

2016 - 2018 W.A. Bess Elementary School Improvement Plan

(School Name) School Contact Information

School	W.A. Bess Elementary School	Courier Number	East Route A
Address	4340 Beaty Road	Phone Number	704-866-6075
	Gastonia, NC 28056	Fax Number	704-866-6102
School Website	http://www.gaston.k12.nc.us/Domain/54	Principal	Laura C. Dixon

(School Name) School: School Improvement Team Membership

From GS 115C-105.27: "The principal at 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 personal, 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. "

Committee Positions	Name	Email Address	Date Elected
Principal	Laura C. Dixon	lcdixon@gaston.k12.nc.us	9/1/2016
Assistant Principal	Kay Bain	kbain@gaston.k12.nc.us	9/1/2016
Teacher Representative, K	Martha McKinnon	msmckinnon@gaston.k12.nc.us	9/1/2016
Teacher Representative, 1st	Diana Davenport	dkdavenport@gaston.k12.nc.us	9/1/2016
Teacher Representative, 2nd	Mary Clouse	mgclouse@gaston.k12.nc.us	9/1/2016
Teacher Representative, 3rd	Nikki Simmons	mbsimmons@gaston.k12.nc.us	9/1/2016
Teacher Representative, 4th	Brooke Silver	blsilver@gaston.k12.nc.us	9/1/2016
Teacher Representative, 5th	Faith Dibble	fmdibble@gaston.k12.nc.us	9/1/2016
Teacher Representative	Lacey Pack	ltpack@gaston.k12.nc.us	9/1/2016
Instructional Suport Representative	Julie Shatterly	jgshatterly@gaston.k12.nc.us	9/1/2016
Instructional Assistant	Mary Hinson	mmhinson@gaston.k12.nc.us	9/1/2016
Parent Representative	Carla Gray	chgraypto@yahoo.com	9/1/2016
Parent Representative	Tina Fesquet	tinafesquet@gmail.com	9/1/2016
Principal Signature: Laura C. Dixon		Date: 9/1/16	Date Prepared: 9/6/16
GCS Board Approval Signature: _____		Date: _____	

Gaston County Schools Strategic Goals

Goal 1: Every student will graduate prepared for post-secondary opportunities

Focus Area	1.1 Increase the graduation rate
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	1.2 Increase students completing Career and Technical Education courses and opportunities
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	1.3 Increase the number of students who graduate from high school with post-secondary credit
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Goal 2: Every member of our diverse student population has the opportunity for individualized instruction.

Focus Area	2.1 Increase the percentage of students reading on or above grade level by the end of the third grade
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	2.2 Increase the strategies and tools available to ensure success of all students
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	2.3 Increase opportunities for a wide variety of academic choices
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Goal 3: Every employee is capable and committed to the education of the whole child.

Focus Area	3.1 Attract and retain a high qualified workforce in all schools, including high-needs areas, through increased incentives.
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	3.2 Provide employees increased access to quality, research-based professional development
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	3.3 Survey students annually to determine the level of administrator-student relationships, teacher-student relationships, and overall school classroom climate
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Goal 4: Every school has up-to-date technology to support teaching and learning.

Focus Area	4.1 Ensure all schools have sufficient wireless coverage
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	4.2 Increase the use of technology as a communication tool for all stakeholders
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	4.3 Increase the number of teachers and students who effectively use digital learning tools
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Goal 5: Every student has the opportunity to learn in a safe school environment.

Focus Area	5.1 Increase facility safety features
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	5.2 Increase anti-bullying efforts at every school
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	5.3 Increase community resources to maximize student support systems
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2016 - 2017 W.A. Bess Elementary School Improvement Plan

Gaston County School's Values

	Beliefs		Four C's	
	Safety		Commitment	
	Diversity		Community	
	Innovation		Communication	
	Collaboration		Choice	
	Excellence			

Gaston County School's Vision and Mission Statement

Vision: The vision of Gaston County Schools is to inspire success and a lifetime of learning

Mission: Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment

W.A. Bess Elementary School's Mission and Vision Statement

Vision: W.A. Bess Elementary School believes academic success is the foundation for lifelong learners who contribute to their community.

Mission: Our mission is to maintain a nurturing, learning environment.

