2018-19 & 2019-20 Hemby Bridge Elementary School Improvement Plan

Contact Information

School	Hemby Bridge Elementary	Date Prepared by Committee	September 12, 2018
Address	6701 Indian Trail Fairview Road Indian Trail, NC 28079	Date Approved by School	September 19, 2018
		Phone Number	704-296-6352
School Website	http://www.ucps.k12.nc.us/Domain/17	Fax Number	704-882-1192
Principal	Mrs. Stephanie Burris	Superintendent	Dr. Andrew Houlihan

School Improvement Team

Committee Position	Name	Email	Date Elected
Principal	Stephanie Burris	stephanie.burris@upcs.k12.nc.us	N/A
Assistant Principal Representative	Pascale Glenn	pascale.glenn@ucps.k12.nc.us	N/A
Teacher Representative / Chair	Debbie Romanow	deborah.romanow@ucps.k12.nc.us	August 2017
Teacher Assistant Representative	Deirdre Vance	deirdre.vance@ucps.k12.nc.us	August 2017
Teacher Representative	Jacqui McLaughlin	jacqui.mclaughlin@ucps.k12.nc.us	August 2017
Teacher Representative	Paige McCay	paige.mccay@ucps.k12.nc.us	August 2017
Teacher Representative	Becky Bossert	becky.bossert@ucps.k12.nc.us	August 2018
Teacher Representative	Rachel Varda	rachel.varda@ucps.k12.nc.us	August 2017
Teacher Representative	Dawn Miller-Speer	dawn.miller-speer@ucps.k12.nc.us	August 2017
Humanities Teacher Representative	Elizabeth Matthew	Elizabeth.matthews@ucps.k12.nc.us	August 2018
Guidance Representative	Hannah Clonch	hannah.clonch@ucps.k12.nc.us	August 2016
ESL Teacher Representative	Alexandra Beltran	alexandra.beltran@ucps.k12.nc.us	August 2018
EC Teacher Representative	Lisa Hess	lisa.hess@ucps.k12.nc.us	August 2017
Parent Representative	David Boos	vegasmandave@yahoo.com	August 2017
Parent Representative	Miranda Wright	wright10904@aol.com	August 2017

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Assessment Data Snapshot

Hemby Bridge met expected growth in isolation for reading and math but did not meet overall growth for the 2017-2018 school year. The analysis of EOG (End of Grade) data shows there were slight decreases in reading and math growth for the 2017-2018 school year. Black students as a sub-group increased in the percent of students GLP (Grade-Level Proficiency) in math and reading.

On the reading EOG, 67.2% of our students were grade-level proficient. Based on classroom and county assessments for reading, approximately 80% of our 3-5 grade student were on grade-level in reading. On the math EOG, 68.3% of our students were grade-level proficient. Based on classroom and county assessments for math, approximately 68% of our 3-5 grade students were on grade-level. Based on this data, we will move to using the NC Check-in assessments to monitor student progress throughout the school year in effort to seek alignment between classroom assessments and EOG's.

In addition to working on the alignment of our assessments to help monitor student progress throughout the school year, we will also focus on differentiating independent and collaborative work for students to facilitate student growth and to ensure every student is challenged. The decline in growth is what had the negative impact on our EOG scores. Targeting differentiated independent and collaborative work will help facilitate that growth for students.

 Based on EOG data for the 2017-2018 school year, the following priorities emerge for the school: 1) Ensuring students show academic growth during each school year. 2) Identifying students not making expected growth and ensuring proper supports are in place at school through high quality classroom instruction. 3) Utilizing the EmpowerED framework to engage students in learning that challenges their current level of understanding. 4) Maintaining a focus on literacy interventions targeting both phonics instruction and comprehension.

