

SCHOOL IMPROVEMENT PLAN COVER SHEET

<i>Kempton Elementary School</i>	
2007-2008	
<p>AYP MET/NOT MET – Are AYP targets met or not met by all student subgroups? Yes! If not met, which subgroup(s) did not meet the standard?</p>	
<p>Year: 2003____ 2004____ 2005 ____ 2006____ 2007____ 2008____</p> <p>Subgroup not met:</p>	
<p>Year: 2009____ 2010____ 2011____ 2012____ 2013____ 2014 ____</p> <p>Subgroup not met:</p>	
<input type="checkbox"/> One Year Plan <input checked="" type="checkbox"/> Two Year Plan	
List of Members and Titles	
There should be “appropriate” representation of all stakeholders.	
*Steve Parsons	Principal
*Catherine Poling	Assistant Principal
Liz Worch	Kindergarten Instructional Leader
Amanda Bales	First Grade Instructional Leader
Patty Madert	Second Grade Instructional Leader
Hannah Feldman	Third Grade Instructional Leader
Joanne Tavenner	Fourth Grade Instructional Leader
Betty Longley	Fifth Grade Instructional Leader
Alicia Milam	Specials Instructional Leader
Alicia Finley	Special Education Instructional Leader
Anne Howe	Support Team Instructional Leader
Joanna Coffey	Parent Representative to Instructional Leadership Team

**SCHOOL IMPROVEMENT PLAN
DEVELOPMENT/REVIEW/CONSENSUS**

1. What is the specific student focus of the plan?

Student performance on the MSA will improve each year until 100% of the students meet the state standard (proficient + advanced) and a minimum of 25% meet the excellent standard (advanced) for each content area and grade reported.

Below are our long- term goals for each grade level and our one sub group.

Reading	2007 goal	2007 actual	2008	2009	2010	2011	2012	2013	2014
Grade 3	95%	91.3%	93.5%	94%	96%	97%	98%	99%	100%
Grade 4	90.5%	94.2%	95%	95.5%	96%	97%	98%	99%	100%
Grade 5	92.5%	94.8%	95%	95.5%	96%	97%	98%	99%	100%
Special Ed.	67%	57.1%	63%	70%	76%	82%	88%	95%	100%

Math	2007 goal	2007 actual	2008	2009	2010	2011	2012	2013	2014
Grade 3	97.5%	90.4%	91.5%	93%	94.5%	96%	97.5%	99%	100%
Grade 4	95%	95.1%	96%	97%	97.5%	98%	98.5%	99%	100%
Grade 5	87.75%	91.8%	93%	94%	95%	96.5%	98%	99%	100%
Special Ed.	60%	71.4%	75%	79%	83%	87%	91%	95%	100%

2. What data sources support that focus? Include specific current and trend data, as well as disaggregated data. Attach a copy of your school’s data page from the most recent Progress Report on Continuous Improvement with the focus areas highlighted.

- See attached data pages

3. Describe how the Leadership Team was involved in developing the School Improvement Plan.

- A leadership representative was chosen for each team in the school including specials, special ed., support, and parents
- The plan was developed and refined by our leadership team via Blackboard and face to face for discussion/review. Each Instructional Leader then shared the plan with their team to reach consensus on the plan.
- Instructional data and feedback from surveys were used to create goals and measurable outcomes.
- The leadership team meets twice monthly to monitor progress and continue work toward meeting yearly goals.

4. Describe what strategies were used to obtain staff input and consensus. What were the results? (Ex. What was the return rate and results of the survey?)

- Leadership and grade level team meetings – all staff members had input
- Leadership retreat in the spring to review yearly progress and develop a master schedule that will support our SIP
- Survey staff at end of year on school goals
- Engaging parents in regular, two-way, and meaningful communication

5. Describe what strategies were used to share the plan with and gain input from parents/community. What were your results? (Ex. How many parents attended the information night?)

- 1 parent serves as representative on our Leadership Team offering a parent perspective
- The plan was approved by the leadership team after input from the staff and community
- The plan will be implemented, reviewed and revised on an ongoing basis.
- SIT plan made available in the main office and linked to our web page
- Plan will continue to be shared with the PTA

SIP Form # 4

SCHOOL IMPROVEMENT PLAN

School/Division Improvement Plan of: Kemptown Elementary

System Goal 1: All students will demonstrate the knowledge and skills necessary to meet graduation standards and achieve their potential.

Strategic Initiatives: The percentage of students exiting each grade level meeting or exceeding enrolled grade level standards in reading and writing will increase annually until all students are proficient by 2014.

(Professional Development Plans are included in this plan. Please highlight, star, or otherwise clearly label.)

