

Excellence in Education

Jacksonville Commons Elementary School

A “Leader in Me” School

2015-2018 Strategic Plan



Lead. Serve. Achieve.

Jacksonville Commons Elementary School

Curtis Ehmman, School Executive
2015-2018 Strategic Plan Executive Message

Vision: Lead. Serve. Achieve.

Mission: The JCES community will cultivate successful students through service and leadership.

Purpose: To educate students and develop leaders.

With great anticipation, Jacksonville Commons Elementary School kicks off the 2015-2018 Strategic Plan. The two big ideas that will drive our development over the next 3 years, in preparing future ready students, are technology and alignment. Technology, because by the end of this strategic planning cycle, JCE students in grades 2-5, will have their own 1:1 laptop technology. Alignment, because during the 14-15 school year, JCE took on a leadership theme and became a Leader in Me school, and we need to align our leadership initiatives with the good steps we have taken with AVID, PBIS, and with the new implementation of the state's Multi-Tiered System of Support.

The changes made with the access to technology cannot be understated. The paradigm shift from a pen and paper classroom to a wireless one is great. With the unprecedented access to technology, classrooms are better able to access and make connections with the world around them, differentiate instruction, build learning communities amongst students, and communicate with students and their families. The speed at which you can share information and facilitate learning is limitless, however the depth at which teachers are able to embed the technology into instruction will only come with their practice and professional learning. This is something that will improve with every class on a day by day, and week by week basis, but is not as easy as providing students needed hardware technology. With the additional access, teachers and students will have needs for new and varied software items that enable teachers to personalize each student's curriculum.

Jacksonville Commons Elementary is in its second year implementing the Leader in Me. This leadership program is built upon 5 core paradigms: 1. Everyone can be a leader. 2. Everyone has genius. 3. All change starts with me. 4. Educators empower students to lead their learning. 5. Develop the whole person. We have directly and indirectly been influenced by the 7 leadership habits in our first year of implementation, but the depth of impact and the reach of the impact is just beginning. We want to build leaders and we want to reach not just students, but also their families. As we continue to take next steps with Leadership Notebooks, Student Roles, and Scoreboards, we are expecting a deeper internalization of the 7 Habits that will impact each individual personally and interpersonally. Aligning the habits to various programs and systems on our campus will aid staff and students in making connections.

School Strengths

- Raised overall student proficiency from 49.6% proficient to 57.2% proficient in Rdg, Math, Science
- Establishment of effective PLC structure and focus
- Becoming a Leader in Me school and connections to the 7 Habits across campus
- Scheduled intervention block which allows for regrouping during the school day and support from EC and Title 1 programs
- Partnerships with Northside HS, JCE PTO, City of Jacksonville, Community Businesses, NC University System, Clubs

School Challenges

- We did not meet the expected growth standard, and only met 25 of 30 AMO goals
- Connect the Leader in Me to PBIS and AVID at JCE
- Expand AVID strategies into 3rd grade and below
- Continue to build upon the 1st year of the Leader in Me
- Continue/Expand Project Based Learning opportunities for students and the use of IMPACT Schedule in the library
- Teachers teaching with technology, 1:1 laptop initiative into the 2nd-5th grades



Jacksonville Commons Elementary School Profile

School Characteristics:

Jacksonville Commons Elementary opened in 1996 on property donated by the City of Jacksonville and financed through bond referendums, the school has seen the population reach as high as 1,002 students in 2004. Jacksonville Commons Elementary School serves as a true “community” base that not only meets educational needs, but also houses recreational and community activities and events. The Jacksonville Parks and Recreation Department hosts after school care in our Multi-Purpose room for students in grades K-2, while students in grades 3-5 walk to the Jacksonville Recreation Department. The recreation department uses our multipurpose room on Wednesday nights for karate lessons, and Jacksonville Area Soccer and STORM Football practice on our fields afterschool. JCE students benefit from the many recreational and community based programs that are held in the Commons area. We also hold several 5K races each school year that are connected to the county Girls on the Run and STRIDE programs. On the 20th day of school this year, JCE had 698 students. During the 13-14 school year, with input from our stakeholders, the staff and students at JCE decided on a leadership theme, to help students internalize character traits such as responsibility, empathy, initiative, and goal-setting. We found our focus to be Leadership, Service, and Achievement. At the close of the 13-14 school year, JCE adopted the Leader in Me, 7 Habits framework as a tool to implement its leadership initiative on campus. Staff was trained in the 7 Habits of Highly Effective People in June, 2014, and we began teaching the 7 Habits during the 14-15 school year. These efforts have changed staff and students personally and have had a profound impact on the environment of our school. The habits are as follows:

Habit 1: Be Proactive- I’m in charge of me.

Habit 2: Begin With the End in Mind- Have a plan.

Habit 3: Put First Things First- Work first, then play.

Habit 4: Think Win-Win- Everyone can win.

Habit 5: Seek First to Understand, Then to Be Understood- Listen before you talk.

Habit 6: Synergize- Together is better.

Habit 7: Sharpen the Saw- Balance feels best.

