

# D.F. Walker Elementary School

## 2015-2016 Plan for Improving School Performance

*"...committed to the preparation of all students as critical thinkers and productive citizens."*



### **Belief, Mission, & Vision Statement**

#### **Belief Statement:**

We, the educators of D. F. Walker Elementary School, believe that:

- Children can learn and should be responsible for their learning.  
Students should be responsible for their learning.
- The emotional, social, physical, and academic needs of students should be met.  
School should meet student needs.
- Individuals are worthy of respect and dignity.  
Everyone should be appreciated and respected.
- Schools should be a safe place for life-long learning.  
Schools should be safe and bring about life-long learning.
- Dedicated and capable leadership should be provided for our students.  
Staff should be able and concerned.
- Teachers are collaborative and reflective thinkers.  
Teachers should work together and share ideas.
- Learning is dependent upon the critical partnership of the child, parent, and teacher.  
Learning means teachers, students, and households work together.

#### **Mission Statement:**

D. F. Walker's mission is to encourage success by meeting individual needs.

### **Vision Statement:**

D. F. Walker Elementary School meets the needs of each student by focusing on the characteristics of a well-rounded, healthy child. Academic rigor, social responsibility, personal integrity, and 21<sup>st</sup> Century Skills are embedded in our everyday curriculum. We create a community of lifelong, successful learners who function independently and are competitive in an ever-changing, global community. D. F. Walker students have the skills to continue to contribute to society in a productive and meaningful way.

### **Chowan County Demographics**

D.F. Walker is located in Edenton, NC and is part of the Edenton-Chowan School System. Our facility was completed in 2001 and is located approximately 8 miles north of the county seat.

According to the United States Census Bureau's 2014 report, Chowan County's population was estimated to be 14,572. Of that population, 63% was white, 34% black, .5% American Indian, .7% Asian, .2% Pacific Islander, 1.2% multi-racial, and 3.2% Hispanic/Latino. 79.7% of the Chowan County residents graduated high school and 20% have a bachelor's degree or higher. Between 2009-2013 the per capita income was \$19,240. The median household income was \$34,420. 29% of the Chowan County residents live below the federally defined poverty level.

### **D.F. Walker Elementary School Demographics**

There are 484 students in our school that serves grades three through five. We are a Title I School with 68% of our children receiving free or reduced lunch.

	<b>Asian</b>	<b>Hisp.</b>	<b>Black</b>	<b>White</b>	<b>Other</b>	<b>Total</b>
<b>Male Students</b>		15	105	109	9	238
<b>Female Students</b>	2	16	97	121	10	246
<b>Total Number of Students</b>	2	31	202	230	19	484
<b>Male Teachers</b>				3		3
<b>Female Teachers</b>			1	28		29.5
<b>Total Number of Teachers</b>						32.5

<b>Students with Free Lunch</b>	307
<b>Reduced Lunch</b>	35

### **Data Analysis**

The School Improvement Team analyzed the Teacher Working Conditions Survey, the 2015 ECPS Parent and Community Building Survey, the 2015 Advance Ed Accreditation visit results, the End of Grade proficiency data from 2012 through 2015 in Reading, Science, and Math, EVAAS growth results from 2012-2015, and discipline data. During the data analysis several trends emerged:

1. The desire for strong school leadership and clear direction.
2. The need for a positive school culture defined by high expectations and clear communication.
3. The need for professional development clearly aligned with areas of deficiency both for Team Walker and individual staff members.
4. The need to better understand EVAAS and how to use the tool to further the academic progress of students and professional practice of teachers.
5. The need to use proficiency data as an indicator of future feedback and instruction.
6. The need to create stronger rigor throughout all instruction through more concise curriculum alignment.

## DF Walker Elementary School 2014-2015 EOG Proficiency Data Percent at Level 3,4,5

Subject	Grade	2012-2013	2013-2014	2014-2015	Student Growth per grade level for 2014 - 2015	Grade Level Growth for 2014-2015
READING	3	35.5	58.6	54.76	N/A	-3.84
	4	40.9	58.39	62.16	+3.56	+3.77
	5	31.7	38.75	46.76	-11.63	+8.01

Subject	Grade	2012-2013	2013-2014	2014-2015	Student Growth per grade level For 2014-2015	Grade Level Growth for 2014-2015
MATH	3	46.1	55.41	60.12	N/A	+4.71
	4	45.1	51.82	47.30	-8.11	-4.52
	5	32.8	40.99	41.01	-10.81	+0.02

	Grade	2012-2013	2013-2014	2014-2015	Grade level Growth for 2014-2015
SCIENCE	5	37.6	54.8	49.64	- 5.16

