

North Liberty Elementary School
400 School Drive #539
North Liberty, Indiana 46554
574-656-8123

2023-2024

Corporation Number: 7150
School Number: 7456
Grades: KDG-6
Enrollment Approximately: 469

Chris Winchell, Superintendent

Christian Mattix, President, Board of School Trustees

Jeremy Merrill and Amanda Smith, Co-President, Education Association

Randy Romer, Principal

Strategic and Continuous School Improvement and Achievement Plan

SUBMITTAL FORM

Complete this form and attach one copy of the school improvement plan that is submitted to the Department of Education on or before October 12, 2023

County #72 School Corporation #7150 School #7456
School Name North Liberty Elementary School
School Corporation Name John Glenn School Corporation
City North Liberty
Principal Name Randy Romer
Principal Telephone # School (574) 656-8123

The following components are required by State Board of Education rules. Our school's plan included each of the required components on the page(s) indicated below:

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School Information

North Liberty Elementary School Mission Statement

North Liberty Elementary School provides opportunities to meet the educational and developmental needs of all students and instills personal identity and a sense of belonging for each student that enables them to be successful. The students, parents, and community are encouraged to work with the staff in order to share the responsibility of presenting learning as a lifelong process.

North Liberty Elementary School Philosophy

We **believe** that North Liberty Elementary School exists to provide a program that will meet the educational and developmental needs of students regardless of race, belief, economic status, or physical handicap. Every student should have opportunities for the fullest development in mental, social, physical, creative, and emotional areas. Each student should have guidance to develop attitudes, knowledge, and skills essential for effective citizenship in a democratic society.

We **realize** that our students differ in abilities, aptitudes, interests, and ambitions. Home and community environments contribute to these differences. We believe the education of young people requires the coordinated efforts of both school and home. We also think the school should supplement rather than supplant the home.

We **strive** for a continuum through our educational process, whereby the student develops a personal identity, a sense of belonging, and an awareness of self and others, which will enable the student to be successful throughout his or her educational experience.

North Liberty School Improvement Team

Principal

Randy Romer

Chair

Emily Hess

Staff Members

Amy Strong and Jen Johnson

Parent/Community Member

Jessica Bogard

North Liberty Certified Staff

Principal

Randy Romer

School Counselor

Jessica Bogard

Kindergarten

Sarah Martin

Brittney Savill

Alex Hendee

1st

Kelsey Buysse

Carla Gurtner

Amy Strong

2nd

Sandra Anderson

Melanie Fix

Shaina Patriquin

Resource Teachers

Beth Griffey

Dena Leodanski

Shania Feitz

Kyle Reed

Band and Music

Danielle Lieto

Art

Kelly Stanley

Physical Education

Cristyn Messick

3rd

Emily Hess

Amber Lyszkiewicz

Marijke Stewart

4th

Hailey Diss

Kim Kosinski

Dawn Marks

5th

Amanda Smith

Tara Dome

Jennifer Johnson

6th

Pat Braun

Emily Batton

Michele Weiss

High Ability Coordinator

Amanda Dreibelbis

Title 1 Director and Instructor

Amy Weiss

Marcy Bogunia

Speech Pathologist

Beth Allsop

Special Education Staff

Christin Hannah

Stacy Pecs

North Liberty Classified Staff

Secretary

Traci Stewart

Secretary/Treasurer

Melita Beeney

Nurse

Aimee Egger

Technology Facilitator

Kelli Craft

Cafeteria Staff

Werntz

Melinda Frick

Michelle Helminger

Melissa Scott

Custodial Staff

Greg Smith

Tom Smith

Jack O'Connor

Clell Cole

Boys and Girls Club Director

Heather Harrison

Before/After School Care Aides

Demi Ennis

Abby Morton

Ashley Bonhke

Brenna Eggendorfer

Brenna Perry

Kayla Perry

Christine Burdick

Media Center Aide

Jane McGaughey

Instructional Aides

Korissa Wolf

Mary Carrin

Melissa McNeill

Cara Oakley

Jodi Ross

Amanda Ciula

Gail West

Title 1 Aides

Patricia Vickers

Melissa Schelske

School Resource Officer

Officer Eric Kelly

Real Service Classroom Aides

Sandra Beuley

Who we are...