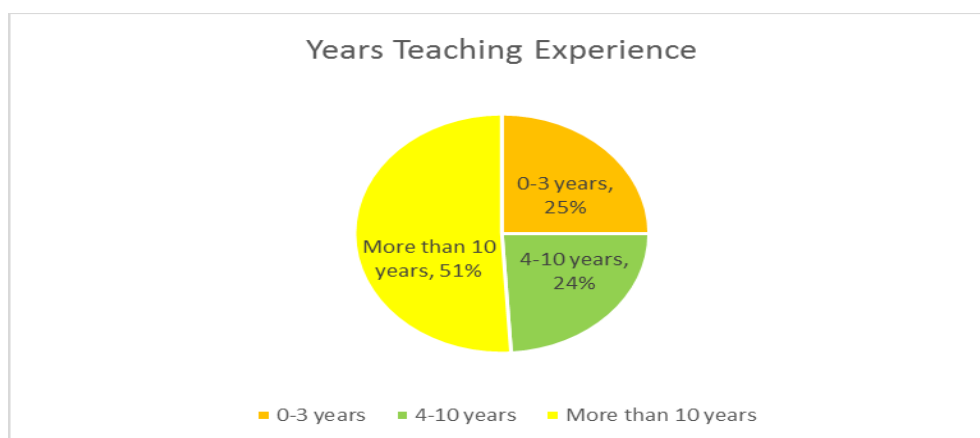
These habits, coined the 7 Habits of Happy Kids, are the platform that all of our initiatives spring from. We are a Leader in Me school that believes if students internalize these habits their academic performance, relationships, and lives will be fuller and more complete. We are proud to say these habits are taught directly and indirectly and are integrated into everything we do at JCE.



Jacksonville Commons Elementary School Profile

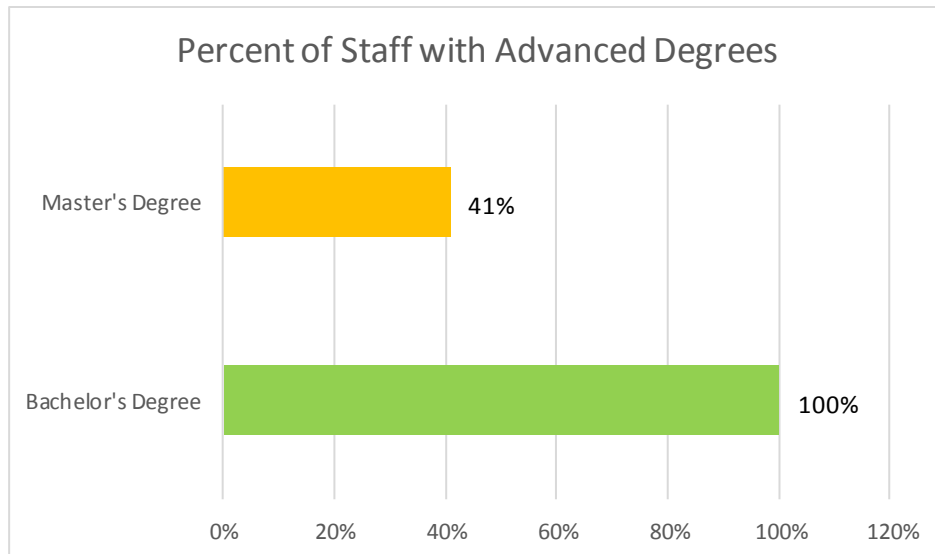
The Faculty:

Jacksonville Commons Elementary School has a caring, compassionate team of educators and support team members who seek to make the instructional day a pleasant experience for each child. 100% of our teachers hold the appropriate Standard Professional 1 or Standard Professional 2 licensure and are considered highly qualified by the state of North Carolina. To start the 15-16 school year, JCE staff included 2 administrators, 45 teachers, and 12 ½ teacher assistant positions (6 ½ regular, 6 EC). The teaching staff is supported full time by 3 office staff members, a nurse, guidance counselor, media specialist, 2 speech pathologists, and 5 housecleaning staff members, and part time by a school psychologist, AIG specialist, literacy coach, Digital Teaching and Learning Facilitator, EC Coach, and a social worker. Our teacher turnover rate last year was 24% due to 2 retirements, 3 military transfers, 3 out of state moves, 2 other moves to get closer to home, 1 resignation, and 1 transfer. Of the 51 certified staff members, 25% have 3 years experience or less, 24% have 4-10 years experience, and 51% have more than 10 years experience. Forty one percent of certified staff members have a master's degree and 4 staff members are Nationally Board Certified.





Jacksonville Commons Elementary School Profile



The Students:

During the summer and with the recent redistricting, JCE gained 76 students from last school year. JCE has historically had a high number of students that choose to come to this school from other elementary schools within the district. This year we have 105 out of district students. JCE houses the deaf/hard of hearing program at the elementary level in Onslow County Schools and has an Exceptional Children's Sign Language Teacher as well as a Spoken Language Teacher. At last count, about 16% of our student population qualified for EC services, and 19% of our 5th grade and 12% of our 4th grade qualified as Academically/Intellectually Gifted.

	2012-13(20 th day)	2013-14(20 th day)	2014-15 (20 th day)	2015-16 (20 th day)
Enrollment	662	637	620	696
White	44%	37%	34%	34%
Black	43%	37%	37%	36%
Hispanic	6%	15%	19%	18%
Multi-racial	9%	7%	8%	10%
Asian	3%	3%	3%	2%
Free/Reduced Lunch	52%	56%	55%	62%
Out of District	76 students	94 stud.	85 stud.	105 students

