

**Glendale Acres Elementary School**  
**2014-2016 School Improvement Plan**

Glendale Acres Elementary School  
Cumberland County School System

Donna B Vann, Principal  
2915 Skycrest Drive  
Fayetteville, NC 28304

# TABLE OF CONTENTS

Overview .....	1
Goals Summary .....	2
Goal 1: 2014-2016 To create a safe and caring climate that enhances learning .....	3
Goal 2: 2014-2016 To expect academic growth by all children .....	3
Goal 3: 2014-2016 To promote continuous quality improvement .....	3
Goal 4: 2014-2016 To select, recruite, and retain, the very best personnel .....	4
Activity Summary by Funding Source .....	5

## **Overview**

### **Plan Name**

Glendale Acres Elementary School 2014-2016 School Improvement Plan

### **Plan Description**

School Improvement Plan

## 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	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
2	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$0
3	2014-2016 To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$4650
4	2014-2016 To select, recruit, and retain, the very best personnel	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0

## Goal 1: 2014-2016 To create a safe and caring climate that enhances learning

**Measurable Objective 1:**

demonstrate a behavior of a safe and caring environment that promotes success by 06/10/2015 as measured by a decrease behavior referrals.

**Strategy 1:**

School-wide Discipline Plan - Using the student's 2 initials and the stop light method , each day every student starts out on green. The first infraction, the student loses the first initial; second infraction the student loses the second initial; third infraction the student moves from green to yellow; and the fourth, the student is then on red. When a student has 3 red days in one given month, they will stay after school where they will reflect on their behavior and how they can change it.

Activity - Fidelity to the School-wide Discipline Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All faculty and staff will consistently enforce school-wide rules and follow the same discipline procedures with fidelity.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	No Funding Required	All faculty and staff

## Goal 2: 2014-2016 To expect academic growth by all children

**Measurable Objective 1:**

90% of All Students will demonstrate a proficiency and growth on grade level standards in Mathematics by 06/03/2015 as measured by state assessments.

**Strategy 1:**

Math Data - Teachers will meet vertically and by grade level to identify math skills that need to be targeted as indicated by student data.

Activity - Data Talks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Classroom teachers will meet vertically and in grade levels to discuss Math data and plan accordingly to meet identified needs.	Professional Learning	08/19/2014	06/05/2015	\$0	No Funding Required	Instructional Coach, Classroom Teachers, Administration

## Goal 3: 2014-2016 To promote continuous quality improvement

**Measurable Objective 1:**

collaborate to increase student achievement levels in Reading by 06/03/2015 as measured by Reading 3D data.

**Strategy 1:**

Reading 3D Data - with progress monitoring and the use of m-Class and the Burst Reading Remediation Program.

Research Cited: Reading 3D assessment reports

Activity - Data Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train K-2 teachers in the use of data to drive instruction..	Professional Learning	08/19/2014	06/03/2015	\$0	No Funding Required	Instructional Coach, Classroom Teachers. Administration

Activity - Reading Remediation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement the Burst Reading Program for at-risk students.	Academic Support Program	09/08/2014	05/29/2015	\$4650	State Funds	Remediation Tutor, Classroom Teachers, Instructional Coach. Administration

**Goal 4: 2014-2016 To select, recruit, and retain, the very best personnel**

**Measurable Objective 1:**

collaborate to select and maintain the very best personnel at Glendale Acres by 05/29/2015 as measured by the School Report Card, surveys, and NCEES.

**Strategy 1:**

Select and Retain Personnel - Grade level and vertical team PLCs will interview and select personnel. The new staff member will receive essential support from their learning communities, as well as, from the Instructional Coach and Administration.

Activity - Hire and Retain the Best Personnel	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Candidates will be interviewed by the members of the grade level and vertical teams that have a vacancy. They will suggest the candidate they would like to work with and the reasons why. These same teams will be ongoing, global support for the new personnel and for each other.	Recruitment and Retention	07/01/2014	06/30/2015	\$0	No Funding Required	Certified Staff Administrators

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Remediation	We will implement the Burst Reading Program for at-risk students.	Academic Support Program	09/08/2014	05/29/2015	\$4650	Remediation Tutor, Classroom Teachers, Instructional Coach, Administration
<b>Total</b>					\$4650	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Hire and Retain the Best Personnel	Candidates will be interviewed by the members of the grade level and vertical teams that have a vacancy. They will suggest the candidate they would like to work with and the reasons why. These same teams will be ongoing, global support for the new personnel and for each other.	Recruitment and Retention	07/01/2014	06/30/2015	\$0	Certified Staff Administrators
Data Talks	Classroom teachers will meet vertically and in grade levels to discuss Math data and plan accordingly to meet identified needs.	Professional Learning	08/19/2014	06/05/2015	\$0	Instructional Coach, Classroom Teachers, Administration
Fidelity to the School-wide Discipline Plan	All faculty and staff will consistently enforce school-wide rules and follow the same discipline procedures with fidelity.	Behavioral Support Program	08/26/2014	06/10/2015	\$0	All faculty and staff
Data Professional Development	Train K-2 teachers in the use of data to drive instruction..	Professional Learning	08/19/2014	06/03/2015	\$0	Instructional Coach, Classroom Teachers, Administration
<b>Total</b>					\$0	

