

# **Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

Cumberland County School System

Ann-Marie L Palmer, Principal  
4618 Rosehill Road  
Fayetteville, NC 28311

# TABLE OF CONTENTS

Overview .....	1
Goals Summary .....	2
Goal 1: 2014-16 To recruit, select, develop, and retain the very best personnel .....	3
Goal 2: 2014-16 To create a safe and caring climate that enhances learning .....	4
Goal 3: 2014-16 To expect academic growth by all children .....	6
Activity Summary by Funding Source .....	11

## Overview

### Plan Name

Warrenwood Elementary 2014-16 SIP

### 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	2014-16 To recruit, select, develop, and retain the very best personnel	Objectives: 1 Strategies: 4 Activities: 4	Organizational	\$700
2	2014-16 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 2 Activities: 8	Organizational	\$850
3	2014-16 To expect academic growth by all children	Objectives: 1 Strategies: 6 Activities: 11	Academic	\$57500

## Goal 1: 2014-16 To recruit, select, develop, and retain the very best personnel

### Measurable Objective 1:

collaborate to increase staff morale, school pride, and overall workplace satisfaction by 07/07/2016 as measured by a 10% increase in participation in the NC Teacher Working Conditions Survey 2016 and a minimum increase of 10% in response to Question 10.6 "Overall, my school is a good place to work and learn".

### Strategy 1:

Beginning Teacher Support Program - Teachers with 0-3 years of teaching experience will complete professional development monthly on a variety of topics. Topics to be determined by combining beginning teacher surveys, informal discussion, mentor and administrative observation, and feedback from central services personnel. Each beginning teacher will work with a mentor to assist them in classroom management, lesson planning, and instructional strategies. In addition, the Assistant Principal will attend LEAD Success meetings at the district level to ensure that all licensure requirements are successfully met and that all beginning teachers have access to CCS resources and support beyond the school level as well.

Activity - Beginning Teacher/Mentor Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beginning teachers will attend monthly meetings to gain better understanding of curriculum, instructional practices, local/state/federal regulations, and management of student behavior. Beginning teachers will have the opportunity to ask questions, share ideas, and develop working partnerships with their peers.	Professional Learning	08/18/2014	06/11/2015	\$200	Title II Part A	Administration , Trained Mentors, Beginning Teachers

### Strategy 2:

Analysis of 2014 NC Teacher Working Conditions Survey Results - The School Improvement Team will analyze the results of the 2014 NC Teacher Working Conditions Survey for our school; specific portions of the survey will be delegated to the corresponding correlate if necessary. The analysis session at the general SIT meeting will include discussion of specific areas of concern identified by administration to be studied in detail; team members will provide input and discuss at length possible root causes for low ratings in the targeted areas.

Activity - Develop & Implement Plan to Address Targeted Areas from 2014 NC Teacher Working Conditions Survey	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After having thoroughly analyzed the targeted areas from the 2014 NC TWC results, the School Improvement Team will develop and implement a strategic plan to address possible root causes identified through their discussion and data review.	Other	08/18/2014	06/11/2015	\$0	No Funding Required	School Improvement Team Members, HR/Staff Morale Correlate, All Staff

### Strategy 3:

Student Achievement/Professional Development Correlate to Develop PD Timeline, Implement, & Monitor - The Student Achievement/Professional Development

Correlate will analyze data from various sources (state, local, and school assessments; teacher surveys; CCS Professional Development Calendar; etc) to outline necessary Professional Development sessions to be provided for various groups; preferably in a differentiated format to meet specific needs while implementing CCS System-Wide Professional Development as outlined. Various groups include, but are not limited to: All Teachers, Specific Grade Level groups, Beginning Teachers, Classified Staff, Certified Support Staff, etc.

Activity - Development, Implementation, and Monitoring of Professional Development Timeline	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Student Achievement/Professional Development Correlate will utilize all available data to develop, implement, and monitor a Timeline of Professional Development Activities that are specific to our school, teacher needs, and most importantly, the needs of our students. This plan will be evaluated annually by compiling teacher/staff feedback and analyzing student outcomes for improvement.	Professional Learning	08/18/2014	06/10/2016	\$0	No Funding Required	Administration, SIT, Student Achievement/Professional Development Correlate, All Staff

**Strategy 4:**

Development of Staff Recognition Program - SIT & HR/Staff Morale Correlate will collaborate to develop criteria and specific timeline for staff recognition in the areas of attendance, instruction, and attitude.

