



WHITE OAK ELEMENTARY SCHOOL

OFFICE OF THE PRINCIPAL

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Edenton-Chowan Schools

Annual School Improvement Plan Approval

The White Oak School Improvement Team met on August 24, 2011 and approved the attached School Improvement Plan for school year 2011 - 2012.

Beth Brackee
Signature

Ber Little
Signature

Sarah McLaughlin
Signature

Jessica M. Balltzglier
Signature

Angela Hardison
Signature

Signature

Susan Dail
Signature

Amy Woolsey
Signature

Signature

Lee Penwell
Signature

Mita McNeil
Signature

Signature

Jane Proctor
Signature

Dawn M. Stott
Signature

Signature

The faculty met on September 13, 2011 and voted to approve the attached School Improvement Plan for school year 2011 - 2012. The recorded faculty vote was 52 in favor and 0 opposed.

Amy M. Steinert
Principal

9-13-11
Date

White Oak Elementary School School Improvement Plan

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 2011-2013

Student Learning Goals

1. 80% of the students in kindergarten through second grade will be on grade level on math, reading, and writing end-of-year assessments. Means of assessment will be consistent across grade levels.
2. 100% of the students in pre-kindergarten through second grade will use and access 21st century technology as documented in the WOS technology survey, and administrative walkthroughs and observations.

Organizational Effectiveness Goals

1. The percentage of faculty and staff engaging in meaningful and regular communication and collaboration as measured by the annual Community Building Survey will increase each year or reach 90%.
2. The percentage of faculty and staff indicating that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey will increase each year or reach 90%.
3. The percentage of parents responding positively to questions regarding two-way communication between school and home and regular communication with teachers as measured by the annual Community Building Survey and parent communication logs will increase each year or reach 90%.

**School Improvement Plan
Goal Analysis
White Oak Elementary School
2008-2011**

Student Learning Goals Green = Met Goal Yellow = 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

We are currently researching summative math assessments that accurately reflect K-2 student achievement.

Percentage of Students Reading on Grade Level

	2007-2008	2008-2009	2009-2010	2010-2011
Kindergarten	80%	76%	73%	85%
First Grade	68%	61%	61%/77%	80%
Second Grade	65%	70%	64%/74%	78%

Percentage of Students with a Writing score of 3 or 4

	2007-2008	2008-2009	2009-2010	2010-2011
Kindergarten	78%	80%	79%	86%
First Grade	60%	53%	64%	60%
Second Grade	46%	65%	46%	38%

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

	2007-2008	2008-2009	2009-2010	2010-2011
Kindergarten	N/A	57%	75%	100%
First Grade	N/A	100%	100%	100%
Second Grade	N/A	100%	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.”

	2007-2008	2008-2009	2009-2010	2010-2011
Teachers and Staff	64%	79.3%	71%	84%

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”.

	2007-2008	2008-2009	2009-2010	2010-2011
Teachers and Staff	65.6%	92%	92%	86%

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.

Teachers and Staff - Percent Responding Positively to the Statement "Discipline Problems are handled consistently and in a timely manner"

	2007-2008	2008-2009	2009-2010	2010-2011
Teachers and Staff	72%	81%	81%	67%

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

	2007-2008	2008-2009	2009-2010	2010-2011
Parents	N/A	83%	99%	99%

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) to determine next teaching steps for whole classes, small groups, and individual students. (NCG 1, NCG 2, NCG 5, SLG 1)
2. Implement formative and summative math assessments that align with instructional practices and accurately reflect student achievement. (NCG 1, NCG 2, NCG 5, SLG 1)
3. Provide high quality staff development in the Common Core Standards (reading and math). (NCG 1, NCG 2, NCG 4, SLG 1)
4. Implement 2/3 looping classes in order to facilitate a seamless transition from primary grades to intermediate grades. (NCG 1, NCG 2, SLG 1, OEG 1)
5. Revise and implement the Curriculum/Staff Development, Positive Behavior Intervention and Support (PBIS) and the Responsiveness to Instruction (RtI) Committees to strengthen vertical planning and alignment and to effectively increase student achievement and decrease behavior incidents (NCG 1, NCG 2, NCG 4, SLG 1, SLG 2, OEG 1, OEG 2).
6. Integrate technology/media and cultural arts curriculum into comprehensive pacing guides based on the new common core standards. (NCG 1, NCG 2, SLG 1, SLG 2, OEG 1)
7. Incorporate the new Essential Standards (science and social studies) into pacing guides to implement the following school year. (NCG 1, NCG 2, NCG 5, SLG 1)
8. Create formal Behavior Intervention Plans (BIPs) for students who exhibit repetitive challenging behaviors. (NCG 3, OEG 2)
9. Implement effective communication strategies, such as e-mail, Skype, and school and classroom web pages, between home, school, and local and global communities. (NCG 1, NCG 5, OEG 3)
10. Implement Sneak Peek nights at all grade levels. (NCG 1, SLG 1, OEG 3)
11. Share with parents the resources and teaching methods used by Interventionists and EC teachers. (NCG 1, NCG 2, SLG 1, OEG 3)
12. Provide parents opportunities to observe their children's intervention programs as part of the RtI process. (NCG 1, NCG 2, SLG 1, OEG 3)
13. Develop and implement a long range, prioritized professional development plan focused on technology training and integration. (NCG 1, NCG 2, NCG 4, NCG 5, SLG 1, SLG 2)