W.A. Bess Elementary School SMART GOALS

Based upon data analysis our focus will be upon the following outcomes:

1. Goal #1 from Self-Assessment

2. Goal #2 from Self-Assessment

Strategic Plan K-2 Level Strategies and Monitoring

Assessments Kindergarten	Math - Kindergarten Math Assessment			OR	Math - AMC Anywhere				Notes: AMC Anywhere is a formative assessment tool and does not provide an overall proficiency status for your school. Consider using the Kindergarten Math Assessment at BOY, MOY, and EOY to provide a proficiency status for your school.		
	Rank: <input style="width: 100%;" type="text"/>				Rank: <input style="width: 100%;" type="text"/>						
	School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal		School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal				
	Not Taken <input style="width: 100%;" type="text"/>				Not Applicable <input style="width: 100%;" type="text"/>						
	Strategies and Measures:				Strategies and Measures:						
Assessments Kindergarten	Reading - mClass TRC Levels			AND	Reading - DIBELS Composite Score						
	Rank: <input style="width: 100%;" type="text"/>				Rank: <input style="width: 100%;" type="text"/>						
	School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal		School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal				
	68% <input style="width: 100%;" type="text"/>				82% <input style="width: 100%;" type="text"/>						
	Strategies and Measures:				Strategies and Measures:						
Assessments First Grade	Math - STAR Math			AND	Math - AMC Anywhere			OR	Math - 1st Gr Math Assessment		
	Rank: <input style="width: 100%;" type="text"/>				Rank: <input style="width: 100%;" type="text"/>				Rank: <input style="width: 100%;" type="text"/>		
	School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal		School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal		School Current Status	<input style="width: 100%;" type="text"/>	School's 2016-2017 Goal
	52.94% <input style="width: 100%;" type="text"/>				Not Applicable <input style="width: 100%;" type="text"/>				Not Taken <input style="width: 100%;" type="text"/>		
	Strategies and Measures:				Strategies and Measures:				Strategies and Measures:		
Reading - mClass TRC Levels			Reading - DIBELS Composite Score			Notes: AMC Anywhere is a formative					

Assessments First Grade	Rank:			AND	Rank:			assessment tool and does not provide an overall proficiency status for your school. Consider using STAR Math or the 1st Grade Math Assessment at BOY, MOY, and EOY to provide a proficiency status for your school.			
	School Current Status		School's 2016-2017 Goal		School Current Status		School's 2016-2017 Goal				
	71%				87%						
	Strategies and Measures:				Strategies and Measures:						
Assessments Second Grade	Math - STAR Math			AND	Math - AMC Anywhere			OR	Math - 2nd Gr Math Assessment		
	Rank:				Rank:				Rank:		
	School Current Status		School's 2016-2017 Goal		School Current Status		School's 2016-2017 Goal		School Current Status		School's 2016-2017 Goal
	47.87%				Not Applicable				Not Taken		
Strategies and Measures:			Strategies and Measures:			Strategies and Measures:					
Assessments Second Grade	Reading - STAR Reading			AND	Reading - mClass TRC Levels			AND	Reading - DIBELS Composite Score		
	Rank:				Rank:				Rank:		
	School Current Status		School's 2016-2017 Goal		School Current Status		School's 2016-2017 Goal		School Current Status		School's 2016-2017 Goal
	65.00%				69%				87%		
Strategies and Measures:			Strategies and Measures:			Strategies and Measures:					
	Retentions			Notes: AMC Anywhere is a formative assessment tool and does not provide an overall proficiency status for your school. Consider using STAR Math or the 1st Grade Math Assessment at BOY, MOY, and EOY to provide a proficiency status for your school.							
	Rank:			Retention data is not available at this time.							
	School Current Status		School's 2015-2016 Goal								

Retentions			
	Strategies and Measures:		

Elementary School level Strategies and Monitoring

Assessments Third Grade	Math				Reading				Notes:		
	Rank:				Rank:						
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal		School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal				
	74.4	66.2			70.5	66.8					
	Strategies and Measures:				Strategies and Measures:						
Assessments Third Grade Reading Sub-groups	LEP				SWD				EDS		
	Rank:				Rank:				Rank:		
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal		School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal		School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal
	NA				25	45.7			57.7	58.4	
	Strategies and Measures:				Strategies and Measures:				Strategies and Measures:		
Assessments Third Grade Reading Sub-groups	Black				Hispanic				Notes:		
	Rank:				Rank:						
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal		School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal				
	NA				NA						
	Strategies and Measures:				Strategies and Measures:						

Assessments Fourth Grade	Math			Reading	Notes:					
	Rank:					Rank:				
	School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal			School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal		
	61.4	67.3				70.2	67.1			
	Strategies and Measures:					Strategies and Measures:				
Assessments Fourth Grade EC	Math			Reading	Notes:					
	Rank:					Rank:				
	School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal			School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal		
	31.3	NA				37.5	NA			
	Strategies and Measures:					Strategies and Measures:				
Assessments Fifth Grade	Math			Reading	Science					
	Rank:				Rank:			Rank:		
	School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal		School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016- 2017 Goal
	77.5	65.8			61.8	65.8		84.3	70.1	
	Strategies and Measures:				Strategies and Measures:			Strategies and Measures:		