## DF Walker Elementary School 2014-2015 Discipline Data

<b>Restoration Center Referrals (teachers)</b>									
	Misbehavior in class	Not Completing Schoolwork	Fighting	Total					
<b>School Wide Referrals by Type</b>	1418	543	2	1963					
<b>Referrals by Grade Level (number and % of type total above)</b>									
Grade 3	487/34%	125/23%	2/100%	614/31%					
Grade 4	605/43%	294/54%	0/0%	899/46%					
Grade 5	326/23%	124/23%	0/0%	450/23%					
<b>Office Disciplinary Referrals (administration)</b>									
	Bus Misbehavior	Fighting or Aggression	Inappropriate Actions	Disruptive	Insubordination	Theft	Other	Total	Instructional Days Lost
Grade 3	18	15	17	6	7	11	12	86	43
Grade 4	51	29	25	17	19	0	33	174	62
Grade 5	17	25	12	9	8	2	11	84	50
Totals	86	69	54	32	34	13	56	344	155
<b>Schoolwide Referral Totals (teachers and administration)</b>									
	Restoration	Office	Total						
Grade 3	614	86	700						
Grade 4	899	174	1073						
Grade 5	450	84	534						
Totals	1963	344	2307						

# D.F. Walker Elementary School Improvement Goals

Edenton Chowan Schools Strategic Plan Goals:

- 1) *Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.*
- 2) *Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*
- 3) *Every student in the Edenton-Chowan School System will receive an education that is personalized to his or her social, emotional, and academic needs.*
- 4) *Edenton-Chowan Schools will develop and support a highly effective 21st century professional staff.*
- 5) *Edenton-Chowan Schools will be governed by 21st century systems and supported with the resources to meet the needs of all stakeholders.*

<b>School:</b> D. F. Walker Elementary School			
<b>SECTION 1: SCHOOL IMPROVEMENT PLAN</b>			
<b>Edenton-Chowan Schools Strategic Goal:</b> <i>Every student in the Edenton-Chowan School System will receive an education that is personalized to his or her social, emotional, and academic needs.</i>			
<p><b>Measurable Objective to Achieve Goal:</b>            1) D.F. Walker Elementary School growth index per grade and tested subject will increase by 5% as evidenced by EVAAS data at EOY 2016.</p>	<p><b>Strategies to Achieve Objectives:</b>            1)EVAAS Focus in Professional Learning Communities            2)Weekly After School Collaborative Planning Sessions            3)Weekly PLC’s with a focus on data analysis, reflection, and professional development.            4)New Core programs in reading, math, and science            5)New Leveled Literacy Intervention (LLI) Program            6)Supportive programs and teaching strategies include: RtI, EBOB, MClass</p>	<p><b>Resources:</b>            Individualized Education Plan (IEP)            504 Plans            Book Bag Buddies            Level Literacy Intervention (LLI)            Differentiation in Classrooms            McGraw-Hill Wonders            EngageNY Modules            STEMscopes            Elementary Battle of the Books (EBOB)</p>	<p><b>Timeline:</b>            June, 2016</p>

	7)Assessment differentiation, progress monitoring, 504 plans, and IEPs.	MClass Assessment (BOY, MOY, EOY) Response to Intervention(RtI) Progress Monitoring PBIS	
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**Evidence/Artifacts of Completion:** EVAAS reports, mClass reports, benchmark assessments, PLC reflections

**Edenton-Chowan Schools Strategic Goal:** Edenton-Chowan Schools will create and maintain a healthy, safe, respectful, and responsible educational environment for all students, staff, parents, and community members.