Updated state statistics may be found at <https://inview.doe.in.gov/schools/1071507456/profile>
The community of North Liberty is located 15 miles south of South Bend and currently has a population of 1,622. These figures are based on the 2023 census.

North Liberty Elementary is part of the John Glenn School Corporation, which is located mainly in southern St. Joseph County and includes parts of Marshall and LaPorte Counties, and the communities of Walkerton, North Liberty, Tyner, and Teegarden. The total population served by the school corporation is approximately 9,917. This figure is from the Indiana Department of Education.

North Liberty Elementary School, prior to 1981, was part of the South Bend Community School Corporation and the facility housed a high school and elementary school. After seceding from the South Bend School Corporation, North Liberty School became a member of the Polk-Lincoln-Johnson School Corporation, which became known as the John Glenn School Corporation. The North Liberty facility was converted to a middle and elementary school serving students in grades K-8. In 1988, the corporation moved grades 7 and 8 to Urey Middle School, allowing North Liberty to become an elementary school. In 1999-2000, the building went through a renovation, adding six new classrooms and a new office area. The entire building was air-conditioned and carpeted.

At present, North Liberty Elementary School (NLES) consists of grades K-6, with an enrollment of 469 students. It is one of two elementary schools in the John Glenn School Corporation (JGSC), the other being Walkerton Elementary School (WES). The corporation has one middle school, Urey Middle School (UMS), with grades 7 and 8, and John Glenn High School (JGHS) containing grades 9-12. The school corporation has an enrollment of 1,946.

Meal Status

Year	Paid Lunch	Free/Reduced
21-22	60.5%	39.5%
22-23	55.3%	44.6%
23-24	52%	48%

Ethnic Breakdown

Year	Native American	Black	Asian	Hispanic	White	Multi-Racial
21-22	0	5	0	19	423	28
22-23	0	5	0	24	432	23
23-24	1	5	0	22	415	26

Staffing

The North Liberty staff consists of a full-time principal, full-time counselor, media center aide, an art teacher, a music teacher, a physical education teacher, one full-time nurse, a building technology facilitator aide, and twenty-one regular education classroom teachers. North Liberty staff also includes one secretary, one treasurer, nine instructional aides, six cooks, three custodians, and six bus drivers. The following staff is shared with other schools in the John Glenn School Corporation: District Technology Facilitator, High Ability Coordinator, and a Title 1 Coordinator/Instructor. NLES is part of the JESSE (Joint Educational Services in Special Education) co-op and provides guidance to keep current with Article 7. For NLES the co-op provides full-time services of a speech pathologist, one shared by each of the following: physical therapist, occupational therapist, hearing impaired teacher, and school-based therapist. NLES is one of two options for the education of students in the North Liberty community. Students also have the option to attend the North Liberty Church of Christ K-6 school.

NLES has qualified since the 2010-2011 school year participating in the federally funded Title I program. It serves grades K-6 in reading schoolwide. NLES complies with all of the guidelines provided by the IDOE. Title I at NLES employs the following staff: a shared certified teacher/director and three highly qualified paraprofessionals.

North Liberty Programs

North Liberty provides before and after school care for students and has implemented Minds in Motion, St. Joseph County sponsored the Environmental Education Program, Sixth Grade Junior Achievement Program, North Liberty Fire Prevention Program, Tri-Kappa sponsored Writing, Veteran's Day Program, and a College and Career Readiness Program.

