



WHITE OAK ELEMENTARY SCHOOL

OFFICE OF THE PRINCIPAL

Michelle White
Principal

111 Sandy Ridge Road
Edenton, NC 27932
Telephone: (252) 221-4078 Fax: (252) 221-4552

Sarah W. McLaughlin
Assistant Principal

Edenton-Chowan Schools

Annual School Improvement Plan **Amendment** Approval

The White Oak Elementary School Improvement Team met on September 18, 2012 and approved the attached **Amended** School Improvement Plan for school year 2012- 2013.

Beth Brabble

Signature

Susan R. Deid

Signature

Imy B. Hudio

Signature

Bea

Signature

Sarah W. McLaughlin

Signature

Bess Little

Signature

Cindy Woolsey

Signature

Heather Copeland

Signature

Jennifer Sykes

Signature

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Amanda B. Bawden

Signature

Janet Atkinson

Signature

Nympna Madigan

Signature

Julie Johnson

Signature

Signature

The faculty met on 9-21-2012 and voted to approve the attached **Amended** School Improvement Plan for school year 2012- 2013. The recorded faculty vote was 47 in favor and 0 opposed.

Michelle White

Principal

9-21-12

Date

**White Oak Elementary School
School Improvement Plan
2011-2014**

STATEMENTS OF ASSURANCE

- 1. General --** The School Improvement Plan (SIP) for White Oak Elementary is developed and approved in accordance with the provisions of G.S. 115C-105.27.
- 2. Professional Development –** As prescribed by G.S. 115C-105.30 over 75% of the state staff development funding allotment has been distributed to our school. The school improvement team insures that these funds are used to implement the school improvement plan. All staff development activities in this school embrace the professional development vision adopted by the North Carolina State Board of Education in March 2003.

Classroom practice and school leadership in North Carolina will be improved through tailored, intensive professional development that includes follow-up, support, practice, feedback and evaluation. It is a collaborative effort that provides every student access to a competent, caring and highly-qualified teacher. All fiscal and human resources within the educational community support classroom instruction and interactions that prepare students to thrive and contribute to a complex, dynamic global and multicultural society. Activities result in implementation of classroom practices that lead to improved student achievement.
- 3. Planning Time and Duty-Free Lunch –** In accordance with G.S. 115C-105.27(b)(6.) there is a plan in place to assure planning time during the regular student contact hours and duty-free lunch to the extent resources are available. Our school planning team has developed a lunch duty plan that has been shared and approved according to the School Improvement Plan approval process. In addition, a planning time schedule has been developed, shared and approved that details our progress in providing a minimum of five hours of planning time per week for every teacher.
- 4. Safe Schools Plan --** In accordance with G.S. 115C-105.47 our school has developed a safe school plan, which promotes a climate of respect and appropriate personal conduct for students and school personnel, and provides for safety, security and order. This plan is on file in the principal's office.
- 5. Healthy Active Children (K-8 schools) –** The components of State Board of Education policy HSP-S-000 Healthy Active Children (HAC) have been considered in the school plan and are imbedded in the school schedule. The school is committed to providing regular physical activity for students both with a physical education specialist and during recess. In accordance with HSP-S-000 recess will not be taken away as a punishment.

6. Reading by Grade 2 – Embedded throughout the school improvement plan are projects and initiatives to achieve the goal that students will read at grade level by the time they enter second grade. The improvement strategies include the use of assessments to monitor student progress in learning to read, research based interventions for students having difficulty, and best practice staff development for teachers. In accordance with legislative requirements, the school has processes in place for notifying parents or guardians when the child is not reading at grade level or may not be reading at grade level when s/he enters second grade.

North Carolina's Goals

Goal 1: NC public schools will produce globally competitive students.

Goal 2: NC public schools will be led by 21st century professionals.

Goal 3: NC public schools will be healthy and responsible.

Goal 4: Leadership will guide innovation in NC public schools.

Goal 5: NC public schools will be governed and supported by 21st century systems.

White Oak Elementary's Goals 2011-2014

Student Learning Goals

1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix.
2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix.
3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix.
4. 100% of the students in pre-kindergarten will be exposed to instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products.
5. 100% of the students in kindergarten through second grade will be engaged in instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products.

Organizational Effectiveness Goals

1. 91% of faculty and staff will engage in meaningful and regular communication and collaboration as measured by the annual Community Building Survey and administrative walkthroughs and observations.
2. 80% of faculty and staff will indicate that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey.

