</sup> Grade: 2007-2008
  - 4<sup>th</sup> and 5<sup>th</sup> Grade: 2008-2009
  - K-2<sup>nd</sup> Grade: Investigate during 2008-2009 with possible implementation in 2009-2010
- Expand Compass Learning Odyssey as follows:
  - Increase site licenses for 3<sup>rd</sup>-5<sup>th</sup> grades: 2007-2008
  - Investigate/implement Odyssey at 2<sup>nd</sup> grade:2007-2009
  - Investigate/implement Odyssey at K-1<sup>st</sup> grade: 2009-2010
- Continue Latin in 4<sup>th</sup> and 5<sup>th</sup> Grade
- Plan and present the "Culture Fair" biannually
- Investigate/implement foreign language instruction for K-3<sup>rd</sup> 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

**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

<b>End of year Annual Review</b>	
<b>Results 2007-2008</b>	<b>Next Steps 2008-2009</b>
<b>Summarize your results. Show trends. Were improvements made?</b>	<b>What are the areas for improvement? What will you do differently the next time?</b>
<p>2007-2008</p> <ul style="list-style-type: none"> <li>• Met AYP in math</li> <li>• Met High Growth in math</li> <li>• African-American students continue to perform significantly below school average of 76.3%                             <ul style="list-style-type: none"> <li>○ African-American students' proficiency increased from 48.5% to 64.3%</li> </ul> </li> <li>• White students continue to perform well above the established standard-83.2%</li> <li>• Significant improvements made in all subgroups' AYP performance</li> <li>• 4<sup>th</sup> grade writing performance continues to increase-64.2%</li> <li>• Compass Learning Odyssey Growth Average                             <ul style="list-style-type: none"> <li>○ 3<sup>rd</sup> Grade 19.3</li> </ul> </li> </ul>	<p>Next steps</p> <ol style="list-style-type: none"> <li>1. Continue the effective implementation of identified processes</li> <li>2. Continue researching instructional processes to meet the academic needs of African-American students</li> <li>3. Provide intervention/enrichment for students each week</li> <li>4. Conduct staff development on Classroom Instruction That Works(TWCS)</li> <li>5. Develop and utilize daily schedules that contain uninterrupted blocks of time for math and language arts instruction</li> <li>6. Principal and assistant principal use Classroom Walkthroughs to monitor and assess instruction</li> <li>7. Provide more thorough staff development</li> </ol>

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

- 4<sup>th</sup> Grade 10.2
- 5<sup>th</sup> Grade 4.6

**K-2<sup>nd</sup> Grade Assessment Results**

- Increase in performance in Reading and Math in K and 1<sup>st</sup>
- Decrease in performance in 2<sup>nd</sup> grade math
- Growth in cohort groups in reading
- Growth in cohort groups in K and 1<sup>st</sup> grade math
- Significant decrease in proficiency from 1<sup>st</sup> to second grade math
- Significant decrease in cohort proficiency in 2<sup>nd</sup> grade Writing

on Compass Learning Odyssey, math, and science

8. Establish a World View Partnership

**End of Year Annual Review**

**Results 2008-2009**

**Next Steps 2009-2010**

**Summarize your results. Show trends. Were improvements made?**

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

**AYP**

- Made AYP in Math-85.9% Proficiency
  - Safe Harbour Subgroup
    - **African-American students**
- Made AYP in Reading-77.8% Proficiency
  - All subgroups met the AYP Standard

**ABC Growth Expectations**

- Met High Growth in Math
- Meet High Growth in 3<sup>rd</sup> and 4<sup>th</sup> Grade Math
- Met Expected Growth in 5<sup>th</sup> Grade Math
- Did not meet Expected Growth in Reading

**K-2 Assessment Results**

- **Reading-Proficiency**
  - **Kindergarten: 95.1%**
  - **1<sup>st</sup> Grade: 65%**
    - **Reduction in proficiency from 2009 performance**
    - **Higher performance on fiction assessment when compared to nonfiction**
  - **2<sup>nd</sup> Grade: 88.9%**
- **Math-Proficiency**
  - **Kindergarten: 95.1%**
  - **1<sup>st</sup> Grade: 89.3**