A few of the programs developed by the staff with the help and support of the community, the Falcon 500 Club, and the North Liberty Parent-Teacher Organization include the student Council, Athletic Teams, Academic Teams, Science Fair, Athletic Camps, Summer School, School Sponsored Summer Reading Incentive Program, Outdoor Lab, Honor Roll Breakfast, Book Fair, Book-It, Real Services Foster Grandparent program, Robotics, PLTW, Title I Family activities, John Glenn Education Foundation and John Glenn High School Cadet Teacher Program.

The community offers Boy Scouts, Cub Scouts, 4-H, Girl Scouts, Little League, travel athletic leagues, and a summer reading program through the St. Joseph County Public Library located in North Liberty.

Description and Location of Curriculum

North Liberty Elementary School offers a standard elementary curriculum based on the Indiana Academic Standards (IAS) with supplemental programs offered to enrich and remediate the learning experience. Copies of this curriculum can be found on:

- www.jgsc.k12.in.us
- www.doe.in.gov
- John Glenn School Corporation Office
- Principal's Office
- Classrooms
- Online Harmony Lesson Plans

Title and Description of Assessment Instruments

Standardized and Computerized Assessments

ILEARN measures student achievement and growth according to Indiana Academic Standards. ILEARN is the summative accountability assessment for Indiana students in grades 3-8. English/Language Arts (Grades 3-8), Mathematics (Grade 3-8), Science (Grades 4 and 6), Social Studies (Grade 5).

i-Ready are academic achievement tests administered at the beginning, middle, and end of the year to show benchmarks and progress in reading and math. The assessment is aligned to the state standards and reading and math curriculum.

IREAD3 is the IDOE-developed assessment of reading skills at the third-grade level. The data obtained from IREAD3 is used to determine eligibility for promotion to 4th grade. In 2022, we administered the IREAD3 to 2nd-grade students to better assist our students that are "On Track" or "Below" basic reading.

Textbook Assessments are given throughout the year to draw baselines for student placement and monitor student progress on Indiana Academic Standards for language arts and math programs. Each grade level utilizes research-based programs that are aligned with the Indiana Academic Standards. Our curriculum textbooks include i-Ready Reading, i-Ready Math, and Ready/iReady Math and Reading Diagnostics, Foundations, and Haggerty to support KDG-2 in the areas of Phonemic Awareness and Phonics.

Classroom Assessments

- Teacher-made tests
- Student self-assessment
- Portfolios
- Interactive Journals
- Teacher observation and anecdotal assessment
- Performance-based assessments
- Blended learning with periodical diagnostics

Reports

- Annual Parent-Teacher conferences
- Attendance Rate
- Mid-term Progress Reports
- Nine-Week Report Cards
- Harmony Classroom live, accessible, Reports-Online

Staff Evaluation Model

Indiana Department of Education John Glenn RISE Evaluation and Development System with Administration is trained in using the RISE model. JGSC currently utilizes Standards for Success as its platform for teacher evaluations. This provides educators with a web-based tool that customizes the school's particular needs.

Parent Participation

North Liberty Elementary School works with parents in the following ways:

- Classroom weekly newsletters
- Parent Teacher Organization (PTO) monthly newsletter
- PTO steering committee monthly meetings
- Harmony web-based Homework posting
- Scholastic Book Fair
- Open House
- Fun Fair
- Parent-Teacher Conferences
- Grandparents Week
- Athletic Events
- Tri Kappa Art Show
- Picture Day Volunteers
- Library volunteers
- Classroom Support
- Email staff at jgsc.k12.in.us for parent questions
- Title I Parent Education Evenings
- School Wide Field Day
- Optional School-Wide Science Fair
- Robotics
- Concessions
- Host Regional Spell Bowl
- County - Young Author's Conference
- Young Author's Writing Competition
- PTO Teacher/Staff Appreciation Days
- PTO Santa's Workshop

- Hope Rescue - Thanksgiving Feast
- Food Drive
- Field Trip Chaperones

Technology as a Learning Tool

North Liberty Elementary School integrates technology across the curriculum:

- 1:1 Chromebook for grades 3-6 students during the school day, 5th and 6th grade allowed take-home
- 1:1 iPad for grades K-2 students during the school day
- Every classroom has an interactive Promethean whiteboard
- Each teacher is assigned an assigned laptop for classroom use.
- Media Center has iPads for staff and student check-outs
- Digital cameras for staff use
- NLES uses the Google for Education platform for schoolwide and JGSC usage
- Teachers and students have access to online resources to accompany iReady Reading, iReady Math, Fusion, Mystery Science, Time for Kids, Reading A-Z, Pearson Realize, and The Great Body Shop.
- Each of the above computers has the following: GMail, Harmony, Microsoft Office, Open Office, Google Chrome, Web-based programs, Accelerated Reader, and Canvas.
- We utilize Canvas platform as our extended learning site to communicate activities for students to complete during scheduled and emergency e-learning days.

Safe and Disciplined Learning Environment

Safe School Measures

John Glenn School Corporation and North Liberty Elementary School have taken many steps toward ensuring a safe and disciplined learning environment. This has been done by developing the John Glenn School Corporation Crisis Response Manual, the North Liberty Elementary School Teachers' Manual, and the John Glenn Elementary Schools' Handbook. Within the context of these documents are plans and procedures for emergencies, staff and student conduct, and policies for guest involvement. JGSC recognizes the importance of including comprehensive research-based counseling programs offered at all grade levels.

Camera system monitors are installed throughout the building and are digitally recorded.

- North Liberty Police Department provides NLES with a School Resource Officer with a minimum of eight hours per week
- North Liberty buses have digital recording camera systems.
- All outside doors are locked by 8:05 a.m.
- Visitors enter the front entrance doors utilizing the Airphone Security system and are required to report to the office, sign in, and wear visitor badges.
- Parents and guests must check in at the office and wait for their child to be brought to the office for early dismissals.
- Volunteers are required to complete a background check prior to working with classrooms and students.
- Fire drills are conducted monthly, storm drills are conducted once per semester, and lockdown drills are conducted once per semester.
- An emergency evacuation plan exists with near and far primary and secondary shelters identified.
- North Liberty Police Department performs periodic security checks and random school visits.
- Classroom discipline plans are written and communicated in writing to students and parents as well as posted inside every classroom.
- Indiana Anti-Bullying Law is publicly posted.
- School employees receive updates and annual training on the JGSC's prevention and intervention policies for anti-bullying practices.
- Research and evidence-based anti-bullying lessons provided by Counselor
- North Liberty Elementary School Handbook and webpage include the Student Code of Conduct and policy and procedures for reporting student/safety and anti-bullying incidents.
- In-School Suspension, After-School Detention, and Time-Out rooms are available

Student Achievement with Summary of Data

All assessments during the 2019-2020 school year have been held harmless due to the COVID-19 Pandemic. Therefore, we will use the most recent data to show growth. The data below shows the percentage passing on the ILEARN.

Attendance Rate: Federal Accountability Report Card

School Year	BOY Chronic Attendees	Total Students (162+ days)	EOY Chronic Attendees	Percentage Growth
2022-2023	30	499	19	63%
2021-2022	52	460	30	57%
2020-2021	COVID-19	COVID-19	N/A	N/A

English/Language Arts Pass % Trend Data

Testing Year	3rd Grade	4th Grade	5th Grade	6th Grade
2022 - 2023	46%	50%	52%	52%
2021 - 2022	46%	60%	51%	46%
2020 - 2021	59%	54%	35%	58%
2019 - 2020	NA	NA	NA	NA

Math Pass % Trend Data

Testing Year	3rd Grade	4th Grade	5th Grade	6th Grade
2022 - 2023	44%	39%	58%	48%
2021 - 2022	56%	60%	55%	51%
2020 - 2021	65%	56%	48%	41%
2019 - 2020	NA	NA	NA	NA