Activity - Monitoring the Implementation of Staff Recognition Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor the implementation of staff recognition program through the use of teacher surveys, feedback forms, and regular data reviews of items that can be evaluated numerically (ex. decrease in staff absences after implementing 3 months of recognition program for staff members with perfect attendance.)	Policy and Process	08/18/2014	06/12/2015	\$500	Other	Administration, SIT, HR/Staff Morale Correlate, All Staff

**Goal 2: 2014-16 To create a safe and caring climate that enhances learning**

**Measurable Objective 1:**

collaborate to decrease major incidents of inappropriate student behavior by 06/03/2016 as measured by reducing the number of ISS and OSS assignments by 10% annually.

**Strategy 1:**

PBIS Implementation - The PBIS Team will revisit the entire Warrenwood Elementary PBIS Program and input obtained, make revisions, provide training, monitor implementation, evaluate outcomes, and continue this process in order to provide students and staff a safe and caring learning/work environment.

Activity - CPI Non-Violent Crisis Intervention Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------------	----------	-------------------	-------------------	-------------------

**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

All staff will be trained in intervention de-escalation techniques from a certified trainer from the CCS Exceptional Children's Department.	Professional Learning	08/18/2014	12/12/2014	\$0	No Funding Required	PBIS Team Members, Administration, Staff
<b>Activity - Ongoing Discipline Data Review &amp; Analysis</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The PBIS Team will meet monthly to analyze all available discipline data, determine trends or patterns, share findings with all staff at faculty meetings, and provide ongoing and specific training to staff as needed.	Behavioral Support Program	09/24/2014	06/03/2015	\$0	No Funding Required	PBIS Team, Administration, & Staff
<b>Activity - PBIS Training for Staff Members</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Train all staff members, beginning with classroom teachers by grade level teams, in PBIS model, focusing on schoolwide expectations matrix, positive rewards system, explicit instruction of school rules, and positive strategies to address inappropriate behaviors in the classroom and in the school.	Professional Learning	08/18/2014	06/05/2015	\$150	General Fund	PBIS Team, Administration, and Staff
<b>Activity - PBIS Implementation</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Monitor the implementation of PBIS strategies and schoolwide processes related to PBIS through data analysis, observation, informal walk-throughs, surveys, and student interviews.	Behavioral Support Program	09/05/2014	06/10/2015	\$0	No Funding Required	PBIS Team, Administration, All Staff Members, CCS PBIS Staff

**Strategy 2:**

Core Essentials Implementation - School will purchase Core Essentials character education materials (including online resources) for counselor, teachers, student and parent use along with providing training for all teachers to ensure consistent implementation of resources successfully with students in classroom.

<b>Activity - Core Essentials Training</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will receive an overview of all materials and online resources in order to implement Core Essentials character education in their classrooms as well as make connections to lessons provided by the counselor.	Professional Learning	08/18/2014	05/22/2015	\$700	Title I Schoolwide	PBIS Chair, Administration, Counselor, All Classroom Teachers
<b>Activity - Terrific Kid Recognition</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## Warrenwood Elementary 2014-16 SIP

Warrenwood Elementary School

Students will be recognized monthly for exemplifying the identified character trait as outlined in Core Essentials materials.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	No Funding Required	PBIS Team, Classroom Teachers, Terrific Kid Representative
<b>Activity - Monitor Core Essentials Implementation</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Monitor the implementation of Core Essentials components in the classroom through walk through and program fidelity checks.	Other	09/05/2014	06/05/2015	\$0	No Funding Required	PBIS Team, Counselor, Administration
<b>Activity - Weekly Classroom Guidance</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
School Counselor will provide weekly classroom guidance lessons for all students in grades 3-5 as a proactive measure to address character concepts and age-appropriate topics to assist with building self-esteem, developing appropriate peer relationships, and to provide students basic coping skills.	Behavioral Support Program	08/26/2014	06/10/2016	\$0	No Funding Required	Administration (scheduling), Counselor, Classroom Teachers (making counselor aware of specific needs)

## Goal 3: 2014-16 To expect academic growth by all children

### Measurable Objective 1:

A 15% increase of All Students will demonstrate a proficiency and growth on grade level standards in mathematics, science, and in English Language Arts by 06/10/2015 as measured by the Reading 3D assessments, EOGs, and other grade level assessments.