<i>Action Plan/Strategies</i>	<i>Personnel /Resources</i>	<i>When (Timeline)</i>	<i>Measures</i>
<p>Provide professional development:</p> <ul style="list-style-type: none"> Follow and implement county wide staff development plan for Language Arts, Math, Science and Social Studies while also developing staff development plans individualized by the needs of teams within the school (K-5, Specials, & Special Ed) 	<p>Curr. Specialists, Math Science Facilitator, Teacher Specialist, Reading Team, Administration</p>	<p>See Google calendar</p>	<p>Teacher survey</p>
<ul style="list-style-type: none"> Improving written communication skills K-5, in particular staff will study and implement the 6+1 Traits of Writing. Discussions began with our Leadership Team, have been supported at grade level team meetings, and will continue to be addressed in individual teams throughout the year. Student work will be celebrated via the Wonderful Wednesday Writer program on morning announcements, student work will be highlighted by teams monthly in the front hallway, and each team/teacher will celebrate writing by grade/classroom. 	<p>Reading Team Leadership Team Administration Classroom Teachers Special Education Teacher</p>	<p>Monthly grade level staff development meetings and/or faculty meetings</p>	<p>Scoring student work samples quarterly. Parent survey</p>
<ul style="list-style-type: none"> Effective Utilization of Instructional Technology Following our Technology Plan, staff will work to learn, utilize, share, and refine uses of different technologies through a Study Group Model. 	<p>Administration Technology Committee Staff Members as group leaders</p>	<p>Faculty Meetings in three session rotations</p>	<p>Student Survey Staff Survey</p>
<ul style="list-style-type: none"> Ongoing dialogue and individualized professional development will take place online in our Blackboard Learning Community. Teams will post team notes following meetings and administration/specialists will help to facilitate discussions and sharing of resources. 	<p>Administration Team Leaders Specialists Teachers Support Staff</p>	<p>Minimum monthly postings by teams Ongoing dialogue</p>	<p>Staff Survey Analysis of BB data</p>
<ul style="list-style-type: none"> Peer Coaching opportunities will be made available to all interested staff members. An MSDE course will be offered twice during the 2007-2008 school year to train staff members in the process of peer coaching and two complete cycles will be conducted during the course. Coverage will be provided for all staff members interested in continuing peer coaching after completion of the course. A forum is available for discussion, sharing, etc. on Blackboard for all peer coaches. 	<p>Administration Staff Jason Rubeling</p>	<p>Fall 2007 Spring 2008 October – June</p>	<p>Staff Survey Completion of course requirements Course Evaluation Surveys</p>
<ul style="list-style-type: none"> Begin to focus efforts on providing opportunities for enrichment of skills through implementation of extension menus, compacting of instruction, curriculum focused pull out groups such as book clubs, computer clubs, etc. 	<p>Staff Administration Intervention Team</p>	<p>Begin Spring 2008</p>	<p>% of students achieving Advanced on MSA will increase</p>

SCHOOL IMPROVEMENT PLAN

School/Division Improvement Plan of: Kemptown Elementary

System Goal4: All sectors of the community will be engaged in the education of our children

Strategic Initiatives: Parent and staff survey results will show continued improvement with meaningful and two-way communication between home and school.

- School's emphasis on two-way communication with parents will improve from 80.5% to 85% (very satisfied + satisfied)
- Parents receiving enough information about the school's goals for its students will improve from 77% to 82% (very satisfied + satisfied)

Action Plan/Strategies	Personnel /Resources	When (Timeline)	Measures
<p>School's emphasis on two-way communication with parents and parents have enough information about our school's goals</p> <ul style="list-style-type: none"> Communicate with parents in a variety of ways (email, voice mail, phone calls, feedback cards, Open House, Back to School Night, with an emphasis on improved use of Find Out First, our School Web Page, & our team/teacher websites) Conduct conferences in the fall and spring and as needed Promote informal activities at which parents, staff, administration and community members can interact. (Open House, Back to School Night, Sock Hop/Ice Cream Social, PTA Meetings, Parent/Teacher Conferences, Fall Festival,) School Information Night/Chat Rooms – share SIT plan, MSA data, survey results, grade level and school expectations, feeder initiatives, and areas of interest to parents. Meet regularly with feeder principals and parent representatives with a beginning focus on vertical articulation and establishing future goals. Conduct an annual meeting with all 5th and 6th grade teachers/administration. Creation of an Early Literacy/Numeracy Committee in an effort to better communicate with daycare centers, preschools, home daycare providers, & stay at home parents and prepare preschool aged children for Kindergarten Provide information to parents in a language and format they can understand Provide clear information regarding school policies and procedures (school attendance, arrival and dismissal, visiting classrooms, serving as a parent volunteer, school security plan) via online school handbook Disseminate grade/school level curriculum expectations through various means such as: (newsletters, web sites, fcpsteach.org, fcps.org, Find Out First, Reading Fest, Back to School Night) Utilize school volunteers to better support instruction (small group tutoring of students in the classroom, ABC team, Buddy reading to support the AR program) 	<p>Administration Teachers/Staff</p> <p>Teachers</p> <p>Staff with PTA collaboration</p> <p>Leadership Team Staff</p> <p>Administration PTA rep</p> <p>Early Literacy Committee</p> <p>Administration, Teachers, Staff</p> <p>Administration, Teachers, Staff</p> <p>Administration, Teachers, Staff</p> <p>Administration Leadership Team Guidance Staff</p>	<p>Aug - June</p> <p>October & March</p> <p>Aug - June</p> <p>TBA</p> <p>Monthly</p> <p>Planning 07-08 Implementation 08-09</p> <p>Aug -Jun Weekly reviews of outgoing communications</p> <p>Aug -Jun Back To School Night/Newsletters/ Vol Training</p> <p>Aug -June</p> <p>Aug - June</p>	<p>We will survey parents and staff in multiple ways for each of these areas. Surveys would include the following:</p> <p>Parent Surveys Staff Surveys Website Surveys</p>

SUMMATIVE EVALUATION (Evidence to support progress toward achievement of system goal)