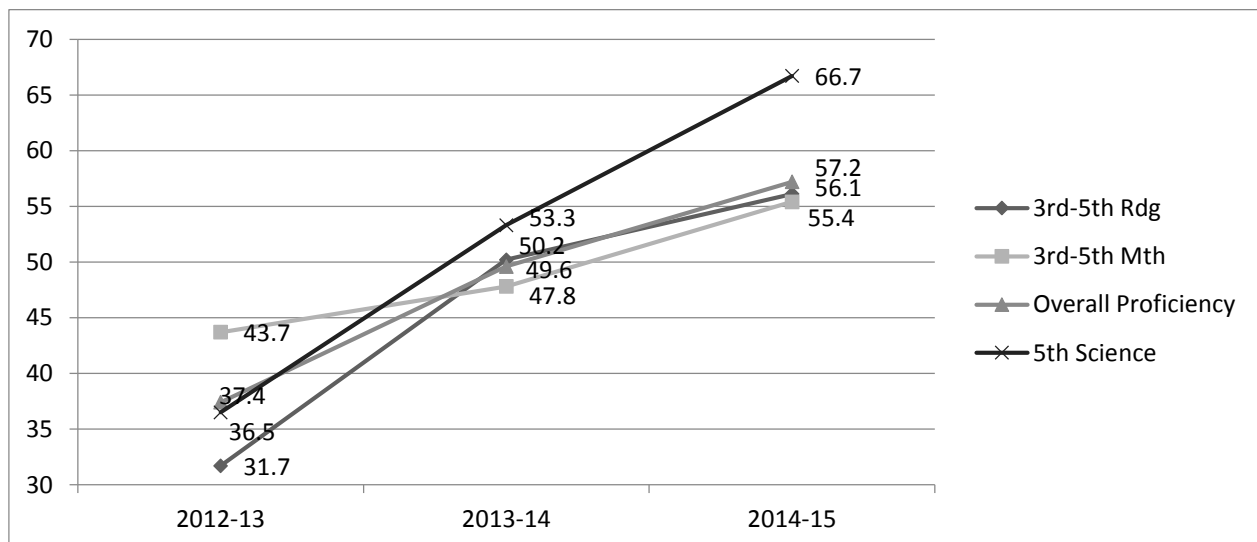


Jacksonville Commons Elementary School Profile

Student Performance Data:

Student performance data is very important and is used to inform instruction at JCE. We are proud of the progress we have made and continue to look forward to greater gains over the course of this strategic plan. This student performance data is collected and reported based on national and state accountability models. Student performance data is reported with whole school results and by identified student subgroups known as AMO subgroups (Annual Measureable Objectives). State Results have historically been based on the State of North Carolina's ABCs Accountability model and are based on overall student proficiency in reading, mathematics, and science and student growth. Grade levels included in this model include grades 3 – 5 in reading and mathematics and 5th grade science. The end of year assessment in North Carolina is known as the Ready EOG. In addition to the 3 – 5 accountability model, North Carolina also requires the administration of K – 2 assessments to monitor progress of students in primary grades. Although not included in the accountability model, the K – 2 assessments play an important part in examining the progress of students at the K – 2 levels. JCE's performance on National and State assessments are summarized in the sections and charts on the following pages. Recent test data indicates that proficiency rates at Jacksonville Commons Elementary are trending in the right direction. Our proficiency rates have risen each year in Math, Reading, Science, and overall as a school. The following graphs show recent trends in each subject level and overall for grades 3-5.

Grades 3-5 Student Proficiency Rates in Reading, Math, Science, and Overall





Jacksonville Commons Elementary School Profile

K-5 Student Performance Data over the last 3 years of testing.

Grade & Subject	2012-13	2013-14	2014-15
K Reading	81	78	89
K Math	86	86	86
1 st Reading	75	49	53
1 st Math	81	80	80
2 nd Reading	62	63	46
2 nd Math	58	78.4	55
3 rd Reading	30.6	58.8	62
3 rd Math	44.9	54.9	66
4 th Reading	32.1	55.8	55.3
4 th Math	34.9	48.8	43.6
5 th Reading	32.3	37.1	50
5 th Math	52.1	40	56
5 th Science	36.5	53.3	66.7
Overall Rdg	31.7	50.2	56.1
Overall Mth	43.7	47.8	55.4
Overall Proficiency	37.4	49.6	57.2

Annual Measureable Objectives (AMOs), formerly AYP:

Jacksonville Commons Elementary School reports the progress on different AMO subgroups of students. Last year, we met the proficiency target for 25 of our 30 subgroups. The 6 subgroups that did not meet their performance targets were whole school reading, whole school math, whole school science, economically disadvantaged students in science, and white students in reading.

	% on grade level	Expected Growth	AYP/AMO (met/total goals)	% of AMO Goals Met
2012-13	37.5	Met	21 of 23	91.3%
2013-14	49.6	Met	27 out of 33	82%
2014-15	57.2	Not Met	25 of 30	83.3%



Jacksonville Commons Elementary School Profile

Growth:

The EOG is designed to measure student growth, in 3rd grade reading, and 4th and 5th grades, from year to year as compared to the state average for that grade level. Each child is expected to achieve a year's (or more) worth of growth in a year's worth of time. In spite of increased proficiency rates, as a school, Jacksonville Commons Elementary did not meet the growth standard for the 14-15 school year. JCE met the growth standard for the state in 3rd & 4th grade reading, 4th grade math, and whole school math. It did not meet growth in 5th grade reading and math, and whole school reading, and thus did not meet the growth expectation for the 14-15 school year. We expect to meet and exceed growth for the 15-16 school year with our focus on differentiation and reteaching students based on their areas of need.

