

D. F. WALKER ELEMENTARY SCHOOL

**125 Sandy Ridge Road
Edenton, North Carolina 27932**

OFFICE OF THE PRINCIPAL

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Edenton-Chowan Schools

Annual School Improvement Plan Approval

The D. F. Walker Elementary School Improvement Team met on July 30, August 19, and September 8, 2014 and approved the attached School Improvement Plan for school year 2014- 2015.

Jamie Bowers
Signature

Virginia Jones
Signature

Stacey Banks
Signature

Nicole Byrd-Rhodes
Signature

Rachel Byrum
Signature

Al Hoon
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Tracie J. Wil
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Kathleen Newingham
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Anna M. Smith
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Courtney Alexander
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Myra J. Hoxey
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James Goodwin
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Sarah M. Long
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Nancy J. Henniger
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Jay Brickhouse
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Amie H. Sherrin
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Nicole Smith
Signature

Signature

Signature

The faculty was emailed on **September 18, 2013** and voted to approve the attached School Improvement Plan for school year 2014- 2015. The recorded faculty vote was **61** in favor and **0** opposed.

Jamie Bowers
Principal

9/24/14
Date

**D.F. Walker Elementary School
School Improvement Plan
2014-2015**

STATEMENTS OF ASSURANCE

1. **General --** The School Improvement Plan (SIP) for D.F. Walker 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 (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. 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.

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.

D. F. Walker's Student Learning Goals

1. Student Math Achievement

DFW will increase student achievement so that all sub groups meet the NC AMO targets on the Math EOG by the end of the 2014-2015 school year.

2. Student Reading Achievement

DFW will increase student achievement so that all sub groups meet the NC AMO Target on the Reading EOG by the end of the 2014-2015 school year.

3. School Climate

By the end of the 2014-2015 school year, survey results will indicate that 90% of students feel safe in the cafeteria, bus, and playground.

DFW will increase community support and involvement by 10% (Goal: 93%) based on the Teacher Working Conditions Survey (Q4.1H).

**School Improvement Plan
Goal Analysis
DF Walker Elementary
2014-2015**

Student Learning Goals

Goal 1: Student Math Achievement

DFW will increase student achievement so that all sub groups meet the NC AMO targets on the Math EOG by the end of 2014-15 school year.

Math - AYP	2010-11	2011-12	2012-13	2013-14*
All Students	73.7%	75.9%	40.7%	49.7%
Black	59.2%	57.9%	18.3%	31.8%
White	87.0%	91.6%	58%	64.7%
Economically Disadvantaged	66.9%	67.6%	29%	36.9%
Students with Disabilities	42.7%	46.0%	16.9%	15.3%

*2013-2014- "These scores have not been approved by the State Board of Education and may change before they are released to the public."

Math Subgroups 3–8	2012–13 Baseline and Targets (Year 1)	2013–14 Targets (Year 2)	2014–15 Targets (Year 3)	2015–16 Targets (Year 4)
Total (All students)	42.3	48.1	53.9	59.7
Black	22.2	30.0	37.8	45.6
Hispanic	32.7	39.4	46.1	52.8
White	53.8	58.4	63.0	67.6
Economically Disadvantaged	27.7	34.9	42.1	49.3
Student with Disabilities	12.4	21.2	30.0	38.8

Goal 2: Student Reading Achievement

DFW will increase student achievement so that all sub groups meet the NC AMO Target on the Reading EOG by the end of the 2014-15 school year.

Reading - AYP	2010-11	2011-12	2012-13	2013-14*
All Students	60.8%	62.8%	35.8%	52.2%
Black	41.3%	42.1%	13.9%	36.3%

White	81.4%	82.0%	55.1%	67.9%
Economically Disadvantaged	48.2%	52.0%	23.2%	40.8%
Students with Disabilities	37.1%	32.2%	12.4%	23.6%

*2013-2014- "These scores have not been approved by the State Board of Education and may change before they are released to the public."

