

# School Improvement Plan



*The School Improvement Plan serves as a road map that provides clarity to specific priorities and actions that are most important during the continuous improvement process. School Improvement Plans remain in effect for three years, but a School Leadership Team may amend as often as necessary or appropriate. The template is adapted with permission from UVA Partnership for Leaders in Education.*



**SCHOOL IMPROVEMENT TEAM MEMBERSHIP**

From GS §115C-105.27: “The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot. Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff.”

[illegible]

**PURPOSE OF THE CONTINUOUS IMPROVEMENT PLAN:**

*Articulate in a few sentences what you hope to achieve by participating in the continuous improvement process.*

#	Goals	2017-2018 Results	2018-2019 Goals	Goal Indicators (Metric to indicate progress)
1				
2				
3				
4	To provide a duty-free lunch period for every teacher on a daily basis.			
5	Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.			
6	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.			

## ACTION PLAN – PRIORITY #1

**Continuous Improvement Plan Focus Area (Big Rock):**

**School's Priority:**

*Given the goals identified, what problem needs to be addressed to achieve these goals?*

**School Leader Responsible:**

**Desired Outcome:**

*What will be different if you are successful in addressing this priority?*

**Root Cause(s) to Address Hypothesis of Priority:**

*What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?*

**CMS Strategic Plan 2024 Focus Area Alignment:**

## ACTION PLAN – PRIORITY #1 ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

## ACTION PLAN – PRIORITY #1 PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date

## ACTION PLAN – PRIORITY #2

**Continuous Improvement Plan Focus Area (Big Rock):**

**School's Priority:**

*Given the goals identified, what problem needs to be addressed to achieve these goals?*

**School Leader Responsible:**

**Desired Outcome:**

*What will be different if you are successful in addressing this priority?*

**Root Cause(s) to Address Hypothesis of Priority:**

*What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?*

**CMS Strategic Plan 2024 Focus Area Alignment:**



## ACTION PLAN – PRIORITY #2 ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

## ACTION PLAN – PRIORITY #2 PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date

## ACTION PLAN – PRIORITY #3

**Continuous Improvement Plan Focus Area (Big Rock):**

**School's Priority:**

*Given the goals identified, what problem needs to be addressed to achieve these goals?*

**School Leader Responsible:**

**Desired Outcome:**

*What will be different if you are successful in addressing this priority?*

**Root Cause(s) to Address Hypothesis of Priority:**

*What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?*

**CMS Strategic Plan 2024 Focus Area Alignment:**

## ACTION PLAN – PRIORITY #3 ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

## ACTION PLAN – PRIORITY #3 PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date

## STATE AND LOCAL REQUIRED PLANS

### Duty-Free Lunch

The NC SBE's statutory provision 115C-105.27 (b) (6) requires all schools to include a plan to provide a duty-free lunch period for every teacher on a daily basis or as otherwise approved by the SIP.

#### ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

#### PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Status	Potential Adjustments

## STATE AND LOCAL REQUIRED PLANS

### Duty-Free Instructional Planning Time for Teachers

The NC SBE's statutory provision 115C-105.27 (b) (7) requires a plan to provide duty-free instructional planning time for every with the goal of providing an average of at least 5 hours of planning time a week. [Note that the statute referenced provides that all classroom teachers are to be provided duty-free instructional planning time during regular student contact hours, to the extent that the safety and proper supervision of student may allow.

#### ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

#### PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Status	Potential Adjustments

## STATE AND LOCAL REQUIRED PLANS

### Bullying Prevention

Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.

#### ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems &amp; processes</i>	Person Completing Action	Timeline	Resources Needed / Source

#### PROGRESS MONITORING


Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Status	Potential Adjustments

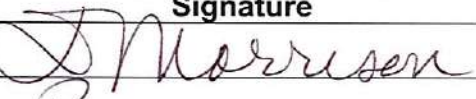

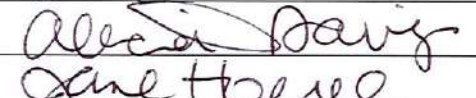
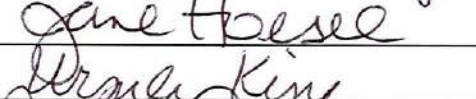

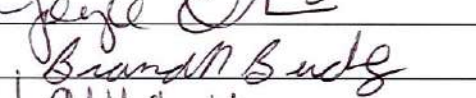

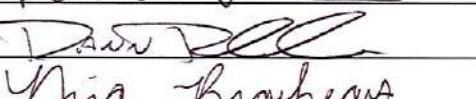
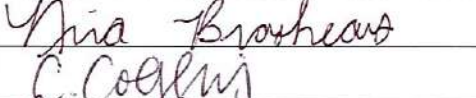
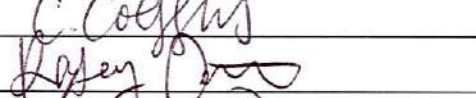
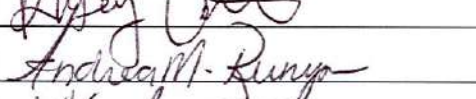
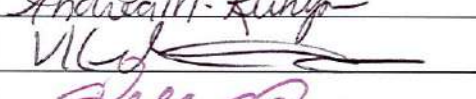
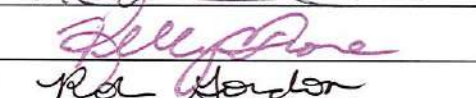
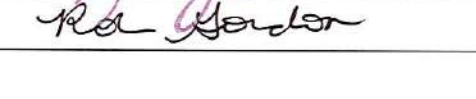




### Approval of Plan

**§ 115C-105.27. Development and approval of school improvement plans.** (c) School Vote on the Plan. - Support among affected staff members is essential to successful implementation of a school improvement plan to address improved student performance at that school. The principal of the school shall present the proposed school improvement plan to all of the principals, assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building for their review and vote. The vote shall be by secret ballot. The principal shall submit the school improvement plan to the local board of education only if the proposed school improvement plan has the approval of a majority of the staff who voted on the plan.

**My signature verifies that I adhered to the aforementioned statutory requirement. The 2018-2019 School Improvement Plan was voted on by secret ballot on 10-10-18.**

Principal Name	Courtyn Reeves	Principal Signature		Date	10/10/18
----------------	----------------	---------------------	---	------	----------

Committee Position	Name	Signature	Date
2nd grade	Danyael Morrison		10/10/18
Creative Arts	Pat Springs		10/10/18
4th grade	Alecia Davis		10/10/18
ESL	Jane Hoesele		10/10/18
1st grade	Ursula King		10/10/18
Pre-K	Joyce Oliver		10/10/18
K	Brandi Bucholz		10/10/18
3	Laura Milavel		10-10-18
EC	Dawn Publicover		10-10-18
Counselor	Nina Brashears		10/10/18
Parent	Corey Coggins		10/10/18
Dean of Instruction	Rosey Carter		10/10/18
AP	Andrea M. Runyon		10-10-18
Facilitator	Kelly McKinnon		10/15/18
Math Facilitator	Kelly Trone		10-15-18
5th grade	Robin Gordon		10-10-18