



2018-19 & 2019-20 Rocky River Elementary School Improvement Plan

Contact Information

School	Rocky River Elementary	Date Prepared by Committee	10.10.18
Address	500 N Rocky River Road	Date Approved by School	10.10.18
		Phone Number	704-290-1523
School Website	www.ucps.ryr.k12.nc.us	Fax Number	704-292-1395
Principal	Sherry Richardson	Superintendent	Dr. Andrew Houlihan

School Improvement Team

Committee Position	Name	Email	Date Elected
Principal	<i>Sherry Richardson</i>	Sherry.richardson@ucps.k12.nc.us	8.25.18
Assistant Principal Representative	<i>Cathy Haney</i>	Cathy.haney@ucps.k12.nc.us	8.28.18
Teacher Representative / Chair	<i>Cheryl Konopka</i>	Cheryl.konopka@ucps.k12.nc.us	8.28.18
Instructional Support Representative	<i>Amber Archer-Zummo</i>	Amber.archerzummo@ucps.k12.nc.us	
Instructional Support Representative	<i>Brenda Todd</i>	Brenda.todd@ucps.k12.nc.us	
Teacher Assistant Representative	<i>Marsha Reid</i>	Marsha.reid@ucps.k12.nc.us	
Teacher Representative	<i>Holly Beane -K</i>	Holly.beane@ucps.k12.nc.us	
Teacher Representative	<i>Angel McClure-1st</i>	Angel.mcclure@ucps.k12.nc.us	
Teacher Representative	<i>Rachelle Campbell-2nd</i>	Rachelle.campbell@ucps.k12.nc.us	
Teacher Representative	<i>Heather Leonall-3rd</i>	Heather.Leonall@ucps.k12.nc.us	
Teacher Representative	<i>Yselic Montalvo-4th</i>	Yselic.montalvo@ucps.k12.nc.us	
EC Teacher Representative	<i>Linda Mulvilhill</i>	Linda.mulvilhill@ucps.k12.nc.us	
Parent Representative	<i>Rodney Rogers</i>	mfdcapt@gmail.com	



Assessment Data Snapshot

Current Data with realignment shows significant drops in previous years. The new Atlas assessment in K-3, also shows a drop across reading proficiency. Overall, our initial proficiency is 38 percent in Reading. Math proficiency is an average of 65%. We have 565 students this year and 715 students before realignment. We have reset all subgroup data for analysis and will set student goals to grow a minimum of one years' growth.

Profile

Demographics:

Pre K-5th grade 565 students

Black 18%

White 37 %

Hispanic 35.7%

Multi-racial 7%

Economically Disadvantaged: 70%



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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Every student has a personalized education
UCPS Strategic Theme	SUPPORT and develop UCPS employees
Supports SBE Goal 3	<ul style="list-style-type: none"> Every student, every day has excellent educators
UCPS Strategic Theme	ENGAGE parents and community
Supports SBE Goal 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Every student is healthy, safe, and responsible



2018-19 & 2019-20 Rocky River Elementary School Improvement Plan

Vision Statement

District: Preparing all students to succeed

School: Inspiring Learners, Empowering Leaders

Mission Statement

District: Preparing all students to succeed

School: A collaborative learning environment where students are engaged and empowered to set and attain academic and personal goals.

Shared Beliefs

We believe that:

1. All students can learn.
2. Relationships are key to any and all learning.
3. Strong academic instruction must take place in each class, every day.
4. Each child's unique talents should be nurtured and celebrated.

Priority Goals

EmpowerED Implementation Plan
AdvancED Improvement Priority #1

Priority Goal #1:	<i>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.</i>
Supports District Strategic Themes/Objectives:	<ul style="list-style-type: none"> • Provide equitable high quality core instruction to all students to create independent learners • Provide differentiated, relevant training opportunities for all employees
Supports State Goals:	<ul style="list-style-type: none"> • Every student has a personalized education • Every student, every day has excellent educators
Data and Resources Used:	<u>Teacher DLCs</u> <u>Administrator DLCs</u> <u>EmpowerED Framework</u>

Strategies	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
Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: <ul style="list-style-type: none"> • Action Step • PD Action Step • Reflection/Evaluation Action Step 				
Strategy 1: Ensure teachers are implementing lessons that are engaging and collaborative by collective planning and implementation.	PLC teams	Exit tickets, benchmarks, and reading level progress	No additional funds needed.	Each grading period teams will meet to analyze and share data. Interim analysis will take place on other assessments.