Reading Subgroups 3–8	2012–13 Baseline and Targets (Year 1)	2013–14 Targets (Year 2)	2014–15 Targets (Year 3)	2015–16 Targets (Year 4)
Total (All students)	43.9	49.5	55.1	60.7
Black	25.6	33.0	40.4	47.8
Hispanic	28.8	35.9	43.0	50.1
White	56.6	60.9	65.2	69.5
Economically Disadvantaged	28.7	35.8	42.9	50.0
Student with Disabilities	12.9	21.6	30.3	39.0
Academically or Intellectually Gifted	90.7	91.6	92.5	93.4

Goal 3: School Climate

By the end of the 2014-2015 School Year, survey results will indicate that 90% of students feel safe in the cafeteria, bus, and playground.

Data Source: Fifth Grade Student Safety Survey
Are there particular places at school where you feel unsafe?
Yes -30.92% (47 students)
No -69.08% (105 students)

Where on campus do you feel unsafe?	
Cafeteria	30.36% (17 students)
Other (bus, playground)	69.64% (39 students)

DFW will increase community support and involvement by 10% (Goal: 93%) based on the Teacher Working Conditions Survey (Q4.1H).

NC Teacher Working Conditions Survey	2014	2012
The community we serve is supportive of this school.	82.9%	97.1%

Projects

1. **HIVE Time** (90 minute uninterrupted ELA block) - Our students will improve their ELA skills that include oral and written language communication skills. Third grade will increase their mClass level by 10%.
2. **Curriculum Maps and Pacing Guides for Common Core and Essential Standards** - In an effort to increase student achievement, communication, and thinking/reasoning skills, we will revise new curriculum maps and pacing guides for the Common Core in Reading and Math and the Essential Standards in all other curricula areas.
3. **Parental Involvement** - In an effort to increase student achievement, communication, and thinking/reasoning skills, we will work to increase parental involvement.
4. **Conflict Resolution** - In an effort to increase student achievement, communication, and thinking/reasoning skills, we will continue to implement the Character Ed program that focuses on conflict resolution, respect for all people, and personal social skills.
5. **Vertical Transitions** - In an effort to increase student achievement, communication, and thinking/reasoning skills, we will continue a vertical collaboration to accomplish seamless transitions between grade levels.

Initiatives

1. We will focus on 21st century goals, content and skills through IMPACT and authentic learning experiences, i.e. Performance-Based Learning. The focus group will shift from teachers to students. We will use 21st century tools to educate and inform our parents.
2. We will analyze data from 21st century assessment tools and use it to guide instruction, i.e. formative & benchmark assessments using PowerSchool, Senteos and other tools. After that analysis, we will provide differentiated instruction for our students.
3. We will provide school-based and community-based mentors for at risk students, i.e. Book Buddies and WatchDOGS.
4. We will continue a vertical collaboration to accomplish seamless transitions between grade levels.

“The Way We Do Business”

Programs and Strategies that impact Student Learning Goals

1. Teachers continue to share instructional practices during horizontal planning meetings. The focus is on the analysis of various student assessments and data.
2. All teachers participate in a professional learning team, which focuses on improving our instruction of literacy and other subject areas. All instructional assistants participate in professional learning teams each month. Our instructional assistants provide instructional support in the classroom.
3. We fully implement a balanced literacy program each day. We provide an inclusion class for identified students in grades 3, 4 and 5.
4. We implement common benchmark assessments to provide relevant data to evaluate and guide instructional strategies.
5. All students are assessed to determine reading comprehension skills using assessments specific to the needs of the child. (i.e. PowerSchool, mClass). New teachers are trained in using the assessment strategies.
6. We teach test taking tips to students.
7. Each student will participate in integrated units of study based on the North Carolina Standard Course of Study focusing on 21st century, content, and skills.
8. We use the Accelerated Reader program at all grade levels. The new teachers are trained.
9. We maintain an adequate number of books to motivate the students to read for enjoyment and read according to independent reading levels each day.
10. We continue to provide community based mentors (Book Buddies and WatchDOGS) for at risk students.
11. The new teachers are offered training on the new teacher resources during the grade level meetings.

