

SCHOOL IMPROVEMENT PLAN

2009-2011

Codington Elementary School

Rigor

Relevance

Relationships

New Hanover County Schools

Executive Summary

Codington Elementary School Executive Summary 2009-10

During the 2008-09 school year, Codington Elementary School achieved High Growth and Honor School of Excellence Recognition. The targets we set for our academic improvements in math and reading have been close to being met or exceeded. Our goals for 2009-10 continue to focus on even greater levels of academic achievement, as well as providing a balanced curriculum by educating the whole child in a physically and emotionally healthy environment. Codington has achieved a high level of success because we have put first and foremost, improving the learning of all students. In order to continue our high level of success and continuously improve, we must analyze our formative, summative and EOG testing data. The data will focus our instruction and improve teaching through 21st century staff development. This means developing shared leadership in a school culture that nurtures trust, and team building. As we function in this professional environment we will have clarity of purpose from our Systemic School Improvement Plan to accomplish our strategic goals.

Each of the SBE goals we are pursuing through our plan has the integration of 21st century learning skills that leads to a balanced curriculum. In addition, the new standards for administrators and teachers are aligned to insure continuity of instructional and professional practices, staff development, and resources to attain success for all of our staff and students. Codington's plan includes the following themes: mastery of core subjects, content for global awareness, financial literacy, civic literacy and health awareness. Furthermore, the life skills of leadership, ethics, social responsibility, and people skills will be developed as our staff models and teaches these skills. The aforementioned subjects and themes require continuous improvement in our pedagogical skills for developing critical thinking, problem solving, communication, information skills (media, literacy), creativity, collaboration, contextual and ICT (Information, Communication and Technology skills) literacy skills for all students. In order to meet these challenges we must have professional learning communities for our staff to work collaboratively to maximize students' learning. As we focus on high levels of learning for all students in a collaborative culture we will see significant school improvement.

In order to maximize our dwindling resources to help students, the budget and transfer flexibility options allowed under the ABC's legislation will be utilized. In the areas of instructional supplies and equipment, state funds may be transferred to textbooks. Textbook funds may be transferred to Instructional supplies and equipment and local funds may be transferred to support our school improvement plan.

As we implement our plan, our entire school community will join hands to work together for our children. Our faculty will communicate regularly with parents via newsletters, email, WEB sites, phone calls and conferences. In addition, we will strengthen our partnership with parents by encouraging volunteerism and by taking an active part in Codington's PTA. Our plan has been developed with all groups well represented, especially parents, and we have set very challenging, but obtainable goals. The economic down turn has forced us to eliminate our intersession programs to boost academic skills, but our teaching staff will continue to provide after school tutoring to children needing assistance. We also, have three less teacher assistants and one less school counselor to help our teachers and students.

As we work through the economic challenges and challenges of maintaining and building a world-class school that fully implements 21st Century learning strategies our focus will be on our students to become successful, happy and productive citizens in a democratic global society.

Strategic Planning

Instructions for Identifying School Goals: Based on data analysis, identify at least one priority improvement goal. School goals should be aligned to the State Board of Education Goals and the district theme of Rigor, Relevance, and Relationships.

School Mission To accomplish its vision, Codington Elementary will provide the highest quality educators to implement the most current and proven instructional methods available to support a balanced curriculum within a safe environment. Students will be challenged to utilize and expand their creativity, character, individuality, democratic values, and technological skills while experiencing the genuine joy of gaining knowledge. Students along with school personnel, parents, and the community are partners in the students' on-going journey to their highest possible level of achievement

Goal established by the State Board of Education	⇒	School's Priority Improvement Goals	⇒	Result Measures
Goal 1 Globally Competitive Students		To implement best practices that will benefit each student in all academic areas, to include 21 st century skills, the arts and technology.		1.1a By the end of the 2008-09 school year, student mastery will increase by 50% over the prior school year as measured by M-Class assessments for K-2. 1.1b By the end of the 2008-09 school year, student mastery will increase by 50% over the prior school year as measured byEOG test score analysis 1.2a By the end of the 2009-10 school year, student mastery will increase by 50% over the prior school year as measured by M-Class assessments for K-2. 1.2b By the end of the 2009-10 school year, student mastery will increase by 50% over the prior school year as measured byEOG test score analysis

1.3a By the end of the 2010-11 school year, student mastery will increase by 50% over the prior school year as measured by M-Class assessments for K-2.

1.3b By the end of the 2010-11 school year, student mastery will increase by 50% over the prior school year as measured by EOG test score analysis.