Iread3 Percentage of Passing

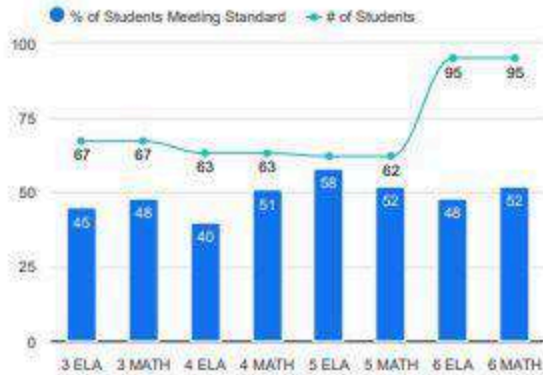
Testing Year	3rd Grade	2nd Grade
2022 - 2023	94%	63%
2021 - 2022	89%	NA
2020 - 2021	98%	NA

ILEARN data below provides a more specific Content Area/Academic Standard baseline score with the new state assessment.

North Liberty School - ILEARN 2022-2023 Results Analysis

Key Highlights of ILEARN 2023 Results at North Liberty School

Student Performance Data by Grade and Subject



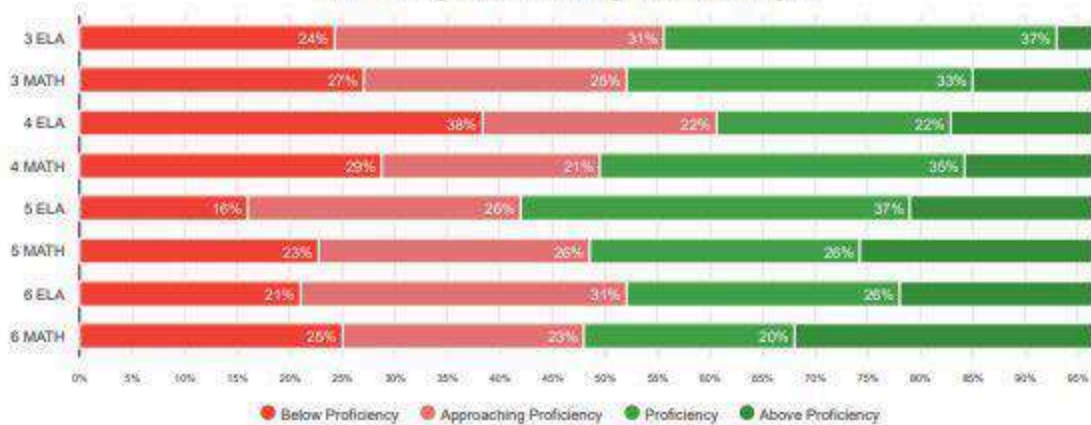
Participation and Performance:

- * A total of 287 students took the ILEARN assessment in **Math**, with 145 performing at or above grade level.
- * A total of 287 students took the ILEARN assessment in **English Language Arts**, with 137 performing at or above grade level.

Best Performing Grade/Subject:

- * Grade 5 **English Language Arts** stood out as the top-performing grade.
- * Out of 62 students in Grade 5 **English Language Arts**, 36 students (58%) performed at or above grade level.

Proficiency Distribution by Grade & Subject

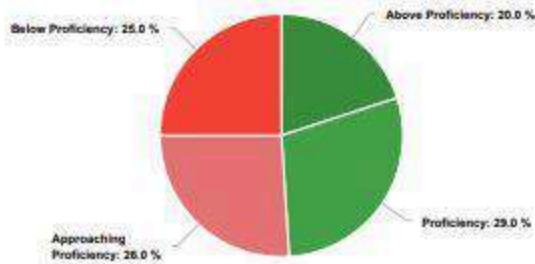


Based on the 2023 ILEARN assessment, 5th graders have demonstrated a strong performance. Specifically, 58% of students met the standard in English Language Arts; 52% of students met the standard in MATH.