	2012-13	2013-14	2014-15
3rd Rdg			
4th Math			
4th Rdg			
5th Math			
5th Rdg			
Schl Math			
Schl Rdg			
School			

Exceeded Growth



Met Growth



Did not meet growth



Student Behavior:

Jacksonville Commons Elementary School currently uses a Positive Behavior Intervention and Support program to teach appropriate behaviors to students. Our PBIS program is connected to the 7 Habits Leadership programs on our campus. Students are expected to apply for school roles to develop leadership skills and become vested in their school. There are also many club opportunities for students to participate in and become involved on their school's campus. All these efforts are aimed at developing students that Lead, Serve, and Achieve.



Jacksonville Commons Elementary School Profile

Student Leadership/Involvement/Goal Setting:

At JCE we value the leadership of our students and give them the ability and means to become the leaders in the next generation. The many involvement opportunities we provide for students on our campus are listed below.

2nd and 3rd Grade Chess Team, 4th and 5th Grade Chess Team

These two groups hone in on their chess skills through the guidance of a highly skilled teacher to learn the tricks and trades of playing Chess. They compete each year in a county wide competition.

5th Grade Academic Derby Team

This group of students uses their knowledge of basic skills and facts to compete in a county wide televised game show similar to Jeopardy.

4th and 5th Grade National Elementary Honor Society

This group of students strives to be in the top of their class while completing service learning projects in their community.

5th Grade Pride Patrol

A group of safety minded students assist some with dismissal and arrival, helping to keep the school campus safe. They also clean the schools adopted road quarterly.

5th Grade Flag Corps

Students are taught flag maintenance while raising and lowering flags on our school campus.

4th and 5th Grade Battle of the Books Team

This group of book worms meets to discuss their books and answer questions based on what they read. They then compete in the county wide Battle of the Books Competition having to remember all the details from all their books for the year.

3-5th Art Club

This group of creative students gets together weekly to hone in on their artistic talents and improve their skills, while making things needed for the school.

4th and 5th Chorus

A group of harmonious students who learn the skills to sing and work together to make a performance. They also provide performances for the community as well as the school.

4th and 5th Grade Geography Bee

Students get together to develop their geography knowledge and compete in the county wide competition.

3rd-5th Girls On the Run/STRIDE for boys

Running program that combines the healthy living practices of exercise and nutrition with self-esteem and confidence building.

3rd Grade Spelling Bee

3rd grade students participate in the school level spelling bee.

2nd-5th News Team

Camera Operators, Writers, and Newscasters share morning announcements on the closed circuit television each morning.

Jacksonville Commons Elementary School Strategic Plan Team Members, 2015/16

LEA Number: Onslow County Schools- 670
 School Name/Number: Jacksonville Commons Elementary- 323
 Principal Signature: Curtis Chman
 Local Board Approval Date: 10/14/15

Date: 10/14/15

School Strategic Planning Team

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Committee Position*	Name
Assistant Principal Representative	Bridget Grady	Parent Representative	Chastity Suggs
Teacher Representative	Germinia Tinson, SPT Chair	Parent Representative	Chris Miffin
Teacher Representative	Paula Forrester, SPT Secty.	Parent Representative	Mollie Sammons
Teacher Representative	Mary Hill	Parent Representative	Regina Thompson
Teacher Representative	Kevin Barry	Parent Representative	Patty Kotora
Teacher Representative	Katherine Stieren	Parent Representative	Jamie Shepard
Teacher Representative	Amanda Cornacchio	Parent Representative	Altesa Burleson
Teacher Representative	Mary Lynn Busfield		
Teacher Representative	Danielle Lee		
Teacher Assistant Representative	Heather Southerland		


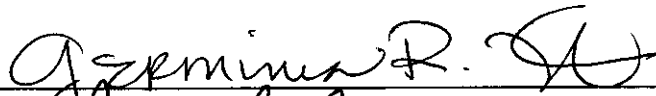
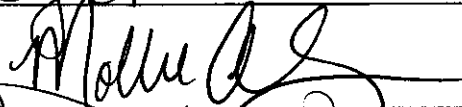

ONslow COUNTY SCHOOLS STRATEGIC PLAN

Regulatory Information and Assurance Statement

October, 2015

School:	Jacksonville Commons Elementary School
Date Submitted:	October 20, 2015

1	Number of Plan Team Members	17
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). Check Yes/No	YES
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.	98.5 %
4	Date of vote	October 16, 2015
5	A secret ballot vote for staff approval of the plan was conducted. Check Yes/No	YES
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check Yes/No	YES
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.)	35%
8	The required staff development reports have been disseminated to the appropriate persons or departments. Check Yes/No	YES
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 Yes/No	YES
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.	YES
11	All required local, State and Federal programs have been addressed in the School Strategic Plan.	YES

Principal's Signature	Curtis Ehmann 
Signature, SSPT Facilitator/Chairperson	Germinia Tinson 
Signature, Elected Parent Representative	Mollie Sammons 
Signature, Elected Parent Representative	Regina Thompson 

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

2015-2018 Jacksonville Commons Elementary School Strategic Plan

Jacksonville Commons Elementary School
Onslow County Schools

Mr. Curtis Ehmann
1121 Commons Drive North
Jacksonville, NC 28546

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Overview

Plan Name

2015-2018 Jacksonville Commons Elementary School Strategic Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	JCES-3: Jacksonville Commons Elementary has up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents, and educators.	Objectives: 3 Strategies: 4 Activities: 8	Organizational	\$0
2	JCES-1: Every student at Jacksonville Commons Elementary School has a personalized education and graduates prepared for further education and citizenship.	Objectives: 2 Strategies: 3 Activities: 7	Organizational	\$28000
3	JCES-4: Every student at Jacksonville Commons Elementary School is healthy, safe, and responsible.	Objectives: 2 Strategies: 3 Activities: 9	Organizational	\$500
4	JCES-2: Every student at Jacksonville Commons Elementary School has excellent educators, every day.	Objectives: 2 Strategies: 4 Activities: 5	Organizational	\$10000

Goal 1: JCES-3: Jacksonville Commons Elementary has up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents, and educators.