Projects

1. Establish SMART goals/Learning Targets in the areas of math, reading, and writing using data from 21st century assessment tools (such as mClass Reading and Kamico) to determine next teaching steps for whole classes, small groups, and individual students. (NCG 1, NCG 2, NCG 5, SLG 1)
2. Provide high quality staff development in the Common Core Standards (reading and math) and Essential Standards in science, social studies, and information skills and technology. (NCG 1, NCG2, NCG 4, SLG 1)
3. Implement year 2 of 2/3 looping classes in order to facilitate a seamless transition from primary grades to intermediate grades. (NCG 1, NCG 3, OEG 1)
4. Develop comprehensive curriculum maps and integrated units based on the Common Core and Essential Standards and incorporate technology, information skills, and cultural arts. (NCG 1, NCG 2, SLG 1, SLG 2, OEG 1)
5. Establish a Parent/Community Education and Involvement Committee. This committee's role is to find and implement best practices in communicating with and providing involvement opportunities for all stakeholders. (NCG 1, NCG 2, SLG 1, OEG 1)
6. Implement PreK-2 grade level transition activities/events. (NCG 1, SLG 1, OEG 1)
7. Review the existing professional development plan and develop a more targeted professional development plan for technology for WOS. (NCG 1, NCG 2, NCG 4, NCG 5, SLG 1, SLG 2)
8. Revamp the whole-school PBIS program and create consistent whole class and individual reward systems which are tied into WOS behavior expectations. (NCG3, OEG 2)

Initiatives

1. Continue to investigate and compare data with other schools. (NCG 1, NCG 5, SLG 1, OEG 1)
2. Continue to implement Professional Learning Community (PLC) teams that will effectively use data to inform instruction. (NCG 1, NCG 2, NCG 4, SLG 1, OEG 1)
3. Continue to plan events in order to share with parents the resources and teaching methods used for intervention. (NCG 1, NCG 2, SLG 1, OEG 1)

School Improvement Plan
 Goal Analysis
 White Oak Elementary School
 2011-2014

Student Learning Goals = Met Goal = Improvement over previous year

Goal 1: 75% of the students in kindergarten through second grades will be on grade level on math, reading, and writing K-2 end-of-year assessments.				
Percentage of Students Scoring 80% or Better on the Math Summative Assessment				
	2010-2011	2011-2012	2012-2013	2013-2014
Kindergarten	71%	93%		
First Grade	67%	77%		
Second Grade	40%	67%		
Percentage of Students Reading on Grade Level				
	2010-2011	2011-2012	2012-2013	2013-2014
Kindergarten	85%	76%		
First Grade	80%	89%		
Second Grade	78%	88%		
Percentage of Students with a Writing score of 3 or 4				
	2010-2011	2011-2012	2012-2013	2013-2014
Kindergarten	86%	79%		
First Grade	60%	62%		
Second Grade	38%	49%		
Goal 2: 100% of the students in pre-kindergarten through second grades will utilize 21st Century technology as documented in classroom plans, observations, computer lab logs, curriculum maps and pacing guides.				
Percentage of Students Exposed to Technology				
	2010-2011	2011-2012	2012-2013	2013-2014
Kindergarten	100%	100%		
First Grade	100%	100%		
Second Grade	100%	100%		

Organizational Effectiveness Goals Green = Met Goal Yellow = Improvement over previous year

Goal 1: 90% of faculty and staff will engage in meaningful and regular communication and collaboration as measured by the annual Community Building Survey.				
Teachers and Staff – Average percentage of positive responses to the following four questions: “I am involved in the development of the school’s vision, beliefs, and mission”; “I am regularly involved in making school policies and procedures”; “Teachers in our school play a major role in curriculum alignment”; and “I have meaningful involvement in selecting staff development activities.”				
	2010-2011	2011-2012	2012-2013	2013-2014
Teachers and Staff	84%	75%		
Teachers and Staff – Average percentage of positive responses to the following two questions: “Teachers and staff in our school have a positive and productive relationship with the principals”; “Teachers and staff in our school have a positive and productive relationship with each other”.				
	2010-2011	2011-2012	2012-2013	2013-2014
Teachers and Staff	86%	88%		
Goal 2: 90% of faculty and staff will feel that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey.				
<i>Teachers and Staff - Percent Responding Positively to the Statement “Discipline Problems are handled consistently and in a timely manner”</i>				
	2010-2011	2011-2012	2012-2013	2013-2014
Teachers and Staff	67%	74%		
Goal 3: 85% of parents will become actively involved in one or more school activities each year as evidenced by sign-in logs.				
Percentage of Parents Actively Involved in One or More School Activities				
	2010-2011	2011-2012	2012-2013	2013-2014
Parents	99%	96%		