In English Language Arts, the performance of Grade 4 students is lower compared to their peers, with only 40% of the students meeting the standard.

In Math, the performance of Grade 3 students is lower compared to their peers, with only 48% of the students meeting the standard.

School Proficiency Overview

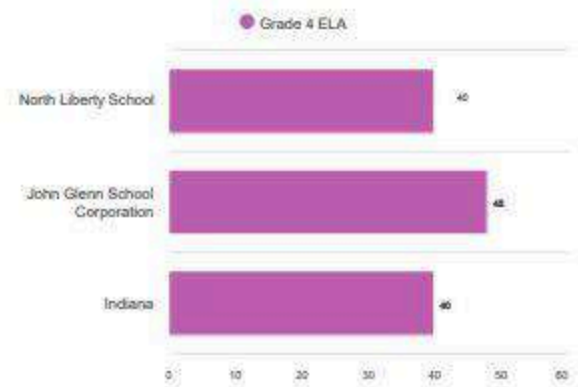
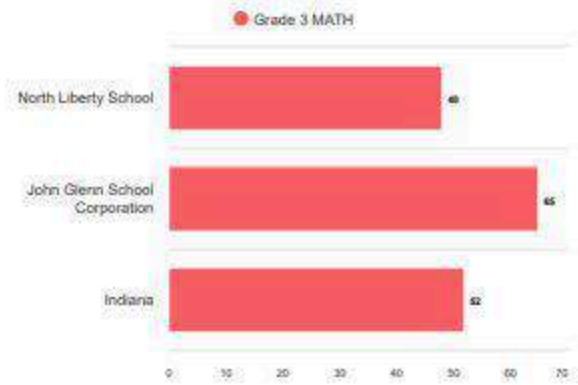
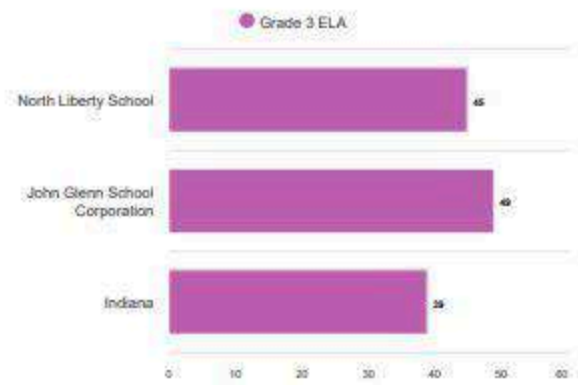


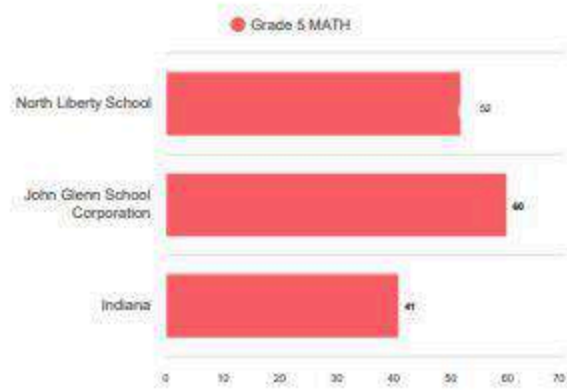
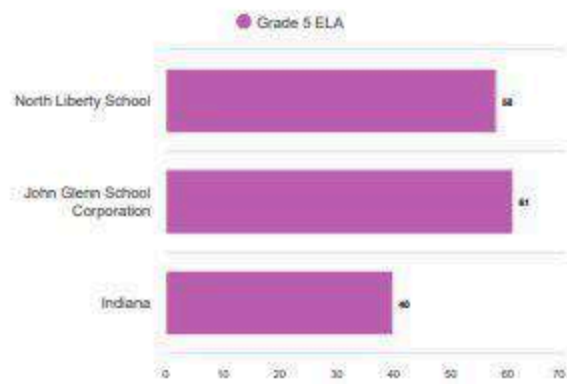
On average, 25% of your students are in Level 1, indicating a need for additional support and improvement in their performance. Additionally, 26% of your students are in Level 2, further highlighting the need for targeted interventions and enhancements.