### Strategy 1:

Differentiated Math and ELA Instruction - Teachers will instruct small ELA and Math groups based on Reading 3D assessments, School Net assessments, EOG scores, and 3rd grade Read to Achieve passages. No funding is required. It will be monitored by the Instructional Coach, Administrative Team, and Grade-Level PLCs.

<b>Activity - Facilitated Grade Level PLCs</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Instructional Coach and/or Administrative Team will facilitate Grade Level PLC meetings to analyze Reading 3D assessments, School Net assessments, Words Their Way assessments, EOG scores, and 3rd grade Read to Achieve passages to group students for differentiated small group ELA and Math instruction and determine appropriate lessons to meet the needs of each learner.	Academic Support Program	09/01/2014	06/10/2015	\$0	No Funding Required	Grade Level PLCs, Instructional Coach, Administrative Team



**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

Activity - Benchmark Data Review Days	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration and Instructional Coach will facilitate guided analysis and planning based on all available data after state benchmarking periods for ELA, Math, and Science utilizing Reading 3D Benchmark periods (BOY & MOY). locally developed benchmark assessments via Schoolnet; During this time each Grade Level PLC will review progress of individual students and administration/IC will help identify trends. These Data Review Days will take place over 1/2 day increments and provide teachers additional time to identify any students requiring assistance from SST or needs to be revisited. Funding is required to provide substitutes for teachers.	Academic Support Program	09/30/2014	02/16/2015	\$1500	Title II Part A	Administration , Instructional Coach, Grade Level PLCs, Instructional Support Personnel

Activity - Focused Learning Walks/Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration & Instructional Coach will engage in focused learning walks, formal observations, and informal observations. Ongoing constructive feedback will be provided to individuals, Grade Level PLCs, and the school as a whole to improve instruction and successful implementation of state standards for instruction.	Academic Support Program	08/26/2014	06/10/2015	\$0	No Funding Required	Administration , Instructional Coach

Activity - Differentiation Training for ELA & Math	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will receive ongoing professional development throughout the school year in order to gain knowledge of appropriate strategies for differentiation in ELA and Math for small group instruction. There will be a focus on providing challenging instruction for all levels of learners from intensive to advanced.	Professional Learning	08/18/2014	06/10/2015	\$0	No Funding Required	Administration , Instructional Coach, Student Achievement/ Professional Development Correlate

**Strategy 2:**

Science Instruction Grades 4 & 5 - The Science Lab Teacher will plan with 4th and 5th Grade Level PLCs to determine appropriate activities and lessons for hands-on learning in the classroom and connected preceding or post lessons to take place in the Science Lab. Funding is required to continue to provide the position of Science Lab Teacher. Additionally, the majority of lessons in the lab and many within the classroom will be taught collaboratively, providing two certified teachers to assist students with mastering required concepts for grade level proficiency in science. It will be monitored by the Science Lab Teacher, Administrative Team, and Grade Level PLCs.

Activity - Combined Lab/Classroom Science Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Science Lab Facilitator will plan with Grade Level PLCs to determine appropriate activities and lessons for hands-on learning in the classroom and Science Lab.	Academic Support Program	09/01/2014	06/10/2015	\$46000	Title I Schoolwide	Science Lab Facilitator, Administrative Team, Grade Level PLCs

**Strategy 3:**

Math & ELA Remediation/Acceleration Grade 3 - In order to allow third grade teachers to focus on the subjects they will be measured in at the end of the year for proficiency (ELA/Math) the Science Teacher will teach all science instruction allowing an additional block of instruction in which there will be an additional certified teacher to assist with small group instruction based on available data to address specific skills and allow for both remediation and acceleration opportunities.