White Oak Elementary School
 School Improvement Plan
 2012-2013
 Project Sheets

Related to Student Learning Goals #1-3: **1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix. 2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix. 3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Establish SMART goals/Learning Target in the areas of math, reading, and writing using data from 21 st century assessment tools (such as mClass Reading) to determine next teaching steps for whole classes, small groups, and individual students.	Administration Jennifer Bass Teachers	Ongoing	Smart Goals/Learning Targets housed in data notebook	Documented Growth on targeted goals(Kamico, mClass)	

Related to Student Learning Goals #1-5: **1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix. 2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix. 3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix. 4. 100% of the students in pre-kindergarten will be exposed to instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products. 5. 100% of the students in kindergarten through second grade will be engaged in instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Provide high quality staff development in the Common Core Standards (reading and math) and Essential Standards in science, social studies, and information skills and technology.	Administration Jennifer Bass Teachers Curriculum Committee	Ongoing	Sign in sheets, staff development plans, Training agendas	Implementation as documented by lesson plans, walkthroughs, observations	White Oak-Walker Instructional Team meetings

Related to Student Learning Goal #1-3: 1. **78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix.** 2. **95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix.** 3. **82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix.**

Related to Organizational Effectiveness Goal #1: **91% of faculty and staff will engage in meaningful and regular communication and collaboration as measured by the annual Community Building Survey and administrative walkthroughs and observations.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Implement year 2 of 2/3 looping classes in order to facilitate a seamless transition from primary grades to intermediate grades.	WOS, DFW Administration 2/3 teachers	Ongoing	Classes 2/3 looping class schedules Looping meeting minutes	Summative reading, writing, and math scores at WOS/DFW	White Oak-Walker Instructional Team meetings

Related to Student Learning Goal # 1-5: **1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix. 2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix. 3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix. 4. 100% of the students in pre-kindergarten will be exposed to instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products. 5. 100% of the students in kindergarten through second grade will be engaged in instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products.**

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Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Develop comprehensive curriculum maps and integrated units based on the Common Core and Essential Standards and incorporate technology, information skills, and cultural arts. .	Curriculum Committee Teachers	September, October 2012	Curriculum maps Integrated units Lesson Plans	Curriculum maps Integrated units Lesson Plans	

Related to Organizational Effectiveness Goal #1: **91% of faculty and staff will engage in meaningful and regular communication and collaboration as measured by the annual Community Building Survey and administrative walkthroughs and observations.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Establish a Parent/Community Education and Involvement Committee. This committee's role is to find and implement best practices in communicating with and providing involvement opportunities for all stakeholders.	Committee members Administration	Ongoing	Sign in sheets Examples of communications	Community Building Survey results Data showing growth in parent/volunteer involvement	

Related to Student Learning Goals #1-3: : **1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix. 2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix. 3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix.**

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Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Implement PreK-2 grade level transition activities/events.	Administration Classroom Teachers Parent/Community Education and Involvement Committee	May, 2013	Parent sign-in sheet	Attendance Community Building Survey results	

Related to Student Learning Goal #1-5: **1. 78% of the students in kindergarten, 92% of the students in first grade, and 91% of the students in second grade will be on grade level in reading as measured by mClass and the quarterly matrix. 2. 95% of the students in kindergarten, 80% of the students in first grade, and 91% of the students in second grade will be on grade level in math as measured by K-2 assessments, unit tests and the quarterly matrix. 3. 82% of the students in kindergarten, 65% of the students in first grade, and 52% of the students in second grade will be on grade level in writing as measured by the K-2 assessment rubric and the quarterly matrix. 4. 100% of the students in pre-kindergarten will be exposed to instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products. 5. 100% of the students in kindergarten through second grade will be engaged in instructional technology and will acquire 21st century skills as documented in the WOS technology survey, administrative walkthroughs and observations, lesson plans, and products.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students
 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Review the existing professional development plan and develop a more targeted professional development plan for technology for WOS.	Administration Beth Brabble Vann Lassister Curriculum Committee Media/Tech advisory committee	January, 2013	Technology plan Observations Walkthroughs Lesson plans Integrated Units	WOS Technology survey Observations Walkthroughs	

