

# **Lillian Black Elementary 2014-2016**

## **School Improvement Plan**

Lillian Black Elementary School  
Cumberland County School System

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Spring Lake, NC 28390

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## Overview

### Plan Name

Lillian Black Elementary 2014-2016 School Improvement 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	2014-2016: To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$0
2	2014-2016: To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$1500
3	2014-2016: To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$0

## Goal 1: 2014-2016: To promote continuous quality improvement

### Measurable Objective 1:

collaborate to analyze student data, share instructional strategies, and plan for instruction utilizing Common Core by 05/29/2015 as measured by student achievement data .

### Strategy 1:

Team Collaboration and Data Dissaggregation - PLC meetings will be conducted throughout the year. Teachers will use data notebooks and assessment results to disaggregate data and plan for instruction and remediation. It will be monitored by the administrative team and requires no funding.

Activity - Team Collaboration and Data Dissaggregation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PLC meetings will be conducted throughout the year. Teachers will use data notebooks and assessment results to disaggregate data and plan for instruction and remediation. It will be monitored by the administrative team and requires no funding.	Direct Instruction	09/02/2014	05/29/2015	\$0	No Funding Required	Classroom Teachers and Administrative Team

Activity - Team Collaboration and Data Dissaggregation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize, organize, and maintain Data Boards to showcase growth and areas of improvement for Reading and Math. This activity will be monitored and also utilized by the administration team. There is no funding needed for this activity.	Direct Instruction	09/30/2014	05/29/2015	\$0	No Funding Required	Teachers and Administration team

## Goal 2: 2014-2016: To create a safe and caring climate that enhances learning

### Measurable Objective 1:

collaborate to increase positive behavior in the school environment by 03/31/2015 as measured by PBIS SET Evaluation score.

### Strategy 1:

PBIS Implementation - Over the course of the school year, a PBIS Team will attend training, collaborate to refine PBIS expectations, and develop an updated set of expectations that model good behavior. It will be evaluated through the PBIS SET score and monitored by the administrative team. It will require funding Title I and PTO.

Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Over the course of the school year, the PBIS team will collaborate to refine PBIS expectations, and develop an updated set of expectations that model good behavior. It will be evaluated through the PBIS SET score and monitored by the administrative team. It will require funding Title I and PTO.	Behavioral Support Program	09/02/2014	03/31/2015	\$1500	Title I Schoolwide	PBIS Team, Classroom Teachers, Administrative Team
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Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school will form an independent PBIS committee in which all members will receive required training to enable them to implement PBIS more thoroughly. The team will collaborate with SST to analyze discipline data and use the data to implement consistent behavior interventions within the school setting. This activity will be evaluated with the PBIS SET score and monitored by the administrative team.	Professional Learning	09/01/2014	03/31/2015	\$0	No Funding Required	PBIS Team, SST, Administrative Team

### Goal 3: 2014-2016: To expect academic growth by all children

#### Measurable Objective 1:

75% of All Students will demonstrate a proficiency and growth on grade level standards in Mathematics, in Science, and in English Language Arts by 06/10/2015 as measured by Reading 3D Assessments and End of Grade Tests.

#### Strategy 1:

Differentiated Instruction across the Curriculum - Teachers will use K-2 Math Assessments, Reading 3D progress monitoring data, Read to Achieve data, School Net, and Benchmarking Data to group students for remediation. This will be monitored by the administrative team. The strategy will not require any funding from the school.

Activity - Differentiated Instruction Across the Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use K-2, Math Assessments, Reading 3D progress monitoring data, Read to Achieve data, School Net, and Benchmarking Data to group students for remediation. This will be monitored by the administrative team. The strategy will not require any funding from the school.	Academic Support Program	09/02/2014	06/10/2015	\$0	No Funding Required	Teachers, Remediation Teachers, Administrative Team

Activity - Differentiated Instruction Across the Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize a built in remediation block into their instructional schedule to implement specific interventions based on Data. They will collaborate with other teachers to provide extra support (i.e. teachers may block during this time for specific groups in specific standards-one teacher may teach students who have mastered the standard and can build on what they already know, while the other teacher provides extra support for students who have not). The activity will be evaluated through student test scores. There will be no funding required for this activity. It will be monitored by the administrative team.	Academic Support Program	09/01/2014	05/15/2015	\$0	No Funding Required	Teachers and Administrative Team

## 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
PBIS Implementation	Over the course of the school year, the PBIS team will collaborate to refine PBIS expectations, and develop an updated set of expectations that model good behavior. It will be evaluated through the PBIS SET score and monitored by the administrative team. It will require funding Title I and PTO.	Behavioral Support Program	09/02/2014	03/31/2015	\$1500	PBIS Team, Classroom Teachers, Administrative Team
<b>Total</b>					\$1500	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Team Collaboration and Data Dissaggregation	PLC meetings will be conducted throughout the year. Teachers will use data notebooks and assessment results to disaggregate data and plan for instruction and remediation. It will be monitored by the administrative team and requires no funding.	Direct Instruction	09/02/2014	05/29/2015	\$0	Classroom Teachers and Administrative Team
Differentiated Instruction Across the Curriculum	Teachers will use K-2, Math Assessments, Reading 3D progress monitoring data, Read to Achieve data, School Net, and Benchmarking Data to group students for remediation. This will be monitored by the administrative team. The strategy will not require any funding from the school.	Academic Support Program	09/02/2014	06/10/2015	\$0	Teachers, Remediation Teachers, Administrative Team
Team Collaboration and Data Dissaggregation	Teachers will utilize, organize, and maintain Data Boards to showcase growth and areas of improvement for Reading and Math. This activity will be monitored and also utilized by the administration team. There is no funding needed for this activity.	Direct Instruction	09/30/2014	05/29/2015	\$0	Teachers and Administration team