Activity - Science Teacher for Grade 3	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Certified Teacher (Science Lab Teacher) will be responsible and have scheduled classes for all third grade regular science instruction.	Academic Support Program	08/26/2014	06/10/2015	\$0	No Funding Required	Administration , Science Lab Teacher, 3rd Grade Teachers, Instructional Coach

**Strategy 4:**

Assigning Instructional Responsibilities Based on Teacher Data - After reviewing EOY data available on state assessments, teachers are assigned to teach to subjects they are performing well in; those that are not performing well are assigned non-tested subjects until professional development can be provided to make improvements in instructional practice.

Activity - Blocking for Core Instruction at Grades 4 and 5	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Formal and informal data indicated a need for teachers to specialize in one specific core subject area as well as provide students and teachers opportunities for a variety of interactions throughout the day. 5th Grade: ELA/Math/Science are the three core areas that the three teachers specialize in and students will rotate through. 4th Grade: ELA/Math/Science & Social Studies are assigned to the three teachers. Science and Social Studies are not EOG tested, but will prep for 5th grade testing for promoted students.	Academic Support Program	08/18/2014	06/10/2015	\$0	No Funding Required	Administration , Instructional Coach, 4th & 5th Grade Teachers, Instructional Support Staff

**Strategy 5:**

Instructional Awareness Parent Workshops - The Home-School Relationships Correlate and SIT will work collaboratively to increase awareness among parents/guardians of curriculum requirements/standards for grade level proficiency and include strategies they can use at home to support student academic progress.

Activity - Read To Achieve	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
----------------------------	---------------	------------	----------	-------------------	-------------------	-------------------

**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

Parents/Guardians will be made aware of RTA Legislation, CCS supports, and how we are providing support at the school level for our students in grades K-3. Additionally, parents will be provided with take home materials and explanation of materials used during the school day to assist in building reading skills to proficiency.	Parent Involvement	10/10/2014	04/25/2016	\$2000	Title I Schoolwide	Administration , Instructional Coach, K-3 Teachers, Home-School Relations Correlate, C & I/Elem. Ed. Staff Available
--	--------------------	------------	------------	--------	--------------------	--

Activity - State Assessments-Reading 3D/MCLASS & EOG	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents will be provided with an overview of state assessments to include demonstrations & samples of released items to allow for better understanding of what tasks students must complete to demonstrate grade level proficiency. Parents will also be provided with materials and resources that will allow them to support student growth through working with their child at home.	Parent Involvement	10/23/2014	04/07/2016	\$1000	Title I Schoolwide	Administration , Instructional Coach, Home-School Relations Correlate, Classroom Teachers

**Strategy 6:**

Utilizing Home Base as an Instructional Tool - Features of Home Base will be used regularly to include assessments to diagnose areas of weakness and strengths along with aligned resources to assist in building effective instructional plans to address the diagnosed areas for individual students and groups of students, and to efficiently monitor progress on state standards for proficiency.

Activity - Schoolnet ELA, Math, and Science Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be administered Schoolnet ELA, Math, and Science Assessments on a regular basis to diagnose mastery of state standards and grade level concepts. This will allow teachers to plan for individualized instruction and provide targeted remediation/acceleration as well as allow administration and the instructional coach to assist if there need to be significant changes to instructional methods in specific classrooms. There will be an emphasis on narrowing the focus to specifically utilize those assessments that have already been built/previewed by the Elementary C & I Team to ensure alignment, rather than teachers creating their own assessments.	Academic Support Program	09/05/2014	05/22/2015	\$0	No Funding Required	C & I/Elementary Education Staff, Administration , Instructional Coach, Classroom Teachers

Activity - Remediation/Acceleration Based on Schoolnet Skills Mastery	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------------	----------	-------------------	-------------------	-------------------

**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

Students will be given opportunities for remediation or acceleration by skill/concept based on performance indicated on Schoolnet assessments in ELA, Math, & Science. These opportunities will take place in a combined format of time during the instructional day and at regular increments throughout the year after school.	Direct Instruction	09/08/2014	05/15/2015	\$7000	Other	Classroom Teachers, Instructional Coach, Administration, Support Personnel
--	--------------------	------------	------------	--------	-------	--