Systemic School Improvement Plan (Action Plan)

SBE Goal: 1

School Priority Goal: To implement best practices that will benefit each student in all academic areas, to include 21st century skills, the arts and technology.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
<p>1.1.1 Teachers will meet with parents to review instructional design plans and offer suggestions for how parents can provide reinforcement to students related to classroom activities.</p>	<p>Principal, Classroom Teachers</p>	<p>Jan. '09 - May '09 Jan '10 - May '10 Jan '11 - May '11</p>	<p>Bi-annual rosters Teacher Conference Records</p>
<p>1.1.2 Benchmark test results will be used by classroom and support teachers to design, develop, and implement instructional strategies for inclusion in instructional design.</p>	<p>Classroom Teachers, Literacy Specialists, AIG, Resource Teachers</p>	<p>August '08 October '08 January '09 May '09 August '09 October '09 January '10 May '10 August '10 October '10 January '11 May '11</p>	<p>Quarterly Meetings w/ teacher and principal</p>
<p>1.1.3 Grade distributions will be reviewed each nine weeks by administrators and classroom teachers for analysis of student performance.</p>	<p>Principal, Assistant Principal, Classroom Teachers</p>	<p>August '08 October '08 January '09 May '09 August '09 October '09 January '10 May '10 August '10 October '10 January '11</p>	<p>Quarterly Meetings w/ teacher and principal</p>

<p>1.1.4 EC teachers will be included with regular classroom teachers to insure that design plans include appropriate transition strategies for students with special needs.</p>	<p>Classroom Teachers, Resource Teachers</p>	<p>May '11 August '08 August '09 August '10 Additional times as requested</p>	<p>IEP reviews</p>
<p>1.1.5 Teachers will establish realistic academic, attendance and behavior goals for each student each nine weeks and revised as needed based on data results (Benchmark tests), attendance and disciplinary offenses for the previous nine weeks.</p>	<p>Classroom Teachers, School Social Worker, NCWise Coordinator</p>	<p>August '08 October '08 January '09 May '09 August '09 October '09 January '10 May '10 August '10 October '10 January '11 May '11</p>	<p>Report Cards NC Wise Reports Data Notebooks</p>
<p>1.1.6 Guidance Counselors will conduct group counseling sessions on Conflict Resolution skills with all students.</p>	<p>School Guidance Counselors</p>	<p>Weekly or Biweekly sessions with classroom groups</p>	<p>Lesson plans</p>
<p>1.1.7 PSM model will be used to monitor and assess students demonstrating difficulty in key skill areas.</p>	<p>Classroom Teachers, PSM Coordinator, PSM Team</p>	<p>On-going as needed</p>	<p>Individual student PSM records</p>
<p>1.1.8 Schedule modifications will be made during the last nine weeks of school to provide for intensive academic assistance to all students prior to the administration of EOG tests.</p>	<p>3-5 Classroom Teachers, AIG, Literacy Specialists</p>	<p>April-May '09 April-May '10 April-May '11</p>	<p>Lesson plans</p>

<p>1.1.9 All teachers will strengthen skills in the delivery of research-based language arts and math instructional programs (Accelerated Math, Accelerated Reading, Thinking Maps, Write from the Beginning, Handwriting without Tears, Empowering Writers, Hands-On Algebra, CITW Strategies).</p>	<p>All teaching staff</p>	<p>August '08 - June '09 August '09 - June '10 August '10 - June '11</p>	<p>Lesson plans ClassScapes M-Class HeartBeeps</p>
<p>1.1.10 Teachers will continue effective use of EXCEL through the use of AIG, Resource, Speech, flexible groupings with the Literacy Specialists, and classroom focus groups.</p>	<p>All teaching staff</p>	<p>August '08 - June '09 August '09 - June '10 August '10 - June '11</p>	<p>Lesson Plans ClassScapes M-Class</p>
<p>1.1.11 Intensive academic assistance will be provided through Acceleration weeks during intersessions for students requiring remediation of skills.</p>	<p>Acceleration staff</p>	<p>September '08 January '09 March '09 September '09 January '10 March '10 September '10 January '11 March '11</p>	<p>Work Samples Teacher Observation</p>
<p>1.1.12 Enrichment will be provided during intersessions to take students beyond the basic curriculum.</p>	<p>Enrichment Staff</p>	<p>September '08 January '09 March '09 September '09 January '10 March '10 September '10 January '11 March '11</p>	<p>Work Samples Teacher Observation</p>
<p>1.1.13 Music, drama, and visual arts will be used within a comprehensive integrated curriculum.</p>	<p>All teaching staff</p>	<p>August '08 - June '09 August '09 - June '10 August '10 - June '11</p>	<p>Lesson plans Work samples Celebrations of</p>