**LEA or Charter Name/Number:**

Cumberland County Schools - 260

**School Name:**

Glendale Acres Elementary School

**School Number:**

363

**Plan Year(s):**

2014-2016

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

**# For**

32

**# Against**

0

**Percentage For**

100%

**Date approved by Vote:**

8/18/2014

### 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	Donna B. Vann	
Assistant Principal Representative	Dr. Julie Dees	
Teacher Representative	Alice Bender	2014
Inst. Support Representative	Lisa Clay	2014
Teacher Assistant Representative	Jacqueline McDuffie	2013
Parent Representative	Samantha Leith	2013
Parent Representative	Tiffany McMillan	2013
Additional Representative	Mary Pat McDonald	2014
Additional Representative	Nicole Arnette	2013
Additional Representative	Kristen Roller	2013
Additional Representative	Barbara White	2013
Additional Representative	Laura Stilwell	2014
Additional Representative		



**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:**

Glendale Acres Elementary School

**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**

No

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.

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

## Remediation Plan

School: Glendale Acres Elementary School

Year: 2014-2016

### Description of the Plan

Purpose: To provide supplemental instruction to at-risk and low-performing students to raise academic achievement in Math and English Language Arts. This plan will help prepare students in Kindergarten and First Grade to read at grade level by the time they enter 2nd Grade.

Delivery:	The purpose will be achieved through a variety of in-school remediation services for Math and Reading. All grade levels will receive remedial instruction by means of inclass, one-on-one, center activities, pullout and small group tutoring, and instructional technology.
Students Served:	These services will be provided to all at-risk K-2 students.

<b>Budget Amount</b>	<b>AMOUNT</b>
Total Allocation:	\$18,173.85

<b>Budget Breakdown</b>	<b>AMOUNT</b>	
Personnel:	10% Remediation Teacher	\$5,012.65
	Hourly Tutor: one @ \$10.00 - 225 hours of Math Remediation Tutor	\$2,422.13
	Hourly Tutor: one @ 12.50 - 225 hours of Reading Remediation Tutor	\$3,027.66

Materials & Supplies:	i-Ready Web-based Remediation Math Program	\$1,155.60
	Discovery Education Subscription	\$2,782.00
	Brain-Pop web-based Subscription	\$990.00
	Burst Reading Kit and Intervention Student Subscriptions	\$1,891.50
	English/Language Arts Intervention Materials	\$892.31

<b>Grand Total:</b>	<b>\$18,173.85</b>
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Monitoring & Evaluating Tools: <i>Indicate Yes or No by selecting Y or N from drop-down</i>	
Y	PEP
Y	Student Activity Log
Y	Other (If yes, specify in the box below):

Assessment Data (to include, but not limited to, m-Class and quarterly Math assessments), Progress Reports, Teacher Observation, Targeted Assessment Forms

## Title II Plan

School: Glendale Acres Elementary 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: \$1,098.00

### Budget Breakdown

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

#### Staff Development 1

**One teacher from each of the 3 grade levels will be allotted budgeted money to pay for registration fees, a substitute for one day, and one meal to attend a staff development. The purpose of the staff development the teacher will attend is to provide them the opportunity to examine, practice, and share strategies that can be used to improve instruction.**

**Description**

**AMOUNT**

#### Personnel:

3 Substitutes for one day @ \$97.00	\$291.00
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Training materials:		
Registration/Fees:	3 Registration Fees @ \$250.00	\$750.00
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:	3 meals @ \$19.00	\$57.00
Consulting Services:		
Follow up activities	Each attendee will present the strategies and ideas with their grade level.	
	Total for staff development 1:	\$1,098.00
<b>Grand Total:</b>		<b>1098.00</b>

District Wide Components		
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	Please describe approximately how much planning time your teachers have during a week:  6 hours per week	
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.	N

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:	N/A
Parental Involvement	<p><b>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</b></p> <p>At Glendale Acres we start our school year off with a <i>Back to School Fair</i> for the parents and students to experience a positive atmosphere and learn about the many volunteer opportunities they can become involved with. We are planning <i>Volunteer Training Workshops</i> for our parent volunteers. We have 4 general PTA meetings with the first one being a <i>Curriculum Night</i>. Although P/T Conferences are held throughout the year, we have scheduled conferences in November and in February. Our conferences are <i>Parent/Teacher/Student Conferences</i>. Our <i>Tutoring Program</i> is a result of working collaboratively with the PTA to set up specific volunteers to tutor at-risk students. In March we do T.A.C.O. Tuesday Curriculum Night (Together Achieving Curriculum Objectives) for the entire family to enjoy.</p>	
Safe and Orderly schools	<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>	
Review of the SIP plan and notification of changes	<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>	