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Read To Achieve	Parents/Guardians will be made aware of RTA Legislation, CCS supports, and how we are providing support at the school level for our students in grades K-3. Additionally, parents will be provided with take home materials and explanation of materials used during the school day to assist in building reading skills to proficiency.	Parent Involvement	10/10/2014	04/25/2016	\$2000	Administration , Instructional Coach, K-3 Teachers, Home-School Relations Correlate, C & I/Elem. Ed. Staff Available
Combined Lab/Classroom Science Instruction	The Science Lab Facilitator will plan with Grade Level PLCs to determine appropriate activities and lessons for hands-on learning in the classroom and Science Lab.	Academic Support Program	09/01/2014	06/10/2015	\$46000	Science Lab Facilitator, Administrative Team, Grade Level PLCs
State Assessments-Reading 3D/MCLASS & EOG	Parents will be provided with an overview of state assessments to include demonstrations & samples of released items to allow for better understanding of what tasks students must complete to demonstrate grade level proficiency. Parents will also be provided with materials and resources that will allow them to support student growth through working with their child at home.	Parent Involvement	10/23/2014	04/07/2016	\$1000	Administration , Instructional Coach, Home-School Relations Correlate, Classroom Teachers
Core Essentials Training	Teachers will receive an overview of all materials and online resources in order to implement Core Essentials character education in their classrooms as well as make connections to lessons provided by the counselor.	Professional Learning	08/18/2014	05/22/2015	\$700	PBIS Chair, Administration , Counselor, All Classroom Teachers
<b>Total</b>					<b>\$49700</b>	

### Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------------	----------	-------------------	-------------------

## Warrenwood Elementary 2014-16 SIP

Warrenwood Elementary School

Beginning Teacher/Mentor Meetings	Beginning teachers will attend monthly meetings to gain better understanding of curriculum, instructional practices, local/state/federal regulations, and management of student behavior. Beginning teachers will have the opportunity to ask questions, share ideas, and develop working partnerships with their peers.	Professional Learning	08/18/2014	06/11/2015	\$200	Administration , Trained Mentors, Beginning Teachers
Benchmark Data Review Days	Administration and Instructional Coach will facilitate guided analysis and planning based on all available data after state benchmarking periods for ELA, Math, and Science utilizing Reading 3D Benchmark periods (BOY & MOY). locally developed benchmark assessments via Schoolnet; During this time each Grade Level PLC will review progress of individual students and administration/IC will help identify trends. These Data Review Days will take place over 1/2 day increments and provide teachers additional time to identify any students requiring assistance from SST or needs to be revisited. Funding is required to provide substitutes for teachers.	Academic Support Program	09/30/2014	02/16/2015	\$1500	Administration , Instructional Coach, Grade Level PLCs, Instructional Support Personnel
<b>Total</b>					<b>\$1700</b>	

### Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Remediation/Acceleration Based on Schoolnet Skills Mastery	Students will be given opportunities for remediation or acceleration by skill/concept based on performance indicated on Schoolnet assessments in ELA, Math, & Science. These opportunities will take place in a combined format of time during the instructional day and at regular increments throughout the year after school.	Direct Instruction	09/08/2014	05/15/2015	\$7000	Classroom Teachers, Instructional Coach, Administration , Support Personnel
Monitoring the Implementation of Staff Recognition Program	Monitor the implementation of staff recognition program through the use of teacher surveys, feedback forms, and regular data reviews of items that can be evaluated numerically (ex. decrease in staff absences after implementing 3 months of recognition program for staff members with perfect attendance.)	Policy and Process	08/18/2014	06/12/2015	\$500	Administration , SIT, HR/Staff Morale Correlate, All Staff
<b>Total</b>					<b>\$7500</b>	

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------------	----------	-------------------	-------------------