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

demonstrate a behavior where 100% of 3rd through 5th grade classrooms will be 1:1 digital learning environments and use technology to teach, collaborate, and communicate as the primary learning tool by 06/07/2018 as measured by staff and student technology surveys, lesson plans, and classroom observations..

Strategy 1:

Communication Technology - Teachers will establish a regular mode of communication with parents to include using Edmodo, webpages, Parent Portal, Remind 101, and other digital communication tools.

Research Cited: Parent Involvement

Activity - Utilize Digital Learning Facilitator to train teachers, students, and parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Digital Learning and Teaching Facilitator to teach digital learning practices to teachers during early release days, students during classroom instruction, and parents during training session in afternoon and evening sessions	Academic Support Program, Parent Involvement, Technology, Community Engagement, Professional Learning	08/17/2015	06/08/2018	\$0	Other	All staff

Activity - Timely Communication Technology Usage	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will establish a regular mode of communication that may include School Messenger, Edmodo, Remind 101, Parent Portal, or other digital communication programs. Websites will be updated weekly.	Parent Involvement, Technology, Community Engagement	08/17/2015	06/08/2018	\$0	No Funding Required	All licensed staff members.

Strategy 2:

Develop common networking, collaboration, and resource sharing spaces to support learning for teachers, students, and stakeholders. - Utilize Office 365 and Edmodo as web based networking, collaboration, and storage spaces to support professional learning communities and all teaching and learning activities.

Research Cited: Teaching with Technology, Professional Learning Communities

Activity - Open classrooms, Shared Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Jacksonville Commons Elementary School

Utilize Office 365 as the common web-based sharing space that houses PLC meeting notes, lesson plans, meeting agendas, and shared teaching resources.	Technology, Career Preparation/Orientation, Policy and Process, Professional Learning, Other	08/17/2015	06/08/2018	\$0	No Funding Required	All staff.
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Activity - Develop usage of networking and collaboration space for teachers, students, and stakeholders.	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize Edmodo as the networking and collaboration site to develop community within classrooms, within PLCs, and across campus, even connecting the classroom to parents.	Academic Support Program, Parent Involvement, Technology, Policy and Process, Community Engagement, Direct Instruction, Professional Learning, Tutoring	08/17/2015	06/08/2018	\$0	No Funding Required	All staff, students, and families

Measurable Objective 2:

demonstrate a behavior to explore a true WAVE schedule to increase instructional and planning times by 06/07/2018 as measured by our master schedule.

Strategy 1:

WAVE Scheduling - Build capacity for implementation of WAVE scheduling at JCES.

Research Cited: Increased Teaching/Planning Time, Decreased Transition Times.

Activity - WAVE Schedule Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Explore true WAVE Scheduling to schedule a specials day for each grade level every 6 days.	Policy and Process	08/17/2015	06/08/2018	\$0	No Funding Required	All staff

Measurable Objective 3:

demonstrate a behavior of increased collaboration and support efforts between the staff and students at JCES and the JCE PTO, Volunteers, City of Jacksonville, University System of NC, Business Partners and the Military by 06/08/2018 as measured by parent, staff, and student climate surveys and participation in community events,.

Strategy 1:

Community Involvement and Partnerships - Increase impact of community partnerships to result in increased student leadership opportunities, improved instructional opportunity for students and staff, and stronger families.

Jacksonville Commons Elementary School

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2015-2018 Jacksonville Commons Elementary School Strategic Plan

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Research Cited: Relevant Learning Experiences, Parent Involvement Correlation to Performance,

Activity - Collaborate with Families/PTO/Volunteers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Increase parent/volunteer/PTO participation rates through parent training sessions, resulting in stronger support of instructional/academic/fundraising goals. Explore additional ways of support from PTO and volunteer organizations.	Academic Support Program, Parent Involvement, Policy and Process, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All staff
Activity - University Partnerships	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with local universities for support with student instructional opportunities, field trips, professional development for staff, and joint partnership efforts with grants and also in providing student teachers, interns, and tutors guidance and practice.	Field Trip, Academic Support Program, Career Preparation/Orientation, Community Engagement, Professional Learning	08/17/2015	06/08/2018	\$0	No Funding Required	All instructional staff
Activity - Community Partnerships	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the City of Jacksonville, business leaders, and the military to provide academic, fiscal, and behavior support to students and families.	Field Trip, Academic Support Program, Career Preparation/Orientation, Direct Instruction, Community Engagement, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$0	No Funding Required	All staff

Goal 2: JCES-1: Every student at Jacksonville Commons Elementary School has a personalized education and graduates prepared for further education and citizenship.

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

demonstrate a proficiency increase of at least 3 points in all student subgroups based upon ELA, Math, and Science EOG data, K-2 TRC data, and meet or exceed growth expectations by 06/07/2016 as measured by Reading, Math, Science EOG Proficiency Scores, EVAAS Growth Data, K-2 TRC Reading Data.

Strategy 1:

Adapt core instruction to personalize student learning based upon formative and summative assessment data. - Through the use of data, teachers will identify individual student needs and design core instruction to personalize student learning based on student data.