Assessments Fifth Grade EC	Math			Reading			Science		
	Rank:			Rank:			Rank:		
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal
	14.3	NA		<5	NA		42.9	NA	
	Strategies and Measures:			Strategies and Measures:			Strategies and Measures:		
Retentions	Retentions			Notes:					
	Rank:								
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal						
	Strategies and Measures:								

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Smart Goal # 1		Goal 1: W.A. Bess will increase the overall reading proficiency of K-2 students to 80% as measured by the mCLASS TRC assessment. Additionally, in grades 3-5, we will increase overall reading proficiency to 72% as measured on the NC end-of-grade reading assessment.	
Strategic Plan Goal:		Each W. A Bess student will receive individualized assessments and instruction as needed to become proficient in reading.	
Strategic Plan Goal focus area:		We will increase the percentage of students reading on or above grade level in Grades K-5.	
Current Status: 2015-16 EOG data revealed 70.5% of 3rd grade students were proficient; 70.2% of 4th grade students were proficient; and 61.8% of 5th grade students were proficient.			
School Interim (Year 1) Goal 2016-2017: We will increase the number of Bess students in grades 3-5 who are proficient in reading to 72% school wide.			
School (Year 2) Goal 2016-2018: We will exceed 72% proficiency in reading for all Bess students.			
Data Used: STAR, mCLASS, NC EOG Exams, Compass Learning Reports, EVAAS, Moby Max, MTSS, RAZ Kids/Learning A-Z, Pearson reports,			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
1. Early Intervention to Identify all at-risk students within the first two weeks of school. They will be placed on a Pathblazer Plan (a personalized of growth with an intervention goal.)	Administration Classroom and EC teachers Erika Whitesides to assist with ELA strategies Erin Selbe to assist with mCLASS data Barbara James to attend PLC meetings Julie Shatterly to assist with book selections and STAR data	Differentiated lessons w/small group activities Progress monitoring reports Benchmark STAR reports EVAAS	Monthly (Sept 2016- May 2017)
2. We will place a Forestview Intern in each 1st and 2nd grade classroom three times per week; and three interns to rotate in 3rd grade three times per week to assist with small group instruction.	Forestview Interns/Mrs. S. Little	Forestview Intern Sign-In Sheets Lesson Plans with their activities	Monthly (Sept 2016- May 2017)
3. Each classroom teacher will maintain a Reading Data Notebook to follow their students' progress with each intervention/strategy and to utilize for discussion purposes at PLC meetings, parent conferences, MTSS purposes, and administrative reviews.	Bess PLC Chairs: Alisha Cann, Lee Matheny, Claire Bailey, Cindy Wilson, Cherie Wilson, Donna Griffith, and Tiffany Hobbs Barbara James Erin Selbe	Progress monitoring reports STAR Data Rosters of Bubble Students Classroom Data Notebooks PLC Meeting Minutes	Monthly (Sept 2016-May 2017)
4. Involve Bess parents with their child's reading progress via conferencing, reminders on social media & parent link messages, and email. Conduct KEA informational meeting on 9/28 for K parents, and RTA informational meeting on 9/29 for 3rd grade parents. Utilize our Premier Planners in Grades 3-5 to involve parents and forward a monthly Premier newsletter with tips.	Administration Classroom and EC teachers	Parent Conferencing Logs in Accountability Folders Promote Book Fair Parental Involvement with Volunteers	Monthly (Sept 2016-May 2017)
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed

Classroom teachers/Administration	Compass Learning training (Pathblazer Plans and Assigning Correlating Activities)	Pam Lane	September 19, 2016
Classroom teachers/Administration	ELA Strategies that support learning and the achievement of school improvement goals	Robin Setzer	Ongoing (2016-17)
Classroom teachers/Administration	Strengthen reading strategies and skill via technology that support student success	Heather Mathis	Ongoing (2016-17)
Classroom teachers/Administration	Additional mCLASS training for data disaggregation	Erin Selbe	Ongoing (2016-17)
W.A. Bess AR Committee	Monthly meetings to interpret STAR and Renaissance Data	Barbara James Julie Shatterly	Ongoing (2016-17)
Classroom teachers	PLC Meetings to unpack new standards	Robin Setzer	Fall 2016