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Differentiated Instruction Across the Curriculum	Teachers will utilize a built in remediation block into their instructional schedule to implement specific interventions based on Data. They will collaborate with other teachers to provide extra support (i.e. teachers may block during this time for specific groups in specific standards-one teacher may teach students who have mastered the standard and can build on what they already know, while the other teacher provides extra support for students who have not). The activity will be evaluated through student test scores. There will be no funding required for this activity. It will be monitored by the administrative team.	Academic Support Program	09/01/2014	05/15/2015	\$0	Teachers and Administrative Team
PBIS Implementation	The school will form an independent PBIS committee in which all members will receive required training to enable them to implement PBIS more thoroughly. The team will collaborate with SST to analyze discipline data and use the data to implement consistent behavior interventions within the school setting. This activity will be evaluated with the PBIS SET score and monitored by the administrative team.	Professional Learning	09/01/2014	03/31/2015	\$0	PBIS Team, SST, Administrative Team
<b>Total</b>					\$0	



**LEA or Charter Name/Number:**

Cumberland County Schools - 260

**School Name:**

Lillian Black Elementary

**School Number:**

316

**Plan Year(s):**

2014-2016

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

**# For**

19

**# Against**

0

**Percentage For**

100%

**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	Brenda Ware-McAllister	2012
Assistant Principal Representative	Wesley Thomas Fulmore	2014
Teacher Representative	Jackie Kirkman	2013
Inst. Support Representative	Juanita Bethea	2012
Teacher Assistant Representative	Clarence Hodges	2013
Parent Representative	Latosha Rhodes	2013
Additional Representative	Ashley Teets	2013
Additional Representative	Karen Myers	2012
Additional Representative	Katherine Cannon	2013

## 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:**

### 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 reduce class sizes in selected grade levels by reallocating the allotted teacher number in grades K-5.

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

Students in critical needs areas will receive more direct instruction with reduced class sizes.

## 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: Lillian Black 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 one-on-one tutoring, small group tutoring, instructional technology support and Saturday review sessions. The Saturday Academy provides intensive review sessions for EOG/EOC tested areas. Staff members will work after school and on Saturdays.
Students Served:	All grade levels will receive remediation/ acceleration services.



## Budget Amount

### AMOUNT

Total Allocation:

\$30,737.00



## Budget Breakdown

### AMOUNT

Personnel:

Remediation Tutor (80%)

\$24,000.00


Materials & Supplies:	EOG NC Ready Prep Books-Curriculum Associates (\$15 x 100)	\$1,500.00
	Calculators, pencils, batteries	\$1,000.00
	Classroom Novel Sets and Scholastic News Subscription	\$3,500.00
		<b>AMOUNT</b>
Transportation:		
<b>Grand Total:</b>		<b>\$30,000.00</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):

# 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: Lillian Black Elementary  
 Year: 2014-2015

## Description of the Plan

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

### AMOUNT

Total Allocation:	\$2,600.00
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## Budget Breakdown

Staff Development  
1

**A skilled mentor (as recommended by the Beginning Teacher's Office will work with our first year teachers. This retired teacher will provided intense mentorship to ensure success to our new teachers.**

### Description

### AMOUNT

Personnel:	Retired Teacher @ \$30.00 an hour for 40 hours	\$1,200.00
Training materials:		

Registration/Fees:

Travel:

Mileage/Airfare:

Lodging/Meals:

Consulting Services:

Follow up activities

Total for staff development 3:  
This cell will automatically total for you

\$1,200.00

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

Staff Development  
2

Data Review Days with each grade level

**Description**

**AMOUNT**

Personnel:

November and February Sessions- 13 teachers - 1/2 day substitute teacher(\$40)

\$1,040.00

Training materials:

Registration/Fees:

Travel:

Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		
Follow up activities		
Total for staff development 4: This cell will automatically total for you		\$1,040.00

<b>District Wide Components</b>		
Duty Free Lunch	<b>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.</b>	Y
Duty free planning time	<b>Please describe approximately how much planning time your teachers have during a week:</b> 40 minutes per day (40 min x 5 days) = 200 minutes = 3 hours 20 minutes per week	
PBIS school	<b>Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.</b>	Y
PBIS rating from previous year	<b>Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:</b>	Green Ribbon



<p>Parental Involvement</p>	<p><b>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.): We will have a minimum of one Parent Involvement Meeting monthly. We will alternate between daytime and nighttime meetings to accomodate all parents. We will also employ a part-time parent facilitator to coordinate volunteers and events.</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>