- Reading-3<sup>rd</sup> and 4<sup>th</sup> grade
- African-American students' math performance

**Next Steps**

1. Develop strategies for effective implementation of identified processes
2. Provide instructional strategies for use during the Intervention/Enrichment Schedule
3. Conduct staff development on Classroom Instruction That Works
4. Develop and utilize daily schedules that contain uninterrupted blocks of time for math and language arts instruction
5. Principal and assistant principal use Classroom Walkthroughs to monitor and assess instruction
6. Provide thorough staff development on Compass Learning Odyssey, math, and science
- 7. Evaluate level of resources to support the use of nonfiction in K-2 grades**
- 8. Schedule staff development activities with literacy facilitator with nonfiction as a primary focus**
- 9. Effectively utilize Discovery Education Assessment for all students in 3<sup>rd</sup>, 4<sup>th</sup>, and**

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

- 2<sup>nd</sup> Grade: 83.1%
- All performance levels exceed the OCS average

*5<sup>th</sup> grades*



**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(TWC)
- Administration will participate in staff development on teacher empowerment(TWC)
- 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
- 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 2007-2008**

**Next Steps 2008-2009**

**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
- 4<sup>th</sup> grade writing performance continues to increase-64.2%
- 96% attendance rate
- Compass Learning Odyssey Growth Average
  - 3<sup>rd</sup> Grade 19.3
  - 4<sup>th</sup> Grade 10.2
  - 5<sup>th</sup> Grade 4.6

K-2<sup>nd</sup> Grade Assessment Results

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



<ul style="list-style-type: none"> <li>• Increase in performance in Reading and Math in K and 1<sup>st</sup></li> <li>• Decrease in performance in 2<sup>nd</sup> grade math</li> <li>• Growth in cohort groups in reading</li> <li>• Growth in cohort groups in K and 1<sup>ss</sup> grade math</li> <li>• Significant decrease in proficiency from 1<sup>st</sup> to second grade math</li> <li>• Significant decrease in cohort proficiency in 2<sup>nd</sup> grade Writing</li> </ul>	
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<b>End of year Annual Review</b>	
<b>Results 2008-2009</b>	<b>Next Steps 2009-2010</b>

<b>Summarize your results. Show trends. Were improvements made?</b>	<b>What are the areas for improvement? What will you do differently the next time?</b>
<p><b>AYP</b></p> <ul style="list-style-type: none"> <li>• Made AYP in Math-85.9% Proficiency <ul style="list-style-type: none"> <li>○ Safe Harbour Subgroup <ul style="list-style-type: none"> <li>▪ <b>African-American students</b></li> </ul> </li> </ul> </li> <li>• Made AYP in Reading-77.8% Proficiency <ul style="list-style-type: none"> <li>○ All subgroups met the AYP Standard</li> </ul> </li> </ul> <p><b>ABC Growth Expectations</b></p> <ul style="list-style-type: none"> <li>• Met High Growth in Math</li> <li>• Meet High Growth in 3<sup>rd</sup> and 4<sup>th</sup> Grade Math</li> <li>• Met Expected Growth in 5<sup>th</sup> Grade Math</li> <li>• Did not meet Expected Growth in Reading</li> </ul> <p><b>K-2 Assessment Results</b></p> <ul style="list-style-type: none"> <li>• <b>Reading-Proficiency</b> <ul style="list-style-type: none"> <li>○ <b>Kindergarten: 95.1%</b></li> <li>○ <b>1<sup>st</sup> Grade: 65%</b> <ul style="list-style-type: none"> <li>▪ <b>Reduction in proficiency from 2009 performance</b></li> <li>▪ <b>Higher performance on fiction assessment when compared to nonfiction</b></li> </ul> </li> <li>○ <b>2<sup>nd</sup> Grade: 88.9%</b> <ul style="list-style-type: none"> <li>▪ <b>Reduction from</b></li> </ul> </li> </ul> </li> <li>• <b>Math-Proficiency</b> <ul style="list-style-type: none"> <li>○ <b>Kindergarten: 95.1%</b></li> <li>○ <b>1<sup>st</sup> Grade: 89.3</b></li> <li>○ <b>2<sup>nd</sup> Grade: 83.1%</b></li> </ul> </li> </ul> <p><b>All performance levels exceed the OCS average</b></p>	<p><b>Areas for Improvement</b></p> <ul style="list-style-type: none"> <li>• Reading-3<sup>rd</sup> and 4<sup>th</sup> grade</li> <li>• African-American students' math performance</li> </ul> <p><b>Next Steps</b></p> <ol style="list-style-type: none"> <li>1. Continue the effective implementation of identified processes</li> <li>2. Conduct staff development on Classroom Instruction That Works</li> <li>3. Develop and utilize daily schedules that contain uninterrupted blocks of time for math and language arts instruction</li> <li>4. Principal and assistant principal use Classroom Walkthroughs to monitor and assess instruction</li> <li>5. Provide more thorough staff development on Compass Learning Odyssey, math, and science</li> <li>6. <i>Effectively utilize Discovery Education Assessment for all students in 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grades</i></li> </ol>