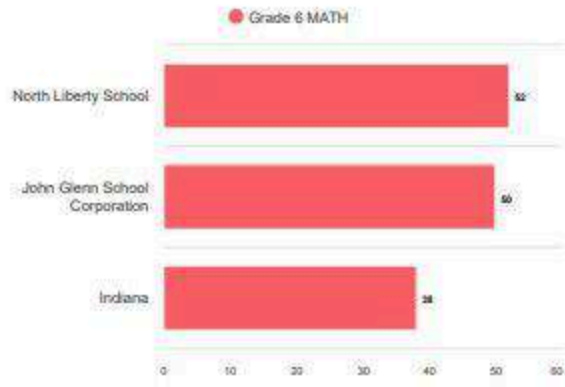
- Overall 49% of your students have met standards.
- Most of your students are in Level 3 i.e. 29%.
- 25% highly likely to need substantial support for the next grade/course.
- 26% likely to need substantial support for the next grade/course.

Student Performance Compared with State and District Average

% Of Students in Level 3 and above







Specific Areas Where Improvement is Needed Immediately

Current findings have identified a need to address:

- mathematical process and number sense deficits
- constructed and extended-response
- Attendance rate with a specific group of students with an excessive amount of absences
- Emphasis on student population gaps in their learning due to the COVID-19 Pandemic and its impact on student learning.

Student Achievement Strategies and Benchmarks

Goal #1: Overall ELA Proficiency: Grade 3-6 students will decrease the “Below Proficient” percentage from 25% to 20%, a decrease of 5%.

Essence of Goal

The essence of the goal includes:

1. The ability to generate a draft by developing, selecting, and organizing ideas relevant to a topic (Gr. K-6)
2. The ability to edit writing for format and conventions (Gr. K-6)

Demonstration of Goal

Students shall demonstrate writing for different purposes and to a specific audience or person, such as:

1. the use of evidence-based writing.
2. the ability to apply reading standards to respond to a piece of literature and nonfiction text
3. The ability to use technology to interact and collaborate with others to publish

Intervention #1 Students will utilize appropriate materials and programs for the use of writing applications.

Strategies

1. Continue the use of grade-level writing prompts.
2. Grade-level writing instruction on fundamental writing techniques.
3. Implement Ready Writing instructional lessons.
4. Utilize writing resources
5. Utilize technology (i.e. Google platform, Canvas, typing applications on Chromebook)

Assessments

1. Continued evaluation of the use of writing prompts.
2. Frequent evaluation of fundamental writing techniques.
3. Evaluation of Ready Writing instructional lessons.

Results-Based Staff Development

1. Sharing successful approaches to Writing Applications at staff meetings as well as quarterly grade-level data meetings.
2. Departmentalized team meetings, within the building as well as district-wide.

Goal #2: All students will be able to improve their attendance rate by increasing the Model attendance rate. The 2021 the percentage of students that met the criteria was 84.9% or 423 students and in 2022 it was 70.8% or 329 students that met criteria. In 2023 we will increase the overall by 5 percentage points. Note: The 2022 calculation is a ratio of the number of students who attend school more than 94% of the school year based on the number of instructional days. This is different from a traditional attendance rate

Essence of Goal

The essence of this goal includes:

1. Students will be able to improve their overall attendance rate

Demonstration of Goal

Students shall:

1. Demonstrate organizational skills when returning to school after an absence
2. Demonstrate the importance of attending school on time
3. Demonstrate life skills at home with morning routines

Intervention #1

Students will utilize an organizational planner to track their attendance progress and how that translates to their academic progress.