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Profile

School demographics reflect the following:

White – 60.2%

African American – 11.2%

Hispanic – 11.6%

Multi – 3.4%

Asian – 3.6%

26.7% free/reduced lunch

Percentage of licensed staff with:

BA/BS degree in education – 62%

MA/MS degree in education – 29%

Beyond MA/MS degree – 9%

Number of National Board Certified Staff – 3

Licensed staff – years of service:

0-3 years – 17%

4-10 years – 29%

11+ years -54%

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State Board of Education Goals	
Goal 1 –	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship
Goal 2 –	Every student has a personalized education
Goal 3 –	Every student, every day has excellent educators
Goal 4 –	Every school district has up-to-date financial, business, and technology systems to serve its students, parents, and educators
Goal 5 –	Every student is healthy, safe, and responsible

UCPS Strategic Themes Aligned to State Board of Education Goals	
UCPS Strategic Theme	EXPAND opportunities and support all levels for college and career readiness
Supports SBE Goal 1 • Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.	
UCPS Strategic Theme	ENHANCE academic programs to meet the needs of all students
Supports SBE Goal 2 • Every student has a personalized education	
UCPS Strategic Theme	SUPPORT and develop UCPS employees
Supports SBE Goal 3 • Every student, every day has excellent educators	
UCPS Strategic Theme	ENGAGE parents and community
Supports SBE Goal 4 • Every school district has up-to-date financial, business, and technology systems to serve its student, parents, and educators	
UCPS Strategic Theme	FOSTER positive learning experiences for all students
Supports SBE Goal 5 • Every student is healthy, safe, and responsible	

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Vision Statement

District: Quality and Equity are over-arching values of the Strategic Priorities in the plan. Equity will be considered in all strategic decisions in Union County Public Schools. The system recognizes that all groups of students and stakeholders are important to the accomplishment of the system's mission.

School: Families and school staff will work together to ensure that every child will achieve their highest potential and develop a life-long love of learning.

Mission Statement

District: Preparing ALL students to succeed is the mission of Union County Public Schools.

School: Develop responsible and knowledgeable life-long learners through a diverse and challenging educational program with families and the community.

Shared Beliefs

- All children can learn.
- Children will strive to meet expectations so we should set them high.
- Staff will develop strong, supporting relationships with the child and their families.
- School is a safe, structured and nurturing environment.

- Student diversity is embraced and encouraged.
- Student independence is encouraged and promoted.
- Students will be prepared for the 21st century through technology and globalization.
- Students will be met at their academic and developmental levels.

Priority Goals

1. Identify and implement specific research-based instructional strategies that enhance academic rigor, encourage student creativity, and emphasize collaborative problem-solving to improve achievement of all students.
2. Design and implement system-wide programs to enhance opportunities for all students to identify career goals and plan for their future.
3. Increase the number of students who show a year's worth of growth by 10% or more as measured on formative and standardized assessments.
4. Increase the number of students who show a year's worth of growth by 10% or more as measured on formative and standardized assessments.

EmpowerED Implementation Plan AdvancED Improvement Priority #1	
Priority Goal #1:	Identify and implement specific research-based instructional strategies that enhance academic rigor, encourage student creativity, and emphasize collaborative problem-solving to improve achievement of all students.
Supports District Strategic Themes/Objectives:	• Provide equitable high quality core instruction to all students to create independent learners • Provide differentiated, relevant training opportunities for all employees
Supports State Goals:	• Every student has a personalized education • Every student, every day has excellent educators
Data and Resources Used:	TIM Assessment, Teacher DLCs, Administrator DLCs, EmpowerEd Framework, Student Data, Teacher Evaluation Data

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: • Action Step • PD Action Step • Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: Provide professional development relating to: • Empower Ed • Student Centered Learning • STEAM/STEM	Administrators IC STEAM Committee	PD supports/materials Schedule of PD sessions Lesson Plans Teacher observations Student work & assessments Student engagement	$1,000.00 County staff members who are knowledgeable of Empower Ed philosophy	BOY Workday PD on Early Release Days County PD Ongoing for the year
Strategy 2: PLC planning sessions to focus on incorporating student centered learning and differentiated independent learning into the curriculum	Administrators IC All certified staff	PLC notes Lesson plans PD Presentations Teacher observations Student work	Space for meetings Master schedule that protects planning time Support staff and admin to support and assist in PLC meetings	Ongoing for the year
Strategy 3: Utilize digital resources effectively to extend student centered learning and differentiated independent instruction.	Admin IC Media/Tech Committee	Data from digital resources/ programs showing student progress and use Video bank of classroom instruction and student centered learning Student work Lesson plans	Defined STEM Discovery Ed Plus Minecraftedu Canvas Google Resources PD that incorporates relevant use of the resources above	Ongoing for the year

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Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this?

- There is a lack of comfort level with digital resources. Professional development that models the use of technology resources is helping to address this. We are also utilizing teacher leaders to assist in leading this process.