**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

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

- Review discipline data with faculty and staff

**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

<b>End of year Annual Review</b>	
<b>Results 2007-2008</b>	<b>Next Steps 2008-2009</b>

<b>Summarize your results. Show trends. Were improvements made?</b>	<b>What are the areas for improvement? What will you do differently the next time?</b>
<p><i>2007-2008</i></p> <ul style="list-style-type: none"> <li>• <i>Met AYP in math</i></li> <li>• <i>Met High Growth in math</i></li> <li>• <i>African-American students continue to perform significantly below school average of 76.3%</i> <ul style="list-style-type: none"> <li>○ <i>African-American students’ proficiency increased from 48.5% to 64.3%</i></li> </ul> </li> <li>• <i>White students continue to perform well above the established standard-83.2%</i></li> <li>• <i>Significant improvements made in all subgroups’ AYP performance</i></li> <li>• <i>4<sup>th</sup> grade writing performance continues to increase-64.2%</i></li> <li>• <i>Compass Learning Odyssey Growth Average</i> <ul style="list-style-type: none"> <li>○ <i>3<sup>rd</sup> Grade 19.3</i></li> <li>○ <i>4<sup>th</sup> Grade 10.2</i></li> <li>○ <i>5<sup>th</sup> Grade 4.6</i></li> </ul> </li> </ul> <p><i>K-2<sup>nd</sup> Grade Assessment Results</i></p>	<p><i>Next steps</i></p> <ul style="list-style-type: none"> <li>• <i>Continue effective implementation of identified strategies</i></li> <li>• <i>Continue effective implementation of all components of Safe and Civil Schools</i></li> <li>• <i>Apply for Triple S Schools status</i></li> <li>• <i>Review staff and identify volunteers to support Ladies of Honor and Gentlemen of Quality</i></li> <li>• <i>Develop student-led, school wide news broadcast</i></li> <li>• <i>Implement schedules providing duty-free lunch for teachers(TWCS)</i></li> </ul>

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

<ul style="list-style-type: none"> <li>• <i>Increase in performance in Reading and Math in K and 1<sup>st</sup></i></li> <li>• <i>Decrease in performance in 2<sup>nd</sup> grade math</i></li> <li>• <i>Growth in cohort groups in reading</i></li> <li>• <i>Growth in cohort groups in K and 1<sup>ss</sup> grade math</i></li> <li>• <i>Significant decrease in proficiency from 1<sup>st</sup> to second grade math</i></li> </ul> <p><i>Significant decrease in cohort proficiency in 2<sup>nd</sup> grade Writing</i></p>	
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<b>End of Year Annual Review</b>	
<b>Results 2008-2009</b>	<b>Next Steps 2009-2010</b>