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Smart Goal # 2	Goal 1: W.A. Bess will increase the overall math proficiency of 1st and 2nd grade students to 60% as measured by the STAR Math assessment. Additionally, in grades 3-5, we will increase overall math proficiency to 75% as measured on the NC end-of-grade math assessment.		
Strategic Plan Goal:	Each W. A Bess student will receive individualized assessments and instruction as needed to become proficient in math.		
Strategic Plan Goal focus area:	We will increase the percentage of students who are math proficient (on grade level or above grade level) in Grades 1-5.		
Current Status: 2015-16 EOG data revealed 74.4% of 3rd grade students were proficient; 61.4% of 4th grade students were proficient; and 77.5% of 5th grade students were proficient in math. STAR Math data revealed 52.94% proficient in 1st grade and 47.87% proficient in 2nd grade.			
School Interim (Year 1) Goal 2016-2017: We will increase the number of Bess students in grades 3-5 who are proficient in math to 75% on the End-Of-Grade Exam.			
School (Year 2) Goal 2016-2018: W.A. Bess will exceed 60% proficiency for grades 1-2 and will exceed 75% proficiency in grades 3-5.			
Data Used: Daily lesson plans, TWC data, calendar of facilitator visits/scheduled lessons, STAR data, AMC data, common assessments			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
1. Early Intervention to Identify all at-risk students within the first two weeks of school. Progress monitoring via STAR data will be included in the teacher's Data Notebook with interventions and anecdotal notes for each student.	Administration Classroom and EC teachers Lisa Hayes to assist with Math strategies Erin Selbe to assist with mCLASS data Barbara James to attend PLC meetings	Differentiated lessons w/small group activities Progress monitoring reports Benchmark reports EVAAS AMC STAR	Monthly (Sept 2016- May 2017)
2. W.A. Bess Elementary will prepare students to be twenty first century learners by embedding technology into instruction with project-based learning.	Classroom teachers	Daily lesson plans Student projects	Quarterly 2016-17
3. A schedule will be created for lab use in the main and annex computer labs for each teacher. Each grade will share a chromebook cart. Students will engage in weekly activities including Compass Learning, Moby Max, Front Row Math, and others.	Administration Classroom teachers Heather Mathis	Daily lesson plans Lab schedule/calendar Student work	Weekly September 2016-May 2017
4. Principal and Assistant Principal will conduct daily classroom walkthroughs, noting small math group instruction and technology use.	Principal and Assistant Principal	TWC reports	Daily October 2016-May 2017
5. Bess faculty will plan and implement a Technology Fair (to coincide with our annual Art Fair) for all students to showcase a Technology project with their family, the community, and invited GCS Board members.	SIT PLC Chairs Administration	Technology Fair program of activities Photos Student projects	Spring 2017
Professional Development - Identify the professional development required to successfully implement the strategies listed above			

Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
Classroom teachers	Grade level math activities, small group work, and instructional supplements.	Math CF, Lisa Hayes	Fall 2016
Classroom teachers	Blooms Levels of Thinking	ELA facilitator, Robin Setzer	Fall 2016
Classroom teachers	Grade level technology activities, small group work, and instructional supplements.	Instruction TF, Heather Mathis	Weekly 2016-17
Classroom teachers	Continued AMC Training with Grades K-2	AMC Facilitator, Diane Price	May 2017

Compliance Statements

1. Describe your plan to provide duty-free lunch to all teachers.

W.A. Bess Elementary School does not currently have the sufficient personnel to safely provide a duty-free lunch for all teachers and staff members. Classroom teachers and assistants provide lunch supervision on a daily basis due to our reduced allotment of teacher assistants.

2. Describe your plan to provide planning time for each regular classroom teacher each week, with the goal of 5 hours per week.

W.A. Bess Elementary School does currently provide a minimum of 5 hours per week planning time. The specialist schedule is created to allow each PLC with one hour of uninterrupted planning one day a week and thirty minutes of uninterrupted planning for two days a week, for 2 hours of planning built into the academic day. Another forty-five minutes of planning occurs daily between 2:30 PM and 3:15 PM, bringing the weekly average to five hours and forty-five minutes per week of planning.

3. Physical activity is not denied to any students as a means of discipline, nor physical activity used as a form of punishment (K-8 only).

Teachers at W.A. Bess utilize disciplinary techniques that bring about a positive, sustainable change in behavior for a child.

4. Each student participates in an average of 30 minutes per day of physical activity outside of the physical education class (K-8 only).

Students at W.A. Bess receive 30 minutes per day of physical activity with their classroom teacher and classmates, aside from their 30 minutes per week of physical education class.