<p><b>Measurable Objective to Achieve Goal:</b> 1) DF Walker Elementary School will reduce the number of disciplinary referrals school-wide from both the classroom and the bus by 10% from the previous school year as tracked by Educator’s Handbook and previous Restoration Center data.</p>	<p><b>Strategies to Achieve Objectives:</b> 1) Create new PBIS reward system and staff training 2) Use DF Walker Dollars for individual student rewards. 3) Use Super Stings for classroom rewards. 4) Create Hive Shop so students can exchange DF Walker dollars for rewards 5) Recognize students on school-wide daily broadcast 6)School-wide special events including Wizard of Oz, ProTown BMX, JAHHS football game, Book Character Day, etc to reinforce positive behavior. 7)Have Character Education cultural arts block daily in schedule 8)After School Plus program 9)Add playground equipment throughout the school year.</p>	<p><b>Resources:</b> 1) Investigate and train staff in new PBIS initiative. 2) Copier/Volunteer to make DF Walker dollars. 3) Hive boards and stickers for each classroom, school wide board for cafeteria. 4)Community material support for Shop items. 5)Daily broadcast protocols. 6)Partner with community members and organizations to provide experiences. 7)Personnel to teach Character Ed class 8)Partner with community resources to offer after school program 9)Fundraisers and PTA participation</p>	<p><b>Timeline:</b> 1) August 2015 2) Ongoing 2015-16 school year. 3) Ongoing 2015-16 school year. 4) Ongoing 2015-16 school year. 5) Daily on broadcast during 2015-16 school year. 6) Ongoing 2015-16 school year. 7)2015-16 school year. 8)2015-16 school year. 9)2015-16 school year.</p>
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<b>Evidence/Artifacts of Completion:</b> Discipline data from Educators Handbook, attendance at performances and events, Hive Shop inventory and number of dollars exchanged in the Shop, participation in Character Ed classes, participation in After School Plus, additional playground equipment such as soccer goals and basketball hoops			
<b>Measurable Objective to Achieve Goal:</b> 2) DF Walker Elementary School will provide positive recognition for staff members during the 2015-16 school year as measured by the EOY TWC.	<b>Strategies to Achieve Objectives:</b> 1)Participation in teacher and staff recognition events Cafeteria Worker Appreciation Day- <b>Nov. 16</b> National Counseling Week- <b>Feb. 1-5</b> Administrative Assistant Day- <b>April 27</b> Principal Day- <b>May 1</b> Teacher Appreciation Week-week of <b>May 3</b> 2)Use PBIS DF Walker Dollars to reward staff for positive behaviors 3)Bus Driver monthly drawings from DF Walker dollars given to students 4)Ongoing incentives and appreciation including Teacher of the Week	<b>Resources:</b> 1) Funding for incentives	<b>Timeline:</b> 1) Throughout 2015-16 school year.
<b>Evidence/Artifacts of Completion:</b> List of staff members and recognition that each received.			
<b>Edenton-Chowan Schools Strategic Goal:</b> <i>Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.</i>			
<b>Measurable Objective to Achieve Goal:</b> 1)DF Walker Elementary School student cohorts will	<b>Strategies to Achieve Objectives:</b> 1)Math: Fully implement EngageNY in every grade level	<b>Resources:</b> EngageNY Modules Wonders Reading Basal STEMscopes curriculum	<b>Timeline:</b> 2015-2016 school year



<p>make positive gains towards proficiency annually as measured by EOG testing.</p>	<p>2)Reading : Fully implement new basal, LLI usage for all 1's and 2's  3)Science: Fully implement STEMscopes curriculum  4)PBIS: Fully implement our new PBIS program  5) Implement transition programs for 2nd to 3rd and 5th to 6th grade, including school visits, orientation opportunities, and parent information sessions.</p>	<p>PBIS Guidelines and DFW Dollars</p>	
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**Evidence/Artifacts of Completion:**  
EOG proficiency reports from state in 2015-2016, as compared to 2014-2015 data

**Edenton-Chowan Schools Strategic Goal:** Edenton-Chowan School System will develop and support a highly effective 21st century professional staff.

<p><b>Measurable Objective to Achieve Goal:</b>  DF Walker Elementary School will provide professional development opportunities for teachers to work with colleagues to refine teaching practices and meet diverse student learning needs.</p>	<p><b>Strategies to Achieve Objectives:</b>  1)Collaborative grade level meetings PLC's  2)Differentiated Professional Development Sessions  3)Team WOW Differentiated Professional Development Sessions-September 28, 2015</p>	<p><b>Resources:</b>  Jennifer Thach  Nancy Heiniger  School Schedule</p>	<p><b>Timeline:</b>  2015-2016 school year</p>
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**Evidence/Artifacts of Completion:**  
Professional Development Sign-Up and Evaluation Forms, TWC survey

**Edenton-Chowan Schools Strategic Goal:**  
*Every student in the Edenton-Chowan School System will graduate from high school prepared for work, further education and citizenship.*