<p><b>AYP</b></p> <ul style="list-style-type: none"> <li>• Made AYP in Math-85.9% Proficiency             <ul style="list-style-type: none"> <li>○ Safe Harbour Subgroup                 <ul style="list-style-type: none"> <li>▪ <b>African-American students</b></li> </ul> </li> </ul> </li> <li>• Made AYP in Reading-77.8% Proficiency             <ul style="list-style-type: none"> <li>○ All subgroups met the AYP Standard</li> </ul> </li> </ul> <p><b>ABC Growth Expectations</b></p> <ul style="list-style-type: none"> <li>• Met High Growth in Math</li> <li>• Meet High Growth in 3<sup>rd</sup> and 4<sup>th</sup> Grade Math</li> <li>• Met Expected Growth in 5<sup>th</sup> Grade Math</li> <li>• Did not meet Expected Growth in Reading</li> </ul> <p><b>K-2 Assessment Results</b></p> <ul style="list-style-type: none"> <li>• Reading-Proficiency             <ul style="list-style-type: none"> <li>○ Kindergarten: 95.1%</li> <li>○ 1<sup>st</sup> Grade: 65%                 <ul style="list-style-type: none"> <li>▪ Reduction in proficiency from 2009 performance</li> <li>▪ Higher performance on fiction assessment when compared to nonfiction</li> </ul> </li> <li>○ 2<sup>nd</sup> Grade: 88.9%</li> </ul> </li> <li>• <b>Math-Proficiency</b> <ul style="list-style-type: none"> <li>○ Kindergarten: 95.1%</li> <li>○ 1<sup>st</sup> Grade: 89.3</li> <li>○ 2<sup>nd</sup> Grade: 83.1%</li> </ul> </li> </ul> <p><b>All performance levels exceed the OCS average</b></p>	<ul style="list-style-type: none"> <li>• Continue effective implementation of identified strategies</li> <li>• Effectively implement all components of Safe and Civil Schools</li> <li>• Review staff and identify volunteers to support Ladies of Honor and Gentlemen of Quality</li> <li>• Develop student-led, school wide news broadcast</li> <li>• Implement schedules providing duty-free lunch for teachers(TWCS)</li> </ul>
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**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
- Communicate 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
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**End of year Annual Review**

**Results 2007-2008**

**Next Steps 2008-2009**

**Summarize your results. Show trends. Were improvements made?**

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

**2007-2008**

**Next steps**

- Several Bright Ideas Grants submitted-no receipts
- 3 teachers receive Donors Choose Grants
- Exceptional Children teachers (3) receive grants from the Knights 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

- 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

- 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)

**Summarize your results. Show trends. Were improvements made?**

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

**AYP**

**Next steps**

- Made AYP in Math-85.9% Proficiency
  - Safe Harbour Subgroup
    - **African-American students**
- Made AYP in Reading-77.8% Proficiency
  - All subgroups met the AYP Standard

- Continue effective implementation of identified strategies
- Continue effective implementation of all components of Safe and Civil Schools
- Review staff and identify volunteers to support Ladies of Honor and Gentlemen of Quality
- Develop Student Council
- Implement schedules providing duty-free lunch for teachers(TWCS)

**ABC Growth Expectations**

- Met High Growth in Math
- Meet High Growth in 3<sup>rd</sup> and 4<sup>th</sup> Grade Math
- Met Expected Growth in 5<sup>th</sup> Grade Math
- Did not meet Expected Growth in Reading

<b>HCE Goal # <u>5</u> : Hunters Creek Elementary School will be supported by effective and efficient systems.</b>	
<b>Strategy: Manage the technology infrastructure and resources to support the instructional and operational needs of the organization.</b>	
<b>Desired Results:</b> <ul style="list-style-type: none"> <li>• Technology infrastructure and devices to create effective and efficient support systems are standardized</li> <li>• System security is maintained to protect both individual and public assets</li> <li>• Utilize technology to develop and implement an effective, efficient inter-organizational communication process</li> <li>• Develop monitoring instruments to ensure effective implementation of all processes</li> </ul>	<b>Measures:</b> <ul style="list-style-type: none"> <li>• Annual review and update of Media and Technology Report</li> <li>• Adoption of long and short range capital planning</li> <li>• Quarterly review of Technology Plan implementation</li> <li>• Data from quarterly review of all processes</li> </ul>
<b>Processes:</b> <ul style="list-style-type: none"> <li>• Develop and present technology staff development opportunities</li> <li>• Research emerging technologies that may better support the instructional and operational needs of HCE</li> <li>• Integrate technology into the curriculum</li> <li>• Educate, train, and monitor staff on technology integration</li> <li>• Conduct staff development on the use of public folders and utilize process to support communication throughout the school</li> </ul>	
<b>Resources:</b> <ul style="list-style-type: none"> <li>• Technology facilitator</li> <li>• Staff development time and funds</li> <li>• Annual operational and capital funding</li> <li>• Funding for tutors, substitute teachers, and assistants</li> <li>• Funds for database development and containment</li> </ul>	
<b>End of year Annual Review</b>	
<b>Results 2007-2008</b>	<b>Next Steps 2008-2009</b>
<b>Summarize your results. Show trends. Were improvements made?</b>	<b>What are the areas for improvement? What will you do differently the next time?</b>
<b>2007-2008</b> <ul style="list-style-type: none"> <li>• Placed 10 Promethean Boards in classrooms at various grade levels</li> <li>• Purchased 8 video projectors</li> </ul>	<b>Next steps</b> <ul style="list-style-type: none"> <li>• Purchase Mimios or Promethean Active Boards for K-2 classrooms</li> <li>• Provide staff development for teachers receiving Mimios</li> <li>• Purchase two document projectors</li> </ul>