# Warrenwood Elementary 2014-16 SIP

Warrenwood Elementary School

PBIS Training for Staff Members	Train all staff members, beginning with classroom teachers by grade level teams, in PBIS model, focusing on schoolwide expectations matrix, positive rewards system, explicit instruction of school rules, and positive strategies to address inappropriate behaviors in the classroom and in the school.	Professional Learning	08/18/2014	06/05/2015	\$150	PBIS Team, Administration, and Staff
<b>Total</b>					<b>\$150</b>	

## No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Ongoing Discipline Data Review & Analysis	The PBIS Team will meet monthly to analyze all available discipline data, determine trends or patterns, share findings with all staff at faculty meetings, and provide ongoing and specific training to staff as needed.	Behavioral Support Program	09/24/2014	06/03/2015	\$0	PBIS Team, Administration, & Staff
Focused Learning Walks/Observations	Administration & Instructional Coach will engage in focused learning walks, formal observations, and informal observations. Ongoing constructive feedback will be provided to individuals, Grade Level PLCs, and the school as a whole to improve instruction and successful implementation of state standards for instruction.	Academic Support Program	08/26/2014	06/10/2015	\$0	Administration, Instructional Coach
Development, Implementation, and Monitoring of Professional Development Timeline	Student Achievement/Professional Development Correlate will utilize all available data to develop, implement, and monitor a Timeline of Professional Development Activities that are specific to our school, teacher needs, and most importantly, the needs of our students. This plan will be evaluated annually by compiling teacher/staff feedback and analyzing student outcomes for improvement.	Professional Learning	08/18/2014	06/10/2016	\$0	Administration, SIT, Student Achievement/Professional Development Correlate, All Staff
Schoolnet ELA, Math, and Science Assessments	Students will be administered Schoolnet ELA, Math, and Science Assessments on a regular basis to diagnose mastery of state standards and grade level concepts. This will allow teachers to plan for individualized instruction and provide targeted remediation/acceleration as well as allow administration and the instructional coach to assist if there need to be significant changes to instructional methods in specific classrooms. There will be an emphasis on narrowing the focus to specifically utilize those assessments that have already been built/previewed by the Elementary C & I Team to ensure alignment, rather than teachers creating their own assessments.	Academic Support Program	09/05/2014	05/22/2015	\$0	C & I/Elementary Education Staff, Administration, Instructional Coach, Classroom Teachers
Terrific Kid Recognition	Students will be recognized monthly for exemplifying the identified character trait as outlined in Core Essentials materials.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	PBIS Team, Classroom Teachers, Terrific Kid Representative

**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

Develop & Implement Plan to Address Targeted Areas from 2014 NC Teacher Working Conditions Survey	After having thoroughly analyzed the targeted areas from the 2014 NC TWC results, the School Improvement Team will develop and implement a strategic plan to address possible root causes identified through their discussion and data review.	Other	08/18/2014	06/11/2015	\$0	School Improvement Team Members, HR/Staff Morale Correlate, All Staff
Monitor Core Essentials Implementation	Monitor the implementation of Core Essentials components in the classroom through walk through and program fidelity checks.	Other	09/05/2014	06/05/2015	\$0	PBIS Team, Counselor, Administration
Weekly Classroom Guidance	School Counselor will provide weekly classroom guidance lessons for all students in grades 3-5 as a proactive measure to address character concepts and age-appropriate topics to assist with building self-esteem, developing appropriate peer relationships, and to provide students basic coping skills.	Behavioral Support Program	08/26/2014	06/10/2016	\$0	Administration (scheduling), Counselor, Classroom Teachers (making counselor aware of specific needs)
Facilitated Grade Level PLCs	The Instructional Coach and/or Administrative Team will facilitate Grade Level PLC meetings to analyze Reading 3D assessments, School Net assessments, Words Their Way assessments, EOG scores, and 3rd grade Read to Achieve passages to group students for differentiated small group ELA and Math instruction and determine appropriate lessons to meet the needs of each learner.	Academic Support Program	09/01/2014	06/10/2015	\$0	Grade Level PLCs, Instructional Coach, Administrative Team
Blocking for Core Instruction at Grades 4 and 5	Formal and informal data indicated a need for teachers to specialize in one specific core subject area as well as provide students and teachers opportunities for a variety of interactions throughout the day. 5th Grade: ELA/Math/Science are the three core areas that the three teachers specialize in and students will rotate through. 4th Grade: ELA/Math/Science & Social Studies are assigned to the three teachers. Science and Social Studies are not EOG tested, but will prep for 5th grade testing for promoted students.	Academic Support Program	08/18/2014	06/10/2015	\$0	Administration, Instructional Coach, 4th & 5th Grade Teachers, Instructional Support Staff
CPI Non-Violent Crisis Intervention Training	All staff will be trained in intervention de-escalation techniques from a certified trainer from the CCS Exceptional Children's Department.	Professional Learning	08/18/2014	12/12/2014	\$0	PBIS Team Members, Administration, Staff
Science Teacher for Grade 3	Certified Teacher (Science Lab Teacher) will be responsible and have scheduled classes for all third grade regular science instruction.	Academic Support Program	08/26/2014	06/10/2015	\$0	Administration, Science Lab Teacher, 3rd Grade Teachers, Instructional Coach