1.1.14 Technology will be used within a comprehensive integrated curriculum. (SCOS, United Streaming, SmartBoard, Senteo, Smart Notebook 10, Computer Assisted Instruction)

All teaching staff

August '08 - June '09
August '09 - June '10
August '10 - June '11

Learning (programs, displays, plays)

Lesson plans
ClassScapes
M-Class

Strategic Planning

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Goal established by the State Board of Education	⇒	School's Priority Improvement Goals	⇒	Result Measures
Goal 2 21 st Century Professionals		Every staff member will be prepared, through professional development, with the skills necessary to deliver 21 st Century content using 21 st Century skills and technology that guarantees student learning.		<p>2.1 By the end of the 2008-09 school year, 70% of faculty will demonstrate an understanding of skills obtained at Professional Development sessions as measured by Codington's Professional Development Evaluation Report results.</p> <p>2.2 By the end of the 2009-10 school year, 80% of faculty will demonstrate an understanding of skills obtained at Professional Development sessions as measured by Codington's Professional Development Evaluation Report results.</p> <p>2.3 By the end of the 2010-11 school year, 90% of faculty will demonstrate an understanding of skills obtained at Professional Development sessions as measured by Codington's Professional Development Evaluation Report</p>

results.

Systemic School Improvement Plan (Action Plan)

SBE Goal: 2

School Priority Goal: Every staff member will be prepared, through professional development, with the skills necessary to deliver 21st Century content using 21st Century skills and technology that guarantees student learning.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
2.1.1 The principal, along with the Professional Development Team, will continue to lead a study of Classroom Instruction That Works.	Principal CITW Professional Development Team All teaching staff	August '08 - June '09	Lesson plans Classroom observation
2.1.2 Opportunities will be provided at each faculty meeting for groups or individuals to demonstrate skills learned at in-service training and how those skills can be implemented in the classroom.	Principal Staff Members	August '08 - June '09 August '09 - June '10 August '10 - June '11	Staff Meeting Minutes
2.1.3 Each year, an evaluation of the impact of staff development will be conducted by the faculty.	School Improvement Team All teaching staff	Development: Jan - March '09 Conducted: May '09 May '10 May '11	Evaluation Instrument
2.1.4 Results from the evaluation will be used to make revisions in the professional development plan for the subsequent school year.	Professional Development Team	May '09 - August '09 May '10 - August '10 May '11 - August '11	Professional Development Plan
2.1.5 Opportunities will be provided weekly for technology training for comprehensive integration within the curriculum.	Technology Facilitator Technology Instructional Liaison	July '08 - May '09 July '09 - May '10	Lesson Plans Work Samples

2.1.6 Develop a deeper understanding of Professional Learning Communities.

All teaching staff

Principal
All teaching staff

July '10 - May '11

Jan '09 - June '11

Celebrations of Learning

Meeting Notes

Strategic Planning

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Goal established by the State Board of Education	⇒	School's Priority Improvement Goals	⇒	Result Measures
Goal 3 Healthy, Responsible Students		Codington will provide an environment that supports a culture of learning that empowers and prepares students to be life-long learners while ensuring positive development of the social and emotional well-being for each student.		<p>3.1 By the end of the 2008-09 school year, student attitudes toward school will demonstrate improvement as measured by 70% affirmative responses for each item on the Codington School Climate Inventory.</p> <p>3.2 By the end of the 2009-10 school year, student attitudes toward school will demonstrate improvement as measured by 80% affirmative responses for each item on the Codington School Climate Inventory.</p> <p>3.3 By the end of the 2010-11 school year, student attitudes toward school will demonstrate improvement as measured by 90% affirmative responses for each item on the Codington School Climate Inventory.</p>

Systemic School Improvement Plan

(Action Plan)

