

RICHLANDS ELEMENTARY 2009-2010



STRATEGIC PLAN 2007-2010

**2009-2010 Results and Next Steps
September 25, 2009**

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Richlands Elementary Profile 2009-2010

Richlands Elementary School is located in the town of Richlands, North Carolina. The school was originally constructed in 1926 and is an important part of the town's history. Currently, Richlands Elementary is the only school in Onslow County that serves predominantly 3rd through 5th grade students.

Richlands Elementary has a fulltime staff of 70 persons, 44 certified and 26 classified. The school has an enrollment of 676 students. There are ten 3rd grade classrooms, nine 4th grade classrooms and eight 5th grade classrooms. The ethnic makeup of the school is 67% White, 10% African American, 8.5% Multi-racial, 8.5% Hispanic, 1% Asian and 1% American Indian. Currently, approximately 43% of the student population receives free or reduced lunch. The gender makeup is 53% Female and 47% Male.

Richlands Elementary was accountable for 29 AYP subgroups in 2008-2009. All subgroups met proficiency, and the school met its AYP goals.

OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Strategy: Richlands Elementary School will meet individual student needs to enable all students to achieve growth and perform at their maximum potential.

Desired Results:

All students (including AIG and level IV students) will demonstrate at least one year's growth according to EOG tests.

All students will demonstrate the appropriate use of technology to assess and demonstrate new knowledge and effectively solve real-world problems.

All preschool students will meet their goals and will be on or above grade level upon entering Kindergarten.

RES will meet all established student achievement goals included in the school's Title I plan. (See appendix 1)

RES will Improve student proficiency on state and local writing assessments.

Measures:

- EOG test data
- Benchmark assessments
- Student report cards
- Student growth data
- Pre-K Assessment data
- RPS Kindergarten data
- HOTS reports
- OM participation rosters

Processes:

- Implement READ 180 program
- Extend learning opportunities for at-risk students
- Provide staff development on effective differentiation strategies
- Expand the implementation of instructional intervention
- Explore options for providing release time for developing PEPs
- Align IEPs, PEPs, ESL plans, and Title I service plans to reflect the use of specific intervention strategies
- Implement a skills-based Targeted Assistance Title I Model to ensure resources are directed to students with the greatest need (See appendix 1)
- Effectively utilize diagnostic assessments
- Ensure intervention strategies are skills based and are aligned with specific needs of the students
- Employ a Title I parent liaison
- Hold parent workshops to provide information and skills to assist students in developing grade level skills

OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.

- **Enhance the** in-school math tutoring program **(schoolwide)**

Maintain student portfolios in all core academic areas

- Increase articulation with Richlands area schools
- Explore the creation of international partnership classes through the use of web-based technology
- Purchase additional computers, laptops, Ipods, Promethean Boards, etc. for classroom use
- Provide appropriate staff development for use of instructional technology
- Utilize cluster grouping for AIG students to allow for acceleration and enrichment
- **Enhance** the HOTS program as part of the Title I program
- **Increase participation in** Odyssey-of-the-Mind
- **Implement AVID Methodology in fifth grade**

OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.

Resources:

- Title I parent liaison
- In-school math and reading tutors
- After-school tutors
- Staff development/training on:
 - Diagnostic assessments
 - Data analysis
 - Differentiation strategies
 - Instructional intervention
 - PEP development
 - ESL strategies
 - Instructional technology
- Parent resource material for parent workshops
- Presenters for parent workshops
- READ 180 books, software, and materials
- Tutoring, remediation, and enrichment materials
- Appropriate technology to support and enhance the instructional program
- Staff development for Title I HOTS teacher
- HOTS materials and software
- OM supplies and materials

OCS Goal # 1: Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.

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?
<p><u>2007-2008</u> <u>Math proficiency</u> 68.14% - schoolwide 70.4% - 3rd grade 72.4% - 4th grade 62.0% - 5th grade</p> <p><u>Math growth</u> 56% - 3rd grade 59.8% - 4th grade 40.9% - 5th grade 3rd & 4th grade met growth 5th grade did not meet growth</p> <p><u>2008-2009 Results</u> <u>Math proficiency</u> 76.8% - schoolwide 76.14% - 3rd grade 79.25% - 4th grade 75.1% - 5th grade</p> <p><u>Math growth</u> 43.4% - 3rd grade 49.8% - 4th grade 38.4% - 5th grade 3rd, 4th & 5th grade did not meet growth</p> <p><u>Reading proficiency</u> 71.08% schoolwide 66.6% - 3rd grade 73.9% - 4th grade 73.09% - 5th grade</p> <p><u>Reading growth</u> 40.6% - 3rd grade 43.9% - 4th grade 41.4% - 5th grade 3rd, 4th & 5th grade did not meet growth</p>	<p><u>Next steps</u> -Schedule grade level planning during the school day -Provide varied instruction in all academic areas -Utilize available technology for instruction -Challenge students academically using all available resources -Assess, analyze, plan instruction & teach using new assessment instruments -Explore the option of Schoolwide Title I Initiative -Participate in Global Friday Enrichment with Specialty Area Teachers -Implement AVID Methodology in 5th grade</p> <p><u>Next steps 2009-2010</u> -Implement student learning communities -Expand professional learning communities (PLCs) -Incorporate media and guidance into grade level PLC meetings which already include literacy and media technology coordinators -Create rubrics with student assistance -Implement vertical team planning with teachers across all grade levels -Begin School-wide Title I Initiative -Enhance AVID in all 5th grade learning communities -Share and research teaching strategies at different levels -Revisit vision, mission and smart goals with PLC's -Provide Study Island resources school-wide -Implement the new mathematics text, <u>Envisions Math</u>, in 5th grade</p>

OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.

Strategy: Richlands Elementary School will develop and maintain a professional learning community where highly qualified professionals communicate and collaborate to enhance the use of 21st century tools and resources to enable students to be globally competitive.

Desired Results:

RES staff will demonstrate effective use of available technology to support the instructional program.

RES will promote a positive working environment for all employees.

RES staff will utilize data to make effective decisions.

All instructional staff will actively seek and participate in appropriate professional development activities to enhance the instructional program at RES.

Measures:

- Climate survey
- Staff development survey
- Lesson plans
- Test data
- Staff development rosters
- Diagnostic and benchmark assessment data

Processes:

- Utilize the school technology facilitator as a resource for on-site staff development opportunities
- Determine specific staff development needs by developing and administering a staff survey
- Distribute test and assessment data for use in instructional decision making
- Encourage implementation of existing and new technology resources in the classroom
- Increase articulation via the use of public folders including the posting of lesson plans
- Joint technology training with Richlands area schools
- Increase use of vertical teaming
- Develop and maintain a database of technology “experts” within the school
- **Utilize PD 360 for professional development**

OCS Goal # 2: Onslow County schools and students will be led by creative, passionate and technologically skilled professionals.

Resources:

- Technology facilitator
- Appropriate instructional technology
- Media coordinator
- Test and assessment data
- Explore partnerships with Worldview and NC in the World
- **PD 360**

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?
<p><u>2007-2008</u> -Purchased additional technology -Attended World View staff development -Began Denmark partnership in Richlands District</p> <p><u>Results 2008-2009</u> -Established partnerships, began Epals and global studies -Provided multiple professional development opportunities with literacy facilitator and instructional technology facilitator</p>	<p><u>Next steps</u> -Utilize assessment & testing data for student instruction -Purchase additional technology -Purchase “Research Ready Classroom”, “Strategies that Work”, “Integrating Literacy” and Technology” - Begin global partnerships ,epals and global studies - Partner with Denmark - Facilitate technology staff development using Literacy Facilitator - Use Benchmark Assessment, Spelling Inventory, Inventory and Words Their Way resources. - Utilize PD 360 for professional development</p> <p><u>Next steps 2009-2010</u> -Facilitate “Tech Tip” sessions with facilitator -Continue to utilize benchmark assessments -Begin Impact Model schoolwide -Use “Test Talk” and “Words Their Way” with staff development initiatives -Articulate with Richlands Primary in planning schoolwide activities -Participate in “New Teacher Evaluation” training</p>

OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.

Strategies: Richlands Elementary School will develop, monitor, and adhere to common area expectations to maintain a safe and orderly environment.

Richlands Elementary School will develop, monitor, and adhere to a school wide health and wellness initiative.

Desired Results:

All staff will develop, teach, re-teach, and adhere to common area procedures and expectations.

All staff will develop and implement levels of discipline.

RES will improve the ratio of positive interactions and civility among faculty-faculty, student-faculty, and student-student.

Students, parents, and staff will indicate that students feel safe at RES and are well behaved.

RES will reduce incidents of bullying among students.

RES will increase student and staff wellness.

Measures:

- Climate survey
- Office referral data
- Incident report data
- Staff participation in health and fitness initiative
- Student and staff attendance data
- Student, teacher, and common area observations
- Participation logs in wellness program

Processes:

- Train staff on and implement CHAMPS program
- Create and/or utilize bathroom monitors, hall passes, student videos, Guidelines for Success posters, classroom lessons, observation forms, staff and student expectations of common areas to ensure safety and civility
- Research and implement a school-wide initiative to improve health, wellness, and physical fitness of students and staff
- Train staff on and implement Brain Gym and Energizer activities
- Complete Triple Safe School Application
- Integrate character education lessons into specials
- Utilize character education videos
- Implement Second Step in the pre-k program
- Continue to schedule 150 minutes of physical activity per week through recess and PE

OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.