**Warrenwood Elementary 2014-16 SIP**

Warrenwood Elementary School

PBIS Implementation	Monitor the implementation of PBIS strategies and schoolwide processes related to PBIS through data analysis, observation, informal walk-throughs, surveys, and student interviews.	Behavioral Support Program	09/05/2014	06/10/2015	\$0	PBIS Team, Administration, All Staff Members, CCS PBIS Staff
Differentiation Training for ELA & Math	All teachers will receive ongoing professional development throughout the school year in order to gain knowledge of appropriate strategies for differentiation in ELA and Math for small group instruction. There will be a focus on providing challenging instruction for all levels of learners from intensive to advanced.	Professional Learning	08/18/2014	06/10/2015	\$0	Administration, Instructional Coach, Student Achievement/ Professional Development Correlate
<b>Total</b>					\$0	

**LEA or Charter Name/Number:**

Cumberland County Schools - 260

**School Name:**

Warrenwood Elementary

**School Number:**

450

**Plan Year(s):**

2014-2016

**Voting:** All staff must have the opportunity to vote anonymously on the School Improvement Plan.

**# For**

48

**# Against**

2

**Percentage For**

96%

**Date approved by Vote:**

8/21/2014

### School Improvement Team Membership

*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	Year elected
Principal	Ann-Marie Palmer	NA
Assistant Principal Representative	Dawn Krawczyk	NA
Teacher Representative	K-Aboushusha	2014
Inst. Support Representative	Amy Gibson-Instructional Coach	2014
Teacher Assistant Representative	Cecelia Calloway	2014
Parent Representative	Bernard Pearson	2014
Additional Representative	1-Shonette Pierce	2014
Additional Representative	2-Thema Glover-Co-Chairperson	2013
Additional Representative	3-Kimberly Burris-Co-Chairperson	2013
Additional Representative	4-Jennifer Kiehlmeier	2014
Additional Representative	5-Susan Mescall	2013
Additional Representative	EC-Brenda Henderson	2013
Additional Representative	Resource-Susan Chappell	2014
Additional Representative	Parent-Lyle Parker-PTA President	2013

Additional Representative	Parent-Edilma Morales	2014
Additional Representative	Parent-Laura Michael	2014

**School-Based Management and Accountability Program  
Summary of School-based Waiver Requests  
Program Years: 2014-2016**

**Instructions:** Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

**LEA or Charter School Name/Number:** Cumberland County Schools - 260

**School Name:** Warrenwood Elementary

**Waivers**

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

**Allowable Waivers and Conditions**

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

**DPI allowable waiver (Elementary Schools only)**

1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)

**Allocation of Teachers: Class size - Flexibility**

YES

2. *Identify the law, regulation, or policy from which exemption is requested.*

**G.S. 115C-301, (C) Class Size**

3. *State how the waiver will be used.*

to increase class sizes if needed

4. *State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.*

students may be in larger classes due to personnel cuts

## Remediation Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:

Warrenwood Elementary

Year:

2014-2016

## Description of the Plan

Purpose:	The purpose of this plan is to provide supplemental instruction to at-risk students to ensure mastery of course objectives and/or specific graduation requirements.
Delivery:	This purpose will be achieved through the use of one-on-one tutoring, small group tutoring, instructional technology support, and afterschool/Saturday tutoring sessions.
Students Served:	Students at intensive and strategic levels as indicated by MCLASS; Students who are falling back from proficient levels during progress monitoring as well. Students identified as not reaching mastery on various grade level standards as indicated by available assessments and class performance.