<p>Strategy 2: Staff development focused on differentiated needs of staff, during early release days.</p>	<p>All staff, master teachers support, ICF support, and outside resources</p>	<p>Feedback on PD, evidence of student improved outcomes</p>	<p>Additional funds for outside resources and presenters as deemed necessary from the site based team.</p>	<p>After each PD session</p>
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Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this? Time is always an issue, but we plan to provide this during allocated PD times, as well as arranging for extensive planning days.

District Support: What support do you need from the district departments? None noted

AdvancED Opportunity for Improvement #1

<p>Priority Goal #2:</p>	<p><i>Design and implement system-wide programs to enhance opportunities for all students to identify career goals and plan for their future.</i></p>
<p>Supports District Strategic Theme/Objective:</p>	<ul style="list-style-type: none"> • EXPAND opportunities and support all levels for college and career readiness
<p>Supports State Goals:</p>	<ul style="list-style-type: none"> • Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship
<p>Data and Resources Used:</p>	<ul style="list-style-type: none"> • Field Trip Opportunities

<p style="text-align: center;">Strategies</p> <p>Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include:</p> <ul style="list-style-type: none"> • Action Step • PD Action Step • Reflection/Evaluation Action Step 	<p style="text-align: center;">Point Person & Team Members (Name/Title)</p>	<p style="text-align: center;">Evidence of Success (Measures of Student Impact)</p> <ul style="list-style-type: none"> *Benchmarks *Progress Monitoring 	<p style="text-align: center;">Resources</p> <ul style="list-style-type: none"> *Financial - estimated cost/ source *Human *Time *Political 	<p style="text-align: center;">Timeline (Start-End)</p> <ul style="list-style-type: none"> *BOY Workdays *Early Release Days *Other school-based professional learning
<p>Strategy 1: All 4th graders will participate in a college visit.</p> <p>Students will participate in work-based learning activities.- Biz Town Visit 5th graders.</p>	<p>4th grade chair</p> <p>5th grade chair</p>	<p>Feedback from students and parents, evidence of discussion for future in goal setting.</p>	<p>-field trip costs.</p>	<p>On going all year.</p>
<p>Strategy 2: Leader in Me focus on graduation dates, goal setting short and long term. Career exploration in various grade levels with guest speakers.</p>	<p>All students and staff</p>	<p>Student data notebooks, surveys</p>	<p>No additional cost</p>	<p>Mid-year and End-year survey and reflections.</p>
<p>Strategy 3: Career exploration in various grade levels with guest speakers and research.</p>	<p>All grade levels focused on career events, guests in classroom throughout the year.</p>	<p>Feedback from students.</p>	<p>No additional cost</p>	<p>After scheduled visits.</p>

Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this? None noted



District Support: What support do you need from the district departments? None noted

Priority Goal #3:	Improve Reading and Math Proficiency and Growth
Supports District Strategic Theme/Objective:	Goal 1: Prepare students to graduate High School and College Goal 2: Enhance academic programs/instructional focus
Supports State Goal:	Goal 1: High School graduates ready career or college
Data and Resources Used:	Benchmark data, Exit Tickets, TRC, Fountas and Pinell

Strategies	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact)	Resources	Timeline (Start-End)
Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: <ul style="list-style-type: none"> • Action Step • PD Action Step • Reflection/Evaluation Action Step 		*Benchmarks *Progress Monitoring	*Financial - estimated cost/ source *Human *Time *Political	*BOY Workdays *Early Release Days *Other school-based professional learning