Programs and Strategies that impact Organizational Effectiveness Goals

1. DFW Positive Behavior Intervention Support team promotes a safe environment through early morning visitor sign-in and implements revised character traits/social skills.
2. We use flexible scheduling of parent conferences in order to conference with as many parents as possible.
3. We use student planners to improve students' organizational skills and to communicate with parents.
4. We provide Tuesday Take Home Folders that communicate academic and behavioral information to parents.
5. We provide Open House/Family Events in conjunction with PTA to promote parental involvement in their children's education. One of these meetings focuses on Student Accountability. In order to increase parental involvement and attendance at PTA meetings, we provide dinner at nighttime events.

6. We communicate with parents via a parent newsletter (BEE Line), phone calls, e-mail, school webpage, social media, home visits, Parent Portal, and conferences. We use School Messenger (telephone message system) to contact all parents about major events at school.
7. Staff and visitors wear ID tags.
8. We provide visible adult supervision at all times.
9. We provide a buddy traveling system, as needed, for students out of the classroom without their teacher, i.e. medical, behavioral, media center, or other.
10. The counselor provides counseling sessions through morning broadcast and cultural arts for developmental concerns and crisis situations for: individual, small group and whole class.
11. We have regular fire, lockdown, and tornado drills.
12. The Student Council provides a school Safety Patrol program.
13. Staff Development is provided in Critical Incident, Nonviolent Crisis Prevention, and Fire Extinguisher.
14. We utilize TRACK to promote healthful living.
15. The Positive Behavior Intervention Support team sponsors our Character Education program and focuses on one character trait each month. The principal shares Words of Wisdom with a focus on character education and safety on the broadcast each morning.
16. We fully implement the Positive Behavior Intervention Support program.
17. We fully implement the WATCHDOGS (Dads of Great Students) program.
18. We implement an effective anti-bullying program under the direction of our school counselor and Healthful Living Coordinator. We teach conflict resolution lessons school wide.
19. Our School Improvement Team (SIT) serves as the decision making body for our school. The SIT communicates with our decision-making (School Improvement) committees and grade level teams.
20. We have parent representation from each grade level and PTA President on our SIT.
21. Through our scheduled monthly decision-making committee meetings, we involve all faculty members in the development of school policies and procedures.
22. Each faculty member serves on a decision-making committee and other support committees such as Media Advisory, TAC, etc. During the month of May, teachers make a request to the principal as to which committees they wish to serve (i.e. Teacher Preference Form).
23. We ensure that all faculty members participate in meaningful staff development, by advertising upcoming opportunities through sign-up sheets and e-mail.
24. All teachers participate in professional learning teams bi-monthly, which focus on improving our instruction. All teacher assistants participate in learning teams once a month. Our teacher assistants give more instructional support than clerical.
25. We make a positive parental contact for every student during the first ten days of school.
26. When possible, certified staff serves on our hiring/interviewing committees.

**D. F. Walker School
School Improvement Plan
Project Task List
2014-15**

Project #1: HIVE Time

In accordance with North Carolina's Read to Achieve Law, D.F. Walker has implemented a 90-minute, uninterrupted block to focus on literacy, small group instruction and differentiation. Support is provided for all English Language Arts teachers during this time.

Related to School Goal(s): SLG 2

Project #2: Curriculum Maps and Pacing Guides for North Carolina's Standard Course of Study

In an effort to increase student achievement, communication, and thinking/reasoning skills, we will revisit and develop new curriculum maps and pacing guides for the North Carolina Standard Course of Study in all other curricula areas.