SBE Goal: 3

School Priority Goal: Codington will provide an environment that supports a culture of learning that empowers and prepares students to be life-long learners while ensuring positive development of the social and emotional well-being for each student.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
3.1.1 The theme for the 2008-09 school year upon which all strategies will be designed is Solid as a Rock.	Principal Assistant Principal	July '08 - June '08	Staff Meeting Minutes
3.1.2 Focus groups will be conducted with a cross-section of students to discuss results of the Codington School Climate Survey and to solicit their ideas for improving school climate.	SI Team to develop survey K-2 student group with SIT reps 3-5 student group with SIT reps	September '08 - January '11	Survey results Meeting notes
3.1.3 Each classroom teacher will contact parents a minimum of one time each quarter to communicate progress in school.	Classroom teachers	July '08 - June '11	Parent Conference notes Progress Reports Report Cards PSM Meetings
3.1.4 To facilitate service learning, all students will be offered the opportunity to participate in a school service project. (Green Team Initiative, Beach Clean-up, First Monday Projects, Every Kindness Counts, St. Jude's Math-a-thon, Lowes Pounds of Food)	Staff Students	July '08 - June '11	Minutes Class Newsletters School Website Accounting of Monies and Goods donated
3.1.5 Increase opportunities for students to be involved in monitoring their academic and social progress through student-led	Students Parents Classroom Teachers	July '08 - June '11	Conference schedule

conferences with parents and teachers.			
3.1.6 To strengthen the school climate and culture, the students and staff will be familiarized with Codington's Positive Behavior Initiative. (Voice Limits, Give Me 5, Second Step)	Students Staff	July '08 - June '11	Discipline Referrals Observation Results of Climate Survey
3.1.7 Classroom teachers will guide students through the process of goal setting and achievement.	Students Classroom Teachers	July '08 - June '11	Data Notebooks
3.1.8 For non-aggressive behaviors, the Bounce strategy will be used prior to discipline referrals.	Instructional Staff	July '08 - June '11	Discipline Referrals
3.1.9 "Talk Time" with administration will be used as a strategy for de-escalation of non-aggressive behavior prior to discipline referrals.	Administration, School Counselors, Instructional Staff	October '08 - July '11	Talk Time referrals Discipline referrals
3.1.10 Recycling initiative will be continued school-wide. Green Team will develop procedures to monitor and collect recycleable materials.	Green Team Staff Students	July '08 - June '11	Green Team oversight
3.1.11 A focus on character education will continue through the use of Second Step, Character Word of the Month, guidance lessons, H.E.L.P. strategies, Every Kindness Counts.	School Counselors Staff Students	July '08 - June '11	Lesson plans Character Displays Morning Announcements
3.1.12 In July, families will be provided copies of the Codington School Handbook, outlining behavior and attendance expectations, as well as a calendar of Codington events.	PTA Administration	July '08 July '09 July '10	Distribution of Handbook

3.1.13 To provide a bridge between home and school, staff will continue to regularly update websites and issue regular newsletters.

Administration
Instructional Staff
School Newspaper Staff

July '08 - June '11

Websites
copies of newsletters
school newspaper

3.1.14 Staff will promote nutrition education and physical education, including physical fitness at all levels. (HOPS, Walking track, Mileage Club, Girls on the Run, Fun Day, Quest for the Summit, Special Olympics)

Administration
Cafeteria Staff
Instructional Staff

July '08 - June '11

Participation Rosters
Lesson Plans
HOPS Evaluations

Strategic Planning

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Goal 4 Leadership for Innovation		Codington will create a culture that embraces change, develops an understanding of 21 st Century learning, and promotes continuous improvement.		<p>4.1 By the end of the 2008-09 school year, Codington will be ranked as excellent by 70% of teachers, support staff, and a random sampling of parents, students and partnership members as measure by Codington's School Satisfaction Survey.</p> <p>4.2 By the end of the 2009-10 school year, Codington will be ranked as excellent by 80% of teachers, support staff, and a random sampling of parents, students and partnership members as measure by Codington's School Satisfaction Survey.</p> <p>4.3 By the end of the 2010-11 school year, Codington will be ranked as excellent by 90% of teachers, support staff, and a random sampling of parents, students and partnership members as measure by Codington's School</p>

Satisfaction Survey.

Systemic School Improvement Plan (Action Plan)