## Budget Amount

### AMOUNT

Total Allocation:

\$38,467.60

## Budget Breakdown

### AMOUNT

Personnel:

Remediation Planning Days (2-Saturdays); Includes 20 Teachers @ approx. \$25 per hr.3 hrs. per day	\$3,000.00
Saturday Academies- (4- Saturdays); Grades 2-5; 18 Teachers @ \$25 per hr. 3 hrs. per day;	\$5,400.00
(15) Teachers for After School Remediation Sessions (4hrs/wk) 1 Teacher X 4 hours=4 hoursX \$30=\$120 15 teachers X \$120=\$1800/\$1800 X 6 weeks=\$	\$10,800.00

Materials & Supplies:	Reading A-Z Renewal; Raz Kids Renewal with additional Early Learning bundle and Science component-Computer Software Subscriptions	\$10,000.00
	Reading A-Z Renewal; Raz Kids Renewal with additional Early Learning bundle and Science component-Computer Software Subscriptions	\$1,500.00
	Tablets & Headphones to utilize online programs listed above and allow students to use independently in classroom (use all available funds until balance is depleted)	\$7,767.60
		<b>AMOUNT</b>
Transportation:		
<b>Grand Total:</b>		<b>\$38,467.60</b>

**Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down***

Y	PEP
Y	Student Activity Log
Y	Other (If yes, specify in the box below):
	SchoolNet Assessments, CCS Benchmarks, EOG Scores, MCLASS Data

# Title II Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:   
 Year: 2014-2015

## Description of the Plan

Purpose:	The purpose of this plan is to provide a detailed description of staff development expenditures.
----------	--

## Budget Amount

### AMOUNT

Total Allocation:	\$1,830.00
-------------------	------------

## Budget Breakdown

**Briefly describe the title of and purpose for the staff development:**

Staff Development  
1

**Guided Planning in Response to Data Led by Math Curriculum Specialist (2-5) mid-end November (EOG data received); follow up walk-throughs, feedback, adjustments to instruction**

### Description

### AMOUNT

Personnel:	7 substitutes @ \$100 per day (4/4 11/21/13 two half day sessions & 3/3 11/22/13 two half day sessions)	\$700.00
Training materials:	Notebooks, highlighters, post-its, etc.	\$200.00





Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		
Follow up activities		
Total for staff development 2: This cell will automatically total for you		\$650.00

<b>District Wide Components</b>		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	Y
Duty free planning time	<b>Please describe approximately how much planning time your teachers have during a week: Our classroom teachers have approximately 3.75 hours of duty free planning time scheduled into the school day with an additional 2 hours set aside after school on Mondays and Wednesdays that is either used for professional development, staff meetings, or open for planning of their choice.</b>	
PBIS school	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.	Y
PBIS rating from previous year	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	Model

<p>Parental Involvement</p>	<p>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):  <b>Parent involvement activities at our school are scheduled monthly and include, but are not limited to: Math &amp; Science Night, Curriculum Night, Technology Night, Assessment Workshop (Reading 3D, Home Base, Schoolnet &amp; EOG), Parent Portal, Math &amp; Science Problem Solving Workshops, Literacy At School &amp; In the Home, Homework Helpers, PBIS, Family Read-Ins; Parent-teacher conferences are scheduled formally twice a year at the end of each of the first two nine-weeks. This year our Home-School Relations Correlate will specifically address areas from the NC TWC Survey as well as establishing specific parameters for teachers to demonstrate proficiency in the area of school to parent communication on a regular basis.</b></p>
<p>Safe and Orderly schools</p>	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
<p>Review of the SIP plan and notification of changes</p>	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>