<p><b>Measurable Objective to Achieve Goal:</b> DF Walker Elementary School will increase overall grade level proficiency by 3% as measured by EOG testing.</p>	<p><b>Strategies to Achieve Objectives:</b> 1)Math: Fully implement EngageNY in every grade level 2)Reading : Fully implement new basal, LLi usage for all 1's and 2's 3)Science: Fully implement STEMscopes curriculum 4)Implement PBIS program</p>	<p><b>Resources:</b> EngageNY Modules Wonders Reading Basal STEMscopes curriculum PBIS Plan</p>	<p><b>Timeline:</b> 2015-2016 school year</p>
<p><b>Evidence/Artifacts of Completion:</b> EOG proficiency reports from state in 2015-2016, as compared to 2014-2015 data.</p>			
<p><b>Edenton-Chowan Schools Strategic Goal:</b> Edenton-Chowan Schools will be governed by 21st century systems and supported with the resources to meet the needs of all stakeholders.</p>			
<p><b>Measurable Objective to Achieve Goal:</b> DF Walker Elementary School will develop an effective school wide professional development plan that will include an instructional technology component as measured by the EOY TWC survey..</p>	<p><b>Strategies to Achieve Objectives:</b> 1)Form MTAC 2)Use existing staff experts to offer ongoing PD in needed areas.</p>	<p><b>Resources:</b> Staff Funding</p>	<p><b>Timeline:</b> 2015-2016 school year</p>
<p><b>Measurable Objective to Achieve Goal:</b> 2) DF Walker Elementary School will establish and implement more effective ways to communicate with parents and stakeholders in the community as measured by increased positive parent responses on the Community Building Survey.</p>	<p><b>Strategies to Achieve Objectives:</b> 1)We will use school newsletters, positive Facebook posts, weekly newspaper articles, and our e-parent newsletter highlighting school happenings. 2)All Calls, Book Buddies, WatchDOGS, Parent Nights, Meeting with Civic Groups, Parent-Teacher Conferences</p>	<p><b>Resources:</b> PBIS Parent Education Committee Mr. Huey submitting to Chowan Herald- Teachers submit to Phil Facebook Class pages Teacher Web pages</p>	<p><b>Timeline:</b> 2015-2016 school year</p>

**Evidence/Artifacts of Completion:**

Chowan Herald school articles  
DFW Facebook Feed  
EOY Parent Surveys

**SECTION 2: SCHOOL IMPROVEMENT TEAM APPROVAL**

**The DF Walker School Improvement Team met on October 7, 2015 and approved the School Improvement Plan.**

**Michelle White**

**Dr. Todd Korbusieski**

**Robin Strickland**

**Carisa Copeland**

**Phil Huey**

**Nancy Heiniger**

**Jennifer Thach**

**Nicole Dowd**

**Stacey Banks**

**SECTION 3: SCHOOL IMPROVEMENT PLAN APPROVAL**

**DF WALKER ELEMENTARY SCHOOL met on October 12, 2015 and approved the School Improvement Plan with a vote of 100%.**

**STATEMENTS OF ASSURANCE**

1. **General** – The School Improvement Plan (SIP) for DF Walker Elementary School 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 (*when available*) 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.

3. 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.
4. **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.
5. **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.
6. **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.

# 2015-2016 Central Service Plan of Support for D.F. Walker Elementary School



**The Superintendent and other Central Service Staff will work with the school and monitor its progress in the following ways:**

- Provide school-wide EVAAS staff development to accomplish the following:
  - Understand overall school performance and growth.
  - Determine school strengths and areas of improvement per grade and subject area.
  - Individually reflect on teacher effectiveness and develop individual plans for improvement.
  - Understand students' academic needs to ensure each child is receiving appropriate instructional support.
- Conduct Instructional Team (School Principal, School Assistant Principal, Assistant Superintendent of Curriculum and Instruction, Director of Exceptional Children, Director of Elementary Education, School Instructional Facilitator) walk-throughs to determine:
  - Effective practices found in teachers' classrooms who are highly effective according to EVAAS.
  - Areas of improvement that will require instructional coaching.
  - Common understanding of what constitutes proficient instructional practices as related to standards three and four.
  - Professional Development Plan needed to improve teacher performance and student achievement.
- Send the principal to The Artisan Teacher "A Field Guide to Skillful Teaching" by Mike Rutherford workshop sponsored by NCASA to learn how to coach teachers to be highly effective in the classroom.
- Purchase The Artisan Teacher "A Field Guide to Skillful Teaching" books for each certified teacher in order to conduct a book study on the 23 researched based themes found in effective teachers' classrooms.
- Provide coaching support to teachers who demonstrate a need for improvement.

- Use Title I monies to:
  - purchase a new basal reader program aligned to the common core standards.
  - purchase LLI (Leveled Literacy Intervention) Program which is a researched based program to support struggling readers.
- Use textbook monies to purchase new science texts aligned to the state's standards and provide professional development on how to maximize instructional use of those resources.
- Assist with formal teacher evaluations.
- Provide behavioral support for students who are having difficulty in the regular classroom setting.