Resources:

- Physical education teacher
- Social worker
- Counselor
- Teacher trainers
- Safe and Civil Schools committee/Foundations Team
- CHAMPS materials
- Lesson plans
- Posters
- Technology facilitator
- Sign-in logs
- Staff attendance records
- No Teacher Left Behind Wellness program implementation
- Energizer activities

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?
<p><u>2007-2008</u> <u>+per climate survey</u> <u>^ per climate survey</u> -Safety -Cleanliness -Rule implementation and procedure in common areas -Greg Gibson met with staff and participated in “No Teacher Left Behind”</p> <p><u>2008-2009 Results</u> <u>+ per climate survey</u> <u>Δper climate survey</u> -Safety -Adequate facilities (staff) -Rule implementation -Cleanliness (parents & students) -Families are welcome</p>	<p><u>Next steps</u> -Implement Safety Patrol Program -Purchase Energizer Activities for teachers -Create hall passes -Create student videos -Provide CHAMPS training for bus drivers -Establish Levels of Discipline flipcharts -Embellish hallways with artistic designs -Clear building of outdated and obsolete equipment and materials -Distribute stored resources -Hire night shift custodians -Plan for future “new school”</p> <p><u>Next steps 2009-2010</u> -Visit implementing student leadership programs -Continue to clean and update facilities with painting and removal of outdated materials -Change schedules to increase “after hours” custodial assistance -Find ways to purchase other technology -Implement individual and small group counseling -Add additional video cameras to monitor</p>

OCS Goal # 3: Onslow County students will learn in a safe environment to be civil, healthy and productive citizens.

student safety
-Revise and edit the crisis plan
-Guidance counselor schedule is adjusted to allow for individual and small group sessions

OCS Goal # 4: Leadership will foster innovation in the OCS system with the cooperation of families and community partners.

Strategy: Educational professionals at Richlands Elementary School will make decisions in collaboration with parents, students, businesses, education institutions, faith-based, and other community and civic organizations to impact student success.

Desired Results:

RES will increase the number of volunteers at the school, particularly in the classrooms.

RES will establish mentoring program for students.

RES will improve parent communication.

RES will increase the number of business incentives to RES.

Measures:

- Surveys
- Student assessments
- Dialogue with parents, students, volunteers
- BASES report
- Sign-in book
- Orientation rosters
- Peer review
- Attendance of students and volunteers
- Improved student performance

Processes:

- Survey parents as potential volunteers
- Hold a volunteer training and orientation
- Create a volunteer board to:
 - “Advertise” weekly jobs teachers might have
 - Recognize our volunteers
 - Display pictures of our volunteers in action
 - Offer tips for helping students learn
 - Display awards for volunteers
 - Hold volunteer badges
- Recruit and recognize volunteers through our monthly RES newsletter
- Survey teachers for volunteer needs
- Offer teachers training on how to effectively use volunteers in the classroom
- Explore advertising possibilities
- Invite PTA and parent liaison to join the action team
- Utilize a sign-in book to track volunteer hours for our BASES report
- Explore school’s website’s use in recruiting, informing and recognizing volunteers
- Create a volunteer list
- Explore the possibility of creating a Bobcat Booster club to encourage business, community, and parent donations and involvement
- Utilize AlertNow notification system
- Link to all Richlands school web-pages through school e-news and web-pages
- **Implement instructional practices to meet the diverse needs of student cultures**
- **Identify interpreters and translators to facilitate communication**

OCS Goal # 4: Leadership will foster innovation in the OCS system with the cooperation of families and community partners.

Resources:

- Money for advertising
- Volunteers
- Badges
- Bulletin board for volunteer information
- Sign-in book for volunteers
- Training resources
- Orientation
- Website
- Parent liaison
- PTA
- Facilitators to train volunteers
- Volunteer coordinator
- Big Brothers and Big Sisters
- AlertNow notification system
- BASES Report
- **Staff development with Stephen Peters' materials**
- **Staff attending ESL Training**
- **Bilingual staff members**

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

- Utilized volunteer sign in book
- Began enews

Next steps

- Improve parent participation
- Utilize Alert Now for Home/School information
- Update web page
- Meet diverse needs of students
- Identify interpreters

Results 2008-2009

- Alert Now and Enews used for communication
- Web page improved

Next steps 2009-2010

- Organize support events and volunteer base with PTO
- Revise Title I parent advisory council
- Plan Family Literacy Night, Fall Festival, Spring Fling, and additional community activities

OCS Goal # 5: Onslow County schools will be supported by effective and efficient systems.

Strategy 5A: Richlands Elementary School will maximize resources to meet the instructional and operational needs of the school.

Desired Results:

RES will improve teacher satisfaction rate.

RES will improve teacher and staff attendance.