Related to Organizational Effectiveness Goal #2: **80% of faculty and staff will indicate that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey.**

Related to Goal(s) Established by the State Board of Education: Globally Competitive Students 21st Century Professionals Healthy, Responsible Students Leadership for Innovation 21st Century Systems

Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Revamp the whole-school PBIS program and create consistent whole class and individual reward systems which are tied into WOS behavior expectations.	Administration Julia Forehand PBIS Committee WOS Staff	August, 2012	Reward system presentations and memos Walkthroughs observations	WOS Safety Survey results	

White Oak Elementary School
“The Way We Do Business”
2012-2013

Programs and Strategies that impact Student Learning Goals

1. All teachers and teacher assistants participate in professional learning community teams.
2. We provide Reading Recovery, Direct Reading Instruction, Skill Based Intervention and Math Intervention.
3. We have trained Instructional Assistants and other selected staff members in intervention programs and strategies.
4. We are implementing Responsiveness to Instruction (RTI) which assesses for learning difficulties early-on and provides intensive intervention immediately.
5. We have created math check-out games to help parents work with our students who are in the RtI process.
6. We are using mClass Reading for formative and summative assessments, progress monitoring and universal screening.
7. We are using the Harrison Form in order to recognize underserved students that are or have the potential of being AIG/Highflier.
8. We are implementing Letter Land, Read Well, Paws, and Wings for reading intervention.
9. We adopted Scott Foresman Reading Street to help provide a structure for delivering core reading instruction.
10. We are implementing Math Investigations.
11. We are implementing Number Worlds for math Intervention.
12. We implement software resources connected to our core instructional materials—these are often used on our Smart Boards.
13. Every K-2 classroom has a Smart Board and a document camera.
14. Technology is used to support instruction.
15. We have a Teacher Resource Room stocked with leveled readers.
16. We are implementing flexible grouping during reading instruction.
17. We form targeted groups in each grade level for reading.
18. We are in full implementation of Positive Behavior Intervention and Support (PBIS) by developing a systematic approach that establishes and reinforces clear behavioral expectations.
19. We have implemented grade-level field trips to provide common experiences.
20. We have implemented a master schedule that incorporates increased blocks of uninterrupted instructional time for reading.
21. We are implementing administrative walk-throughs.
22. We are providing on-going staff development in RtI , PBIS, and common core curriculum.
23. Global awareness activities are integrated throughout our curriculum.
24. We are investigating the connections between NC Falcon, best practices in the common core curriculum, and the NC Teacher Evaluation Instrument.
25. We have formed school-wide RtI, PBIS, Curriculum, and Parent/Community Education and Involvement Committees
26. We communicate discipline data to faculty at monthly faculty meetings.

27. We schedule recess to cut down on discipline issues outside.

Programs and Strategies that impact Organizational Effectiveness Goals

1. We use flexible conference times and Pre-K home visits in order to conference with as many parents as possible.
2. We provide weekly take-home folders to communicate behavioral and academic information to parents.
3. We provide Open House, Grade Level, Sneak Peek and Family nights such as a Literacy night and a Family Fitness night.
4. We provide childcare at night time events.
5. We communicate with parents via parent newsletters, *Home-School Connections* and *Cubbie Connection*, phone calls, e-mail, webpage, home visits, and conferences. We use Alert Now to contact all parents about major events at school.
6. All staff and visitors wear ID tags.
7. All visitors are required to sign in at the office.
8. We provide a buddy traveling system for students who are out of the classroom without their teacher.
9. Our PreK continues to meet safety and instructional criteria that earns them a superior rating.
10. We have a strong character education (CUBBIE) program which is part of our PBIS initiative. We have the Cubbie Peace Patrol. We have quarterly town meetings- We have whole class and individual incentives for good behavior.
11. We involve the community in PBIS initiatives (e.g. Pizza Hut-Book it, Subway-Great Wall of Attendance).
12. We have monthly School Improvement Team meetings, horizontal grade level meetings, RtI, Curriculum, PBIS committee meetings, and weekly professional learning community team meetings thus involving all staff members in the development of school policies and procedures.
13. We provide staff development in areas targeted in our School Improvement Plan—reading, writing, math, common core curriculum, RtI, and PBIS.
14. We e-mail the Cubbie Connect weekly newsletter and calendar to staff.
15. We create formal Behavior Intervention Plans (BIPs) for students who exhibit repetitive challenging behaviors.