Strategies

1. Students will be sent 5-day, 10-day, and 18-day letters addressing the attendance rate
2. Students deemed habitually absent will have a parent/school contract signed
3. Students will meet with the administrator/counselor with “check-in” for attendance
4. Students will be held accountable for absences

Assessments

1. Mid-term reports to administrator/counselor
2. Quarterly percentage reports to administrator/counselor

Goal #3: Overall Math Proficiency: Grade 3-6 students will decrease the “Below Proficient” percentage from 26% to 21%, a decrease of 5%.

Essence of Goal

The essence of this goal includes:

1. Students will recognize, name, build, draw, compare, and sort two- and three-dimensional shapes. (K-6) and develop a vocabulary to describe the attributes of two- and three-dimensional shapes. (3-6)
2. Students will classify two- and three-dimensional shapes according to their properties and develop definitions of classes of shapes, such as triangles and pyramids. (3-6)
3. Students will investigate, describe, and reason about the results of subdividing, combining, and transforming shapes. (3-6)

Demonstration of Goal

Students shall:

1. Recognize, name, build, draw, compare, and sort given shapes
2. Use vocabulary to describe given shapes
3. Will classify given shapes according to their properties
4. Give definitions of given shapes
5. Describe and reason the results of shape subdividing, combining, and transforming

Intervention #1

Students will utilize appropriate tools and processes for recognizing, naming, creating, comparing, and sorting two- and three-dimensional shapes, as well as, identifying their attributes and properties.

Strategies

1. Ready Math Curriculum Instructional Strategies (manipulatives)
2. I-Ready Math Standards Mastery
3. I-Ready Math online personalized instruction up to 30-45 minutes per week

Assessments

1. ILEARN Assessment
2. Indiana Ready Math Assessment (Diagnostic 3 times a year)
3. Daily math instruction and hands-on activities

Results-Based Staff Development

1. Cooperative sharing for effective teaching strategies amongst grade levels.
2. Cooperative sharing of information gained from conferences that enhance teaching.
3. Grade-level data meetings
4. Departmentalized team meetings within the building.

Professional Development

1. Sharing successful approaches to writing, vocabulary, and geometric applications at staff meetings as well as grade-level meetings.
2. Sharing successful approaches to the Science of Reading, writing, vocabulary, and geometric applications at departmentalized meetings within the building and district-wide.
3. Cooperative sharing of information gained from conferences that enhance teaching methods on writing, vocabulary, and geometric applications.
4. Inservice on the mathematical process and number sense instruction and assessment.
5. Quarterly grade-level data meetings alongside Ready math, reading, and writing district consult.
6. Plan for gaps in learning for the start of the 2023-2024 school year. Provide instructional support to close achievement gaps on skills not mastered.

Statutes and Rules to be Waived

North Liberty Elementary School is not requesting any statutes or rules to be waived at this time.

Three-Year Timeline

2023-2024	Implementation, Review, and Revise <ul style="list-style-type: none">• Professional Development• Collection of relevant data from ILEARN, IREAD3, Harmony, iReady Math/Reading, and Local Assessments• Comparison of pre and post-data• Re-evaluate and monitor goals• Evaluation of comparisons and determination of next steps• Due to the gap in State and Local Assessments, we will use a two-year comparison of data
2024-2025	<ul style="list-style-type: none">• Professional Development• Collection of relevant data from ILEARN, IREAD3, iReady Math, Harmony, and Local Assessments• Evaluation of current goals and completion of necessary revisions• State and Local Assessments will show a two-year gap which will show the achievement levels to be lower in comparison to a year-to-year growth score.
2025-2026	<ul style="list-style-type: none">• Professional Development• Collection of relevant data from College and Career Readiness, IREAD3, iReady Math Harmony, and Local Assessments• Evaluation of current goals and completion of necessary revisions• Achievement goals will have a year-to-year comparison