Related to School Goal(s): SLG 1, SLG 2

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

Task	Person Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Revisit and update new curriculum maps that match North Carolina's Standard Course of Study	All Teachers & Staff	Ongoing	Curriculum maps uploaded electronically	Principal observation of lessons, teacher lesson plans with objectives noted	
Seamlessly integrate literacy	All Staff	Ongoing	Grade level minutes	Observations Professional	

skills and global awareness in all curriculum areas.			Curriculum Maps Lesson Plans Learning Team Meetings	Development Lesson Plans	
Continue BOY testing and Benchmark Testing for all grade levels	Testing Admins Testing Coordinator	Ongoing	BOY test /results	Teacher Growth spreadsheet EOG scores	
Update the RtI process to correlate with the new state guidelines	RtI committee; Angela Speck; Teachers & Staff	Ongoing	RtI minutes PSM RtI Training RtI Census Spreadsheet	Use of new forms, processes, and procedures	

**DF Walker Elementary School
School Improvement Plan
Project Task List
2014-15**

Project # 3: Parental Involvement

In an effort to increase student achievement, communication, and thinking/reasoning skills, we will work to increase parental involvement.

Related to School Goal(s): SLG 1, SLG 2, SLG 3

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

Task	Person Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Keep school Social Media outlets and website updated	Jamie Bowers Kristy Bunch Nancy Heiniger Jennifer Thach	On-going	Website Facebook Twitter School Messenger	Samples of Social Media pages	
Increase parent attendance and involvement	Parent Education/Public Relations Committee; PTA; All Teachers Staff	On-going	Rosters of PTA meetings, Parent Conferences, and Awards Day sign-ins	Sign in sheets	School Messenger
Share knowledge of North Carolina	Parent Education/Public Relations Committee	On-going	Newsletters Brochures	Sample newsletters and brochures	

Approved by faculty & staff on September 18 & 19, 2014
by electronic ballot

Standard Course of Study					
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**D F Walker Elementary School
School Improvement Plan
Project Task List
2014-15**

Project #4: Character Development

In an effort to increase student achievement, communication, and thinking/reasoning skills, we will create a program that focuses on conflict resolution, respect for all people, and personal social skills.

Related to School Goal(s): SLG 1, SLG 2, SLG 3

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

Task	Person Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Students will demonstrate appropriate school and public behavior as based on the PBIS Matrix	School Community	Aug– June 2014-15	Scheduled social skills lessons	Improved Discipline data for 2014-15 school year by 10%	PBIS team will review Discipline data each month from SIT.
			Class Meetings		
			PBIS matrix review	Improved Terrific Kid data for 2014-15 school year by 10%	Lessons will be provided by principal on the Words of Wisdom on WBBB
					Classroom guidance and

					social skills lessons will be provided by the School Counselor, Informational Literacy teacher, Healthful Living Coordinator, and teachers
Students will report bullying behavior	Students Staff Administrators PBIS team	Aug– June 2014-15	Mailboxes – counselor and administrators Class meetings Informal teacher/student conferences	Student letters mailboxes Teacher, counselor, administrator's written observations	Teach students how to identify aggressive behaviors and ongoing bullying behaviors
Teacher will respond to bullying behavior	School Community	Aug-June 2014-15	Referral to teacher, counselor, small group, behavior specialist, or administration	Improvement in 2014-15 discipline data	PBIS team will provide teachers/staff discipline procedures based on the Matrix
Parents will recognize and report	Teacher Counselor	Aug-June 2014-15	Parent newsletter	End of year Safety Survey will	PBIS team will provide articles/updat

bullying behavior	Administrators Staff Parents		Parent/teacher contacts	show a 10% decrease in the number of parent reports of bullying behavior	es for the parent newsletters and parent conferences
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**D. F. Walker Elementary School
School Improvement Plan
Project Task List
2013-14**

Project # 5: Vertical Transitions

In an effort to increase student achievement in math and reading, we will continue to support student transitions from grade level to grade level.

Related to School Goal(s): SLG 1, SLG 2, SLG 3

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

Task	Person Responsible	Timeline	Documentation	Evaluative Criteria	Notes
Share curriculum maps	All staff and teachers	2014 - 2015 school year	Curriculum maps on wiki	Walk-through observations	
Vertical learning teams	All staff and teachers	2014 - 2015 school year	Minutes	Surveys	