Research Cited: Data Driven Instruction, Dufour's Research on PLCs

Activity - Differentiated Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Deliver personalized instruction through regrouping, pre and post-assessment with re-teaching, small group instruction, after school learning opportunities, remediation, enrichment, and strongly aligned digital learning tools that individualize student learning opportunities.	Academic Support Program, Technology, Direct Instruction	08/17/2015	06/08/2018	\$14000	State Funds	All staff.

Activity - Lexile/Quantile Data	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize lexile and quantile data to differentiate instruction with technology.	Academic Support Program, Technology, Direct Instruction	08/17/2015	06/08/2018	\$14000	State Funds	All staff.

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Improve the quality of Professional Learning Communities to target at-risk students and improve instruction by tightening the connections between Curriculum, Instruction, Assessment, and next steps.	Academic Support Program, Direct Instruction, Professional Learning, Behavioral Support Program, Recruitment and Retention	08/17/2015	06/08/2018	\$0	No Funding Required	All staff.
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Strategy 2:

Relevant Learning Experiences - Teachers will utilize technology and community resources to connect student learning to the world around them.

Research Cited: Global Learning

Activity - Relevant Learning Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will apply and connect classroom learning to the world through project based learning opportunities and develop a greater global awareness through interactions with the local and global community.	Academic Support Program, Technology, Career Preparation/Orientation, Community Engagement, Extra Curricular	08/17/2015	06/08/2018	\$0	State Funds	All staff.

Activity - Community Mentors	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize high school and middle school mentors to strengthen AVID strategy usage and math/reading achievement.	Academic Support Program, Technology, Community Engagement, Tutoring, Extra Curricular	08/17/2015	06/08/2018	\$0	State Funds	3-5th Grade Staff

Measurable Objective 2:

demonstrate a behavior where 100% of students and classrooms will set goals and monitor growth, scoreboarding their progress in Leadership Notebooks and outside the classroom, by 06/07/2018 as measured by leadership notebook data, student led conference data, and scoreboards..

Strategy 1:

School, Grade Level, Classroom, Student Level Integrated Goal Setting and Scoreboarding - Establish school wide goal setting and scoreboarding system to connect broad school wide goals, to grade level, to classroom, to individual student goals.

Research Cited: Data driven instruction

Activity - Leadership Notebooks/Student Led Conferences	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be taught to set goals using X to Y by when formula and monitor progress in Leadership Notebooks.	Academic Support Program, Parent Involvement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All staff.

Activity - Classroom Scoreboards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Classrooms will scoreboard progress to report out on achievement of class, grade, and school level goals.	Academic Support Program, Direct Instruction, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All staff

Goal 3: JCES-4: Every student at Jacksonville Commons Elementary School is healthy, safe, and responsible.

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

demonstrate a behavior resulting in a 5% decrease in student referrals to administration for disciplinary action by 06/10/2016 as measured by annual data collection from referral documentation,.

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Strategy 1:

Revisit PBIS Implementation within the MTSS Framework - All staff will continue to develop and establish a school environment where team building problem solving skills are expected, taught, & reinforced within the staff and student populations with fidelity through research-based models and strategies.

Research Cited: Positive Behavior Intervention and Support

Activity - Utilize MTSS to Revisit Behavior Protocols	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Instructional Support Team to train teachers on the Multi-Tiered System of Support model	Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All staff
Activity - CPI Training for Staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify and train select personnel in Non-violent Crisis Intervention Training (CPI)	Policy and Process, Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	Select staff.
Activity - Provide PBIS Training to Staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify and train select personnel in Positive Behavior Intervention Support (PBIS) in order to achieve Green Ribbon Status	Academic Support Program, Direct Instruction, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All staff.
Activity - Utilize MTSS to Establish Layered and Intensive Support for Student Success	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Establish a multi-disciplinary team of personnel to collaborate with families in order to provide a targeted instructional intervention plan for students who are not achieving academically and/or behaviorally through the use of core or supplemental instructional methods	Academic Support Program, Parent Involvement, Behavioral Support Program	08/17/2015	06/15/2018	\$0	No Funding Required	Instructional Intervention Team and all staff
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Activity - Social Worker Usage	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize social worker to provide attendance and behavior interventions.	Parent Involvement, Policy and Process, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	School Social Worker

Strategy 2:

Align Leader in Me program to PBIS - Utilize Leader in Me, 7 Habits framework to support positive behavior intervention and support program.

Research Cited: Leader in Me, PBIS

Activity - Student Led Conferences/Leadership Notebooks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In grades K-5, students will develop behavior goals and chart their progress in leadership notebooks and then utilize student-led parent/teacher conference model to share results.	Academic Support Program, Parent Involvement, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	All Staff

Activity - Student Leadership Roles	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Match 100% of K-5 students with school leadership roles to build responsibility, involvement, and develop character.	Career Preparation/Orientation, Community Engagement, Direct Instruction, Behavioral Support Program, Tutoring, Recruitment and Retention	08/17/2015	06/08/2018	\$0	No Funding Required	All staff.
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Activity - Student Lighthouse Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a student lighthouse team to lead student leadership initiatives on campus	Academic Support Program, Career Preparation/Orientation, Community Engagement, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$0	No Funding Required	All staff

Measurable Objective 2:

collaborate to encourage healthy lifestyle choices promoting exercise, healthy foods, and a drug/alcohol/bully free lifestyle, by 06/08/2018 as measured by school climate surveys.

Strategy 1:

Teach Healthy Living - Utilize various student groups, community groups, spirit weeks and incentives to teach healthy lifestyles.