RES will effectively utilize resources provided by student services personnel to effectively meet the individual needs of students.

Measures:

- Surveys
- Teacher and staff attendance data
- Duty rosters
- Student performance data
- SPT retreat agenda and minutes
- Student mentoring logs

Processes:

- Continue to implement a duty free lunch schedule
- Utilize support personnel to perform morning duties
- Utilize community volunteers and organizations to provide tutoring
- Continue to implement an employee-of-the-Month program
- Implement a teacher wellness program
- Incorporate available resources into PEPs, IEPs, DEPs, ESL plans, etc.
- Conduct joint beginning teacher meetings with Richlands area schools
- Conduct a joint Richlands area schools SPT retreat
- Implement a mentoring program for at-risk students

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?
<p><u>2007-2008</u> -Held district BT support meetings -AM duty support schedule -Recognized cert/class employee of each month</p> <p><u>Results 2008-2009</u> -Established PLCs within school community -Trained additional mentors</p>	<p><u>Next steps</u> -Establish team planning opportunities -Recruit and train additional teachers to serve as mentors -Recruit and train additional teachers to use TPAI</p> <p><u>Next steps 2009-2010</u> -Focus on extending curriculum development within the grade-level PLCs -Provide duty free lunch by utilizing specialty area teachers(PALM) to supervise lunch -Modeling, support and training by EC facilitator/technical assistant to improve student performance</p>

Goal # 5: Onslow County schools will be supported by effective and efficient systems.	
Strategy 5B: Richlands Elementary School will effectively utilize technology to monitor, Track, and report student progress.	
Desired Results: RES will effectively use technology to support student assessment and benchmark progress. RES will implement an electronic gradebook and report card generating software.	Measures: <ul style="list-style-type: none"> • Benchmark and assessment data • Student report cards • READ 180 reports • Activote graphs and charts
Processes: <ul style="list-style-type: none"> • Utilize the technology facilitator to provide staff development • Pilot the implementation of assessment software • Implement Report Card Maker software • Implement the READ 180 program • Use of Activote system with Promethean Boards • Implement the use of electronic PEPs • Begin using School-in-Sites Website 	
Resources: <ul style="list-style-type: none"> • Technology facilitator • ClassScape • Appropriate staff development/training • READ 180 • Promethean boards, projectors, Activotes • School-in-Sites Website 	
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?
<u>2007-2008</u> -ClassScape training for all teachers -Use of Report Card Maker <u>Results 2008-2009</u> -Began use of EVAAS to report, analyze and predict student progress -Used School-in-Sites for communication	<u>Next steps</u> - Increase the use of ClassScape -Continue using Report Card Maker -Begin using School-in-Sites Website <u>Next steps 2009-2010</u> -Use EVAAS data more effectively in conferencing -Provide instruction with data management

2009 – 2010 Projected Budget

*Any format may be used as long as all information is included	School Name Strategic Plan 2009 – 2010 Budget
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Goal #: 1 Onslow County students will be globally competitive through the mastery of a rigorous and relevant curriculum.

RES will meet individual student needs to enable all students to achieve growth and perform at their maximum potential.

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Parent Resource Materials	\$ 1,500.00	Title I	Parent Support
Salaries and Benefits	\$105,000.00	Title I	Salaries & Benefits
Workshop Expenses	\$ 13,000.00	Title I	Staff Development
Instructional Supplies	\$12,000.00	Title I	Technology, etc.
Parent Related Supplies & Materials	\$ 1,300.00	Title I	Parent Workshop
Instructional Supplies	\$18,000.00	State Instructional Supplies	Instructional Supplies & Materials
		At-Risk	
		DSSF	
		State Staff Development	
		Low Wealth	
		Student Accountability	

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

School Richlands Elementary Date Submitted 9-25-09

- | | |
|--|----------------------------------|
| 1. Number of School Improvement Plan Team Members | 12 |
| 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). | XYes <input type="checkbox"/> 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.) | 98% |
| 4. Date of vote | 9-23.09 |
| 5. A secret ballot vote for staff approval of the plan was conducted. Check one: | XYes <input type="checkbox"/> No |
| 6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check one: | XYes <input type="checkbox"/> 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.) | 36% |
| 8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one: | XYes <input type="checkbox"/> 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: | XYes <input type="checkbox"/> No |
| 10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. | XYes <input type="checkbox"/> No |
| 11. All required local, State and Federal programs have been addressed in the School Strategic Plan. | XYes <input type="checkbox"/> No |

Fammie A. Hudspeth
Principal's Signature
(electronically signed)
Dana Bourland
Signature of Elected Parent Representative
(electronically signed)

Kim Adams
Signature, SSPT Facilitator/Chairperson
(electronically signed)
Lindsay Sylvester
Signature of Elected Parent Representative
(electronically signed)