<p>Strategy 1:</p> <p>Intensive focus on Hattie's Proven Effectiveness: Teacher Clarity, Alignment of instruction, feedback, and assessment.</p>	<p>All staff, Corwin consultant, and Administration</p>	<p>PD feedback, student data analysis</p>	<p>Corwin consultant, PLC partnerships, master teachers support.</p>	<p>Benchmark analysis, team protocols for planning and feedback each grading period.</p>
<p>Strategy 2:</p> <p>Intensive focus on PLC's development of Learning Intentions and Success Criteria aligned with new state standards.</p>	<p>Each PLC, All staff and administration</p>	<p>Observation walkthrough feedback</p>	<p>Extended planning days, support from master teachers and ICF.</p>	<p>Observation Walkthrough feedback with students answering: What am I learning, Why am I learning this, and how will I know I'm successful? And where to next?</p>
<p>Strategy 3:</p> <p>Math Problem Solving focus continuation of Sue O'Connell's methods and improving current practices.</p>	<p>PLC Teams</p>	<p>Teacher Feedback</p>	<p>No additional cost</p>	<p>Exit tickets, problem solving notebooks</p>
<p>Strategy 4:</p> <p>Jan Richardson Next Step in Intervention additional intervention plan for higher needs of students. Rotations of 3-4 groups an additional 45-60 minutes per day to quickly improve reading levels.</p>	<p>Master Teacher, Interventionist</p>	<p>Student progress</p>	<p>Cost of books with the plan (minimal)</p>	<p>Assessment after 8 weeks of intervention as well as periodic assessment</p>

				throughout the implementation.
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Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this? None noted, everyone agrees this is needed and is working to support implementation.

District Support: What support do you need from the district departments? None Noted

Priority Goal #4:	Leader In Me-Striving for Lighthouse Status
Supports District Strategic Theme/Objective:	Enhance academic programs
Supports State Goals:	Preparing for Citizenship

Data and Resources Used:	<i>Insert other data and resources used here.</i>
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Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: <ul style="list-style-type: none"> • Action Step • PD Action Step • Reflection/Evaluation Action Step 	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) <ul style="list-style-type: none"> *Benchmarks *Progress Monitoring 	Resources <ul style="list-style-type: none"> *Financial - estimated cost/ source *Human *Time *Political 	Timeline (Start-End) <ul style="list-style-type: none"> *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: Work on closing all achievement gaps by empowering students in goal setting, alignment of goals to future goals, and working to empower students to achieve their goals.	All staff, all students, LIM consultant	-student led conferences, -student data notebooks, -goal focused from individual to class to grade level to school wide	-LIM annual membership -Additional training on aligning academics and closing gaps.	After each PD session After Leadership Event

Potential Barriers: What individuals/ factors may cause resistance? How do you plan to address this? None noted

District Support: What support do you need from the district departments? None noted

	Vision & Mission	Team membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	State-required Checklist	Safe School Plan
Meets all requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

UCPS

UNION COUNTY PUBLIC SCHOOLS

Name	Kristen Sebek	Signature	Date	10.12.18
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	Vision & Mission	Team membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	State-required Checklist	Safe School Plan
Meets all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
Meets all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
Meets all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 Director Review)

	Vision & Mission	Team membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
Meets all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 #2)

	Vision & Mission	Team membership	School Data & Summary Analysis	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	State-required Checklist	Safe School Plan
Meets all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does Not Meet all requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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



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Name		Signature		Date	
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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	
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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 <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Plan use of staff development funds?
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Plan for use of assessments to monitor student progress?
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Provide daily duty-free lunch to teachers? Provided once per week, per site based team
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Provide at least five hours of planning time for teachers each week?
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Implement strategies for involving parents and the community in the educational program?
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• 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 <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Provide 30 minutes of daily physical activity to meet Healthy Active Children requirements?

School Improvement Plan Approval

Committee Position	Name	Signature	Date
Principal	Sherry Richardson	<i>Sherry Richardson</i>	
Assistant Principal Representative	Cathy Haney	<i>Cathy Haney</i>	
Teacher Representative	Holly Beane	<i>Holly Beane</i>	
Teacher Representative	Cheryl Konopka	<i>Cheryl Konopka</i>	
Teacher Representative	Brenda Todd	<i>Brenda Todd</i>	
Teacher Representative	Yselic Montalvo	<i>Yselic Montalvo</i>	

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Teacher Representative	Heather Leonall	<i>Heather Leonall</i>	
Teacher Representative	Angel McClure	<i>Angel McClure</i>	
Instructional Support Representative	Marsha Reid	<i>Marsha Reid</i>	
Parent Representative	Rodney Rogers		
Teacher Representative	Rachelle Campbell	<i>Rachelle Campbell</i>	
Teacher Representative	Amber Archer Zummo	<i>Amber Zummo</i>	
Teacher Representative	Linda Mulvilhill	<i>Linda Mulvilhill</i>	