District Support: What support do you need from the district departments?
- An Instructional Coach 4.5-5 days a week to help with professional development, PLC's and coaching would allow administrators and the coach to work with small groups of staff and differentiate professional development for each of them.
- Funding for professional development relating to student centered learning (STEM/STEAM, PBL =Project and/or Problem Based Learning) would allow for more teacher training to target student engagement and differentiated instruction.
- A technology support position at the school level would help students and teachers learn how to effectively utilize technology programs.

AdvancED Opportunity for Improvement #1	
Priority Goal #2:	Design and implement system-wide programs to enhance opportunities for all students to identify career goals and plan for their future.
Supports District Strategic Theme/Objective:	• EXPAND opportunities and support all levels for college and career readiness
Supports State Goals:	• Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship
Data and Resources Used:	Student work samples, field trips, lesson plans

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: • Action Step • PD Action Step • Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: All 4th graders / 7th graders will participate in a college visit.	4th grade team	Field trip to college Virtual school field trips	Transportation Internet resources	October 2018
Strategy 2: Students will participate in work-based learning activities. STEAM integrated into the classroom. STEAM Clubs Career Day REC – Robotics, Engineering and Coding Club Drama Club	Principal Assistant Principal All certified staff Tammy William Nicholas Hayden Christina Geiger Jake Roberts Becky Bossert	Club activities Career Day visits	Volunteers $4,000.00	September 2018 – May 2019

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Strategy 3: Grade-level focus on college/career plans and link these activities to students' goals/dreams for themselves. K-2 – Focus on the local community – organization, roles, functions 3rd – Marketplace for Economics Unit; Town of Indian Trail Box City Program 4th – College visit, Wax Museum 5th grade students will participate in Junior Achievement BizTown	K-5 teachers	Field Trips Student work samples	Transportation Field trip expenses	September 2018 – May 2019

Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this?

- There is a high need for volunteers from outside of the school to help us introduce students to career concepts and gain a relevant understanding of those career roles.
- Transportation is a barrier due to time limits placed on bus drivers due to morning and afternoon bus runs. Currently we schedule trips between 9 am-1 pm which limits time for student engagement in site visits. Our other option is to arrange for charter buses which generates a higher cost for site visits.

District Support: What support do you need from the district departments?

- We need more options to help with accessing school buses for trips that need to run before 9 am and after 1 pm that do not involve the expense of charter buses. We have limited number of alternate/sub drivers to help with extended day trips using school and activity busses.
- Funding for professional development relating to student centered learning (STEM/STEAM, PBL =Project and/or Problem Based Learning) would allow for more teacher training to target student engagement and differentiated instruction.

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Hemby Bridge Elementary School Improvement Plan Priority Goals

Hemby Bridge Elementary Priority Goals	
Priority Goal #3:	Increase the number of students who show a year's worth of growth by 10% or more as measured on formative and standardized assessments.
Supports District Goal:	High achieving and globally competitive students
Supports State Goal:	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.
Data Used:	Formative and summative student data (mClass, F&P assessments, Benchmarks, LLI data) EOG data, MTSS data, student work samples

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement • Action Step • PD Action Step • Reflection/Evaluation Action Step	Point Person (Name/Title)	Evidence of Success (Student Impact)	Funding (estimated cost/ source)	Personnel Involved	Timeline (Start-End)
Strategy 1: Integrate Orton –Gillingham Literacy Training for K-2 with word study, writing and reading small groups.	Jacqui McLaughlin –K Dawn Fudge - K Paige McCay – 1 Becky Bossert – 2 Lynn Hart – 2 Nick Hayden – 2 Leah Swanson – 4	mClass Data County Assessments	$8000.00	K-3 teachers and teacher assistants	September 2018-May 2019

Strategy 2: Continue with LLI (Leveled Literacy Intervention) Program utilizing teacher assistants to target students struggling with comprehension.	Stephanie Burris Principal Teacher Assistants who are trained in LLI	LLI Data	$0	K-3 Teacher Assistants	October 2018 – May 2019
Strategy 3: Enhance differentiation for independent work that challenges students at their ability level using the EmpowerED framework, PD from Empower and STEAM related county resources.	Stephanie Burris Principal Pascale Glenn Assistant Principal Jeremy Evans Instructional Coach	PLC meeting notes Lesson Plans Early Release Day Training Empower PD STEAM Projects Use of Defined STEM Diagnostic Data from online programs	$0	All Classroom Teachers	August 2018- June 2019