Activity - Healthy Living Learning Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Provide healthy living learning opportunities through STRIDE, Girls on the Run, DARE, Red Ribbon Week, Bully Prevention Week, Ladies and Gentleman's Clubs, and the Healthy Snack Initiative	Academic Support Program, Community Engagement, Direct Instruction, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$500	State Funds	Selected Staff Members
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Goal 4: JCES-2: Every student at Jacksonville Commons Elementary School has excellent educators, every day.

This plan includes progress notes which are at the very end of this document

Measurable Objective 1:

demonstrate a behavior of increasing the percent of highly effective teachers with a performance composite of 70% and meeting or exceeding expected growth by 06/15/2018 as measured by EVAAS, and NC EOG Proficiency Data.

Strategy 1:

Utilize Instructional Support Team to align core instruction, layered support, and intensive support under the Multi-Tiered System of Support model. - Develop Instructional Support Team protocols to support all levels of instruction. Align Instructional Intervention processes for student success.

Research Cited: MTSS

Activity - Utilize support team to develop protocols to improve Core Instruction and remediation/enrichment services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop and train staff in new Multi-tiered System of Support protocols at JCE.	Academic Support Program, Career Preparation/Orientation, Policy and Process, Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	No Funding Required	Instructional Support Team and All Staff

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Activity - Instructional Support Team Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Facilitate Instructional Support Team Meetings bi-monthly to monitor identified data points and strategically align resources.	Academic Support Program, Technology, Direct Instruction, Behavioral Support Program, Tutoring	08/17/2015	06/08/2018	\$0	No Funding Required	Instructional staff members

Strategy 2:

Alignment/Additional Training for Program Implementation to include Leader in Me, AVID, PBIS - Develop site plans for AVID, Leader in Me, and PBIS with concrete implementation steps. Educate new staff in the 7 habits and provide modeling for program implementation.

Research Cited: AVID, LiM, PBIS

Activity - Professional Development, Shared Leadership Team Participation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize Lighthouse Criteria to develop yearly program goals. Break staff into Shared Leadership Teams to write goal statements and implement student leadership initiatives	Career Preparation/Orientation, Policy and Process, Professional Learning, Recruitment and Retention	08/17/2015	06/08/2018	\$10000	Title I Part A	All staff

Strategy 3:

Digital Learning and Teaching - Provide training in the usage of digital tools to support learning and teaching, blended learning models, provide real-time feed back, and communicate to students and families.

Research Cited: Digital Learning

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize Digital Learning Technology Specialist to provide pd, support, and model instruction.	Technology, Direct Instruction, Professional Learning	08/17/2015	06/08/2018	\$0	State Funds	All staff

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Measurable Objective 2:

demonstrate a behavior that reflects higher rates of teacher job satisfaction and self-efficacy by 06/14/2018 as measured by higher favorability on Teacher Survey data.

Strategy 1:

Teachers Have Greater Input PD Opportunities - Align teacher evaluation data with professional development opportunities.

Research Cited: Site based leadership.

Activity - Collect formative staff survey data	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collect informal 9 weeks survey data on resource and content needs, and professional development.	Policy and Process, Professional Learning, Recruitment and Retention	08/17/2015	06/08/2018	\$0	State Funds	All staff

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Collaborate with Families/PTO/Volunteers	Increase parent/volunteer/PTO participation rates through parent training sessions, resulting in stronger support of instructional/academic/fundraising goals. Explore additional ways of support from PTO and volunteer organizations.	Academic Support Program, Parent Involvement, Policy and Process, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All staff
Student Led Conferences/Leadership Notebooks	In grades K-5, students will develop behavior goals and chart their progress in leadership notebooks and then utilize student-led parent/teacher conference model to share results.	Academic Support Program, Parent Involvement, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All Staff
WAVE Schedule Implementation	Explore true WAVE Scheduling to schedule a specials day for each grade level every 6 days.	Policy and Process	08/17/2015	06/08/2018	\$0	All staff
Utilize MTSS to Establish Layered and Intensive Support for Student Success	Establish a multi-disciplinary team of personnel to collaborate with families in order to provide a targeted instructional intervention plan for students who are not achieving academically and/or behaviorally through the use of core or supplemental instructional methods	Academic Support Program, Parent Involvement, Behavioral Support Program	08/17/2015	06/15/2018	\$0	Instructional Intervention Team and all staff

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Community Partnerships	Utilize the City of Jacksonville, business leaders, and the military to provide academic, fiscal, and behavior support to students and families.	Field Trip, Academic Support Program, Career Preparation/Orientation, Direct Instruction, Community Engagement, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$0	All staff
University Partnerships	Collaborate with local universities for support with student instructional opportunities, field trips, professional development for staff, and joint partnership efforts with grants and also in providing student teachers, interns, and tutors guidance and practice.	Field Trip, Academic Support Program, Career Preparation/Orientation, Community Engagement, Professional Learning	08/17/2015	06/08/2018	\$0	All instructional staff
Utilize support team to develop protocols to improve Core Instruction and remediation/enrichment services	Develop and train staff in new Multi-tiered System of Support protocols at JCE.	Academic Support Program, Career Preparation/Orientation, Policy and Process, Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	Instructional Support Team and All Staff