Initiatives

1. Continue to investigate and compare data with other schools. (NCG 1, NCG 5, SLG 1, OEG 1)
2. Continue to have staff development on analyzing, disaggregating, and using data to inform instruction. (NCG 2, NCG 4, NCG 5, SLG 1, OEG 1).
3. Continue to strengthen horizontal flexible grouping practices during reading instruction. (NCG 1, SLG 1)
4. 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)

5. Continue to conduct ongoing team building activities involving the whole staff. (NCG 4, OEG 1)

White Oak Elementary School
“The Way We Do Business”
2011-2012

Programs and Strategies that impact Student Learning Goals

1. All teachers and teacher assistants participate in professional learning community teams.
2. We have limited the amount of time students requiring intervention are “pulled out” of the classroom. Many intervention services are provided in the classroom.
3. We provide Reading Recovery, Direct Reading Instruction, Skill Based Intervention and Math Intervention.
4. We have trained Instructional Assistants and other selected staff members in intervention programs and strategies.
5. We are implementing Responsiveness to Instruction (RTI) which assesses for learning difficulties early-on and provides intensive intervention immediately.
6. We have created math check-out games to help parents work with our students who are in the RTI process.
7. We analyze formative assessment data in order to differentiate instruction.
8. We are using mClass Reading for formative and summative assessments, progress monitoring and universal screening.
9. We are using the Harrison Form in order to recognize underserved students that are or have the potential of being AIG/Highflier.
10. We are implementing Letter Land, Read Well, Paws, and Wings for reading intervention.
11. We adopted Scott Foresman Reading Street to help provide a structure for delivering core reading instruction.
12. We are implementing Math Investigations.
13. We implement software resources connected to our core instructional materials—these are often used on our Smart Boards.
14. Every K-2 classroom has a Smart Board and a document camera.
15. Technology is used to support instruction.
16. We are implementing Number Worlds for math Intervention.
17. We have a Teacher Resource Room stocked with leveled readers.
18. We are implementing flexible grouping during reading instruction.
19. We form targeted groups in each grade level for reading.
20. We include EC support personnel, interventionists, cultural arts teachers, and instructional assistants in the delivery of core reading instruction.
21. We are in full implementation of Positive Behavior Intervention and Support (PBIS) by developing a systematic approach that establishes and reinforces clear behavioral expectations.
22. We have integrated and reinforced content concepts and understandings into cultural arts.

23. We have implemented grade-level field trips to provide common experiences.
24. We have implemented a master schedule that incorporates increased blocks of uninterrupted instructional time for reading.
25. We have established and implemented pacing guides for all core subjects.
26. We are implementing administrative walk-throughs.
27. We are providing on-going staff development in RtI , PBIS, and common core curriculum.
28. We are providing staff development on global awareness. Global awareness activities are integrated throughout our curriculum.
29. We are investigating the connections between NC Falcon, best practices in the common core curriculum, and the NC Teacher Evaluation Instrument.
30. We have formed school-wide RtI, PBIS, and Curriculum/Staff development Committees
31. We elect staff representatives to be on a Principal's Advisory Committee that meets monthly.
32. We communicate discipline data to faculty at monthly faculty meetings.
33. 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 monthly town meetings. We have incentives for good behavior which include award certificates, beads for our Tiger Tags, Bus of the Month, and Golden Trashcan Awards.

11. We involve the community in PBIS initiatives (e.g. Pizza Hut-Book it, McDonald's Bus of the Month, Subway-Great Wall of Attendance and Food Lion-posting Positive Office Referrals).
12. We have monthly School Improvement Team meetings, weekly horizontal grade level meetings, weekly 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 Corner weekly newsletter and calendar to staff.
15. We have restructured our School Improvement Plan to make it simpler and user friendly.
16. We have initiated team building activities to strengthen our school climate.

White Oak Elementary School
 School Improvement Plan
 2011-2012
 Project Sheets

Related to Student Learning Goal #1: 80% of the students in kindergarten through second grade will be on grade level on math, reading, and writing end-of-year assessments. Means of assessment will be consistent across grade levels.

Related to Goals(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 Teachers Curriculum and RtI Committee	October, 2011 January, 2012 March, 2012	Smart Goals/Learning Targets housed in data notebook	Documented Growth on targeted goals(Kanico, mClass)	

Related to Student Learning Goal #1: 80% of the students in kindergarten through second grade will be on grade level on math, reading, and writing end-of-year assessments. Means of assessment will be consistent across grade levels.