Strategy 4: Teachers will utilize data organization methods that allow both staff and students to track individual student progress.	Stephanie Burris Principal Pascale Glenn Assistant Principal Jeremy Evans Instructional Coach All Certified Staff	Data management and organization systems that can be shared with parents and students. Evidence of student growth reflected in various data: mClass & F&P reading assessments, classroom assessments, EOG data, online diagnostics, grade-level spread sheets Students will be able to articulate their progress toward academic goals Student goals	$0	All certified teacher	August 2018-2019

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	Vision & Mission	Team member-ship	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
School Improvement Plan Peer Review Form (Year 1 Peer Review #1)										
Meets all requirements	☒	☒	☒	☒	☒	☒	☐	☐	☒	☒
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Additional Comments
(Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name	*Laura Gaddy*	Signature	*Laura Gaddy*	Date	10/10/18

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	Vision & Mission	Team member-ship	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
Meets all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

School Improvement Plan Review Form (Year 1 Director Review)

Additional Comments
(Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name		Signature		Date	

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School Improvement Plan Review Form (Year 1 Peer Review #2)										
	Vision & Mission	**Team member-ship**	**School Data & Summary Analysis**	**Goal 1**	**Goal 2**	**Goal 3**	**Goal 4**	**Goal 5**	**State-required Checklist**	**Safe School Plan**
Meets all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Additional Comments (Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name		Signature		Date	

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School Improvement Plan Review Form (Year 2 Peer Review #1)										
	Vision & Mission	**Team member-ship**	**School Data & Summary Analysis**	**Goal 1**	**Goal 2**	**Goal 3**	**Goal 4**	**Goal 5**	**State-required Checklist**	**Safe School Plan**
Meets all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Additional Comments (Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name		Signature		Date	

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	Vision & Mission	Team member-ship	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
School Improvement Plan Review Form (Year 2 Director Review)										
Meets all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Additional Comments
(Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name		Signature		Date	

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	Vision & Mission	Team member-ship	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
School Improvement Plan Review Form (Year 2 Peer Review #2)										
Meets all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Does Not Meet all requirements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Additional Comments
(Please provide specific details for each part of the SIP that **does not meet** all requirements)

Name		Signature		Date	

2018-19 & 2019-20 School Improvement Plan Annual Review (Year 1)

Goals	February 2019 Current Reality & Adjusted Action Steps		June 2019 Current Reality & Adjusted Action Steps	
Goal 1:				
Goal 2:				
Goal 3:				
Goal 4:				
Goal 5:				
Principal's Signature				

2018-19 & 2019-20 School Improvement Plan Annual Review (Year 2)

Goals	February 2020 Current Reality & Adjusted Action Steps		June 2020 Current Reality & Adjusted Action Steps	
Goal 1:				
Goal 2:				
Goal 3:				
Goal 4:				
Goal 5:				
Principal's Signature				

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School Improvement Plan Report

Checklist of State-required On-going Operational Activities

All Schools

Does this school:

Yes ☒ **No** ☐	• Implement strategies for improving performance of all students?
Yes ☒ **No** ☐	• Implement instructional practices designed to improve academic performance of students at-risk of academic failure or dropping out?
Yes ☒ **No** ☐	• Plan use of staff development funds?
Yes ☒ **No** ☐	• Plan for use of assessments to monitor student progress?
Yes ☐ **No** ☐	• Provide daily duty-free lunch to teachers?
Yes ☒ **No** ☐	• Provide at least five hours of planning time for teachers each week?
Yes ☒ **No** ☐	• Implement strategies for involving parents and the community in the educational program?
Yes ☒ **No** ☐	• Amend the School Improvement Plan when AYP is not met for two consecutive years when missing one or more targets in the same subject area?

K-8 Schools Only

Does this school:

Yes ☒ **No** ☐	• Provide 30 minutes of daily physical activity to meet Healthy Active Children requirements?

School Improvement Plan Approval

Committee Position	Name	Signature	Date
Principal			
Assistant Principal Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Instructional Support Representative			
Parent Representative			
Parent Representative			
Parent Representative			
Parent Representative			
Parent Representative			
Parent Representative			