**Results 2008-2009**

**End of year Annual Review**

**Next Steps 2009-2010**



Summarize your results. Show trends. Were improvements made?	What are the areas for improvement? What will you do differently the next time?
<p><b>AYP</b></p> <ul style="list-style-type: none"> <li>• Met AYP standard in Math-85.9% Proficiency <ul style="list-style-type: none"> <li>○ Safe Harbour Subgroup <ul style="list-style-type: none"> <li>▪ <b>African-American students</b></li> </ul> </li> </ul> </li> <li>• Met AYP standard in Reading-77.8% Proficiency <ul style="list-style-type: none"> <li>○ All subgroups met the AYP Standard</li> </ul> </li> </ul> <p><b>ABC Growth Expectations</b></p> <ul style="list-style-type: none"> <li>• Met High Growth in Math</li> <li>• Meet High Growth in 3<sup>rd</sup> and 4<sup>th</sup> Grade Math</li> <li>• Met Expected Growth in 5<sup>th</sup> Grade Math</li> <li>• Did not meet Expected Growth in Reading</li> </ul> <p><b>K-2 Assessment Results</b></p> <ul style="list-style-type: none"> <li>• Reading-Proficiency <ul style="list-style-type: none"> <li>○ Kindergarten: 95.1%</li> <li>○ 1<sup>st</sup> Grade: 65% <ul style="list-style-type: none"> <li>▪ Reduction in proficiency from 2009 performance</li> <li>▪ Higher performance on fiction assessment when compared to nonfiction</li> </ul> </li> <li>○ 2<sup>nd</sup> Grade: 88.9%</li> </ul> </li> <li>• <b>Math-Proficiency</b> <ul style="list-style-type: none"> <li>○ Kindergarten: 95.1%</li> <li>○ 1<sup>st</sup> Grade: 89.3</li> <li>○ 2<sup>nd</sup> Grade: 83.1%</li> </ul> </li> </ul> <p><b>All performance levels exceed the OCS average</b></p>	<p>Next steps</p> <ul style="list-style-type: none"> <li>• Effectively implement identified strategies</li> <li>• Review Safe and Civil Schools procedures and update as needed</li> <li>• Review staff and identify volunteers to support Ladies of Honor and Gentlemen of Quality Student Development Programs</li> <li>• Develop Student Council</li> <li>• Implement schedules providing duty-free lunch for teachers(TWCS)</li> </ul>



# 2009 - 2010 Projected Budget

## Hunters Creek Elementary School

### Strategic Plan

**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
AVID Elementary Training	\$2,190.00	Title I	Program Implementation
Discovery Education Assessment	\$2,300.00	State Instructional	Math and Reading Assessment Program 3-5
Title I Teachers	\$79,030.00	Title I	Program implementation
Envisions Math textbooks	\$37,000.00	State Textbook Allotment	New math adoption

**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/PTO	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
Incentives/Prizes	\$500.00	Local	Red Ribbon Week
Student DARE workbooks	\$200.00	Local/PTO	DARE Program

**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.

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
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Refreshments	\$200.00	Local	Meetings and training sessions
Parent Training Materials	\$1671.00	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.

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
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