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 formative and summative math assessments that align with instructional practices and accurately reflect student achievement	Teachers Curriculum Committee	Ongoing	Tests Kamico 2 nd grade Classscape questions	Kamico scores Assessment scores	

Related to Student Learning Goal #1: 80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments. Means of assessment will be consistent across grade levels.

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)	Administration Curriculum/Staff Development Committee Central Office	Ongoing	Sign-in rosters Training agendas	Lesson plans Walkthroughs Observations	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

Related to Organizational Effectiveness Goal #1: **The percentage of faculty and staff engaging in meaningful and regular communication and collaboration as measured by the annual Community Building Survey will increase each year or reach 90%.**

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 2/3 looping classes in order to facilitate a seamless transition from primary grades to intermediate grades.	WOS, DFW Administration 2/3 teachers	August, 2011-June, 2012	Classes 2/3 looping class schedules Looping meeting minutes	Summative reading and math scores at WOS/DFW	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

Related to Student Learning Goal #2: **100% of the students in pre-kindergarten through second grade will use and access 21st century technology as documented in the WOS technology survey, and administrative walkthroughs and observations.**

Related to Organizational Effectiveness Goal #1: **The percentage of faculty and staff engaging in meaningful and regular communication and collaboration as measured by the annual Community Building Survey will increase each year or reach 90%.**

Related to Organizational Effectiveness Goal #2: **The percentage of faculty and staff indicating that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey will increase each year or reach 90%.**

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
Revise and implement the Curriculum/Staff Development, PBIS, RTI Committees to strengthen vertical planning and alignment and to effectively increase student achievement and decrease behavior incidents.	Administration Curriculum/Staff Development, PBIS, RTI Committees	August, 2011 and weekly	Minutes, SWIS data, Pacing guides	Increase in academic achievement (summative assessments), Decrease in behavior incidents	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

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Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Integrate technology/media and cultural arts curriculum into comprehensive pacing guides based on the new common core standards.	Curriculum Committee Cultural arts teachers Technology/media coordinator Media/Tech Advisory committee	Ongoing	Pacing guides	Increased student achievement WOS Technology survey results	Vann Lassiter

Related to Student Learning Goal # 1: 80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments. Means of assessment will be consistent across grade levels.

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
Incorporate the new Essential Standards (science and social studies) into pacing guides to implement the following school year.	Curriculum Committee Teachers	May, 2012	Draft pacing guides Staff development agendas	Draft pacing guides Staff development on essential standards	

Related to Organizational Effectiveness Goal # 2: The percentage of faculty and staff indicating that discipline problems are handled consistently and in a timely manner as measured by the annual School Safety Survey will increase each year or reach 90%.

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
Create formal Behavior Intervention Plans (BIPs) for students who exhibit repetitive challenging behaviors.	Julia Forehand PBIS Committee Administration Teachers	Ongoing	BIPs SWIS data	Decreased behavior incidents School Safety survey results	

Related to Organizational Effectiveness Goal #3: The percent of parents responding positively to questions regarding two-way communication between school and home and regular communication with teachers will increase each year or reach 90%.

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 effective communication strategies, such as e-mail, Skype, and school and classroom web pages, between home, school, and local and global communities.	Teachers Vann Lassiter PBIS Committee Administration	Ongoing	Web pages Communication Logs Skype sessions Observations	Community Building Survey results More global awareness activities	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments. Means of assessment will be consistent across grade levels.**

Related to Organizational Effectiveness Goal #3: **The percentage of parents responding positively to questions regarding two-way communication between school and home and regular communication with teachers will increase each year or reach 90%.**

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Projects	Person Responsible	Timeline	Documentation	Evaluative Criteria	Supporting Activities
Implement Sneak Peek nights at all grade levels	Administration Classroom Teachers PBIS Committee	May, 2012	Parent sign-in sheet	Attendance Community Building Survey results	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

Related to Organizational Effectiveness Goal #3: **The percentage of parents responding positively to questions regarding two-way communication between school and home and regular communication with teachers will increase each year or reach 90%.**

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
Share with parents the resources and teaching methods used by Interventionists and EC teachers.	Interventionists EC teachers	Sept., 2011	Parent sign-in sheet	Community Building Survey results	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

Related to Organizational Effectiveness Goal #3: The percentage of parents responding positively to questions regarding two-way communication between school and home and regular communication with teachers will increase each year or reach 90%.

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 parents opportunities to observe their children's intervention programs as part of the RtI process.	RtI Committee Interventionists	Ongoing	RtI minutes Parent sign-in sheets	Community Building Survey results	

Related to Student Learning Goal #1: **80% of the students in kindergarten through second grade will be on grade level on math, reading and writing end-of-year assessments.** Means of assessment will be consistent across grade levels.

Related to Student Learning Goal #2: **100% of the students in pre-kindergarten through second grade will use and access 21st century technology as documented in the WOS technology 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
Develop and implement a long range, prioritized professional development plan focused on technology training and integration	Administration Beth Brabble Vann Lassister Curriculum Committee Media/Tech advisory committee	January, 2012	Technology plan Observations Walkthroughs Lesson plans	WOS Technology survey	