SBE Goal: 4

School Priority Goal: Codington will create a culture that embraces change, develops an understanding of 21st Century learning, and promotes continuous improvement.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
<p>4.1.1 The principal and faculty will conduct a self-assessment of the school using the following instruments: EOG data (including growth data), M-Class data, School Climate Survey, Teacher Working Conditions Survey, Discipline Referral data, PSM data, and Technology Survey.</p>	<p>Administration Instructional Staff</p>	<p>May '08 - June '09 May '09 - June '10 May '10 - June '11</p>	<p>Staff Meeting Minutes</p>
<p>4.1.2 Using the self-assessment results from each of the aforementioned instruments, the School Improvement Team and Leadership Team will be organized to develop short and long term recommendations to address deficiencies identified in self-assessments. These groups will identify weaknesses, address possible causes, suggest solutions, prioritize change strategies and suggest evaluation measures related to each.</p>	<p>Administration School Improvement Teams Leadership Team</p>	<p>Oct '08 - June '09 Oct '09 - June '10 Oct '10 - June '11</p>	<p>Meeting Notes Goals for Change</p>
<p>4.1.3 Professors from UNC-W, School of Education will be asked to partner with the school in developing an understanding of 21st Century content and skills.</p>	<p>Dr. Debbie Powell</p>	<p>Jan '09</p>	<p>Meeting Notes Lesson Plans</p>
<p>4.1.4 Codington will continue to partner with UNC-W, School of Education providing support to student interns.</p>	<p>Intern Coordinator Instructional Staff</p>	<p>Aug '08 - May '09 Aug '09 - May '10 Aug '10 - May '11</p>	<p>Participation Rosters Lesson plans</p>
<p>4.1.5 Analysis school budget and expenditures</p>	<p>Administration</p>	<p>July '08 - June '11</p>	<p>Results of school</p>

<p>for prior years will be conducted to determine areas of strength and weakness with specific focus on cost effectiveness toward goal attainment.</p>	<p>Leadership Team</p>		<p>climate survey</p>
<p>4.1.6 Resource and specialist teachers will schedule consultation sessions with grade level teachers to discuss learning opportunities for successful student outcomes. (Reading, Math, AIG, Speech)</p>	<p>Resource Teachers AIG, Speech Literacy Specialists Classroom Teachers</p>	<p>July '08 - June '11</p>	<p>Meeting notes</p>
<p>4.1.7 Technology specialists will provide on-site training opportunities for staff to foster development of 21st Century Technology Skill. (Teacher Academy, Dr. Erztberger, Ann Mintz)</p>	<p>Technology Facilitator Technology Instructional Liason</p>	<p>July '08 - June '11</p>	<p>Attendance Rosters Lesson Plans Classroom Observations</p>

Strategic Planning

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Goal established by the State Board of Education	⇒	School's Priority Improvement Goals	⇒	Result Measures
Goal 5 21 st Century Systems		Twenty-first century technology and learning tools are available and are supported by school facilities and financial resources to maximize student achievement for 21 st Century learning.		5.1 By the end of the 2008-09 school year, 99% of resource allocations will be aligned with school goals and objectives. 5.2 By the end of the 2009-10 school year, 99% of resource allocations will be aligned with school goals and objectives. 5.3 By the end of the 2010-11 school year, 99% of resource allocations will be aligned with school goals and objectives.

Systemic School Improvement Plan (Action Plan)

SBE Goal: 5

School Priority Goal: Twenty-first century technology and learning tools are available and are supported by school facilities and financial resources to maximize student achievement for 21st Century learning.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
5.1.1 A schedule will be developed to ensure that all grade level teachers and teams share a daily common planning time.	Administration	July '08 July '09 July '10	Copies of Schedules Climate Survey Results
5.1.2 All custodial services will be scheduled so as to meet New Hanover County Schools cleanliness standards.	Administration Head Custodian	July '08 - July '11	Work Schedules Inspection Results
5.1.3 The principal and assistant principal will meet with grade level teams no less than two times per year to facilitate instructional planning processes.	Principal Assistant Principal Grade Level Teams	July - 08 - June '11	Meeting Notes
5.1.4 Quarterly, teachers will meet with principal to review data, provide results of monitoring reports, and to solicit feedback as to what modifications, if any, should be made to the processes established.	Principal Classroom Teachers	Oct '08 Jan '09 Apr '09 Oct '09 Jan '10 Apr '10 Oct '10 Jan '11 Apr '11	Report Form Test Data ClassScape Reports M-Class DataE
5.1.5 Special education staff will conduct self-audits on required compliance components and identify strategies to meet compliance standards and timelines.	Administration EC Staff	July '08 - June '11	IEP Documentation
5.1.6 Textbook monies will be spent to support school improvement goals in all	Administration	July '08 - June '11	Copies of Budget

academic areas.

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School-Based Management and Accountability Plan

WAIVER REQUEST

LEA NAME _____ LEA # _____

SCHOOL NAME _____ SCHOOL # _____

1. Identify the State laws, rules, or policies which inhibit the school's ability to improve student performance.
2. Identify the waiver you are requesting.
3. Specify how the waiver will be used.
4. Explain how the waiver will permit the school to improve student performance.