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Student Leadership Roles	Match 100% of K-5 students with school leadership roles to build responsibility, involvement, and develop character.	Career Preparation/Orientation, Community Engagement, Direct Instruction, Behavioral Support Program, Tutoring, Recruitment and Retention	08/17/2015	06/08/2018	\$0	All staff.
Professional Learning Communities	Improve the quality of Professional Learning Communities to target at-risk students and improve instruction by tightening the connections between Curriculum, Instruction, Assessment, and next steps.	Academic Support Program, Direct Instruction, Professional Learning, Behavioral Support Program, Recruitment and Retention	08/17/2015	06/08/2018	\$0	All staff.
Open classrooms, Shared Resources	Utilize Office 365 as the common web-based sharing space that houses PLC meeting notes, lesson plans, meeting agendas, and shared teaching resources.	Technology, Career Preparation/Orientation, Policy and Process, Professional Learning, Other	08/17/2015	06/08/2018	\$0	All staff.
Student Lighthouse Team	Develop a student lighthouse team to lead student leadership initiatives on campus	Academic Support Program, Career Preparation/Orientation, Community Engagement, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$0	All staff

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Timely Communication Technology Usage	Teachers will establish a regular mode of communication that may include School Messenger, Edmodo, Remind 101, Parent Portal, or other digital communication programs. Websites will be updated weekly.	Parent Involvement, Technology, Community Engagement	08/17/2015	06/08/2018	\$0	All licensed staff members.
Instructional Support Team Implementation	Facilitate Instructional Support Team Meetings bi-monthly to monitor identified data points and strategically align resources.	Academic Support Program, Technology, Direct Instruction, Behavioral Support Program, Tutoring	08/17/2015	06/08/2018	\$0	Instructional staff members
Social Worker Usage	Utilize social worker to provide attendance and behavior interventions.	Parent Involvement, Policy and Process, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	School Social Worker
Classroom Scoreboards	Classrooms will scoreboard progress to report out on achievement of class, grade, and school level goals.	Academic Support Program, Direct Instruction, Community Engagement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All staff
Leadership Notebooks/Student Led Conferences	Students will be taught to set goals using X to Y by when formula and monitor progress in Leadership Notebooks.	Academic Support Program, Parent Involvement, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All staff.

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CPI Training for Staff	Identify and train select personnel in Non-violent Crisis Intervention Training (CPI)	Policy and Process, Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	Select staff.
Provide PBIS Training to Staff	Identify and train select personnel in Positive Behavior Intervention Support (PBIS) in order to achieve Green Ribbon Status	Academic Support Program, Direct Instruction, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All staff.
Develop usage of networking and collaboration space for teachers, students, and stakeholders.	Utilize Edmodo as the networking and collaboration site to develop community within classrooms, within PLCs, and across campus, even connecting the classroom to parents.	Academic Support Program, Parent Involvement, Technology, Policy and Process, Community Engagement, Direct Instruction, Professional Learning, Tutoring	08/17/2015	06/08/2018	\$0	All staff, students, and families
Utilize MTSS to Revisit Behavior Protocols	Utilize the Instructional Support Team to train teachers on the Multi-Tiered System of Support model	Direct Instruction, Professional Learning, Behavioral Support Program	08/17/2015	06/08/2018	\$0	All staff
Total					\$0	

State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Professional Development	Utilize Digital Learning Technology Specialist to provide pd, support, and model instruction.	Technology, Direct Instruction, Professional Learning	08/17/2015	06/08/2018	\$0	All staff
Community Mentors	Utilize high school and middle school mentors to strengthen AVID strategy usage and math/reading achievement.	Academic Support Program, Technology, Community Engagement, Tutoring, Extra Curricular	08/17/2015	06/08/2018	\$0	3-5th Grade Staff
Relevant Learning Opportunities	Students will apply and connect classroom learning to the world through project based learning opportunities and develop a greater global awareness through interactions with the local and global community.	Academic Support Program, Technology, Career Preparation/Orientation, Community Engagement, Extra Curricular	08/17/2015	06/08/2018	\$0	All staff.
Healthy Living Learning Opportunities	Provide healthy living learning opportunities through STRIDE, Girls on the Run, DARE, Red Ribbon Week, Bully Prevention Week, Ladies and Gentleman's Clubs, and the Healthy Snack Initiative	Academic Support Program, Community Engagement, Direct Instruction, Behavioral Support Program, Extra Curricular	08/17/2015	06/08/2018	\$500	Selected Staff Members
Collect formative staff survey data	Collect informal 9 weeks survey data on resource and content needs, and professional development.	Policy and Process, Professional Learning, Recruitment and Retention	08/17/2015	06/08/2018	\$0	All staff
Lexile/Quantile Data	Utilize lexile and quantile data to differentiate instruction with technology.	Academic Support Program, Technology, Direct Instruction	08/17/2015	06/08/2018	\$14000	All staff.

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Differentiated Instruction	Deliver personalized instruction through regrouping, pre and post-assessment with re-teaching, small group instruction, after school learning opportunities, remediation, enrichment, and strongly aligned digital learning tools that individualize student learning opportunities.	Academic Support Program, Technology, Direct Instruction	08/17/2015	06/08/2018	\$14000	All staff.
Total					\$28500	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Utilize Digital Learning Facilitator to train teachers, students, and parents	Utilize the Digital Learning and Teaching Facilitator to teach digital learning practices to teachers during early release days, students during classroom instruction, and parents during training session in afternoon and evening sessions	Academic Support Program, Parent Involvement, Technology, Community Engagement, Professional Learning	08/17/2015	06/08/2018	\$0	All staff
Total					\$0	

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Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development, Shared Leadership Team Participation	Utilize Lighthouse Criteria to develop yearly program goals. Break staff into Shared Leadership Teams to write goal statements and implement student leadership initiatives	Career Preparation/Orientation, Policy and Process, Professional Learning, Recruitment and Retention	08/17/2015	06/08/2018	\$10000	All staff
Total					\$10000	

Progress Notes

Type	Name	Status	Comments	Created On	Created By
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