



Northside Elementary School

**Elizabeth City Pasquotank County Schools
Consolidated Continuous Improvement Plan
2019-2020**

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System Improvement Cycle



Planning Process Timeline

July/August	Review Planning Process with leadership team
July/August	Leadership works with School Improvement Team
August	Submit 2019-2020 draft plan by email for feedback
August/September	District review of school plans
September	Feedback sent to schools with follow up school visit from District leadership
September	School leadership work with School Improvement to make necessary revisions
September	Revised plans submitted for approval
September	Presentation to Board of Education
February	Updates to the BOE at work session

Data Overview

Proficiency Data

NES Proficiency by Subject GLP Composite	Projected 2019-2020	2018-2019	2017-2018	2016-2017
Reading	61	59.4	56.0	56.8
Math	64	62.2	60.4	59.8
Science	83	81.4	68.9	66.3
Total Composite (School Achievement Score)	67	64.5	59.7	56.7
School Performance Grade (Performance Percentage)	70/B	67/C	60/C	62/C

Performance By Subject

Reading

	Projected 2019-2020	2018-2019	2017-2018	2016-2017
3 rd	70.0 (58/84)	56.6	67.1	57.6
4 th	72.0 (50/72)	71.3	56.9	51.1
5 th	73.9 (68/92)	50.0	43.2	42.5

Math

	Projected 2019- 2020	2018-2019	2017-2018	2016-2017
3 rd	70.0 (59/84)	71.1	76.8	70.7
4 th	72.0 (52/72)	56.3	50.5	59.6

5 th	71.0 (66/92)	60.5	68.2	66.3
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Science

	Projected 2019-2020	2018-2019	2017-2018	2016-2017
5 th	87.0 (80/92)	83.3	63	71.9

MCLASS

Kindergarten	72% (52/72)
1st	71% (48/68)
2nd	71% (68/95)

Growth Data

	2018-2019	2017-2018	2016-2017
Growth Status	75.9 (Met)	59.1 (Not Met)	83.4 (Met)

(overall)			
Growth Index	-0.81	-4.36	+1.39

Future Outlook

Future Outlook – The number of students we are moving to proficiency in Reading, Math, and Science. We are utilizing Instructional Assistants and REACH teachers to assist with small group instruction, intervention, and enrichment.

Grade 4

	3's	4's	5's
Reading	6 (+8%)	7 (+10%)	3 (+4%)
Math	5 (+7%)	5 (+7%)	4 (+5%)

Grade 5

	3's	4's	5's
Reading	5 (+5%)	3 (+3%)	5 (+5%)
Math	11 (+12%)	6 (7%)	5 (+5%)

Science	5 (+5%)	6 (+7%)	8 (+9%)
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Narrative

- 489 students, 32 teachers
- 8 Instructional Assistants
- 5 Support Staff
- 2 National Board Certified Staff; 3 currently pursuing certification
- 66.7% of our staff: 10+ Years of Experience
- 20% of our staff: 4-10 Years of Experience
- 0-3% of our staff: 0-3 Years of Experience
- Approximately 58% of our population receive free/reduced lunch
- Demographics:
 - 57% White
 - 25% Black
 - 9% Hispanic
 - 8% Multi-racial
 - 1% Asian
 - 57% Male and 47% Female

Challenges and Growth Opportunities

Challenges:

Better meeting the needs of our students identified in the Exceptional Children's program

Exceeding growth in reading for cohort students in grades 4 and 5
and in math for cohort students moving in grades 3,4, and 5

Growth Opportunities:

Provide increased support for students' social and emotional needs
Empower teachers to utilize PBIS strategies more effectively
Meet College and Career Ready expectations for Reading and Math
Increased parent and community involvement

Goals and Strategies

Goals and strategies were derived from EOG, Teacher Working Conditions, and Educator's Handbook Data. We specifically focused on Q7.3 The school leadership makes a sustained effort to address teacher concerns (g. Managing student conduct - 67.6%; d. Professional Development - 85.7%) and Q8.1 Please rate how strongly you agree or disagree with statements about professional development in your school (e. Professional development is differentiated to meet the individual needs of teachers- 58.1%)

Goal 1: Exceeding growth in reading for the 4th to 5th grade cohort and in math from the 3rd to 5th grade cohort.

Strategies:

The following tasks will be implemented to meet this goal:

1. Implement AVID strategies with a specific focus on writing and organization
2. Progress monitor grade level proficiency by using common formative assessments
3. Daily small group instruction in reading and math
4. Number Talks
5. Instructional Assistants and REACH teachers work with small groups during intervention time daily

Goal 2: Better meet the Social/Emotional Needs of our students.

Objective: Northside Elementary School, will promote a caring, safe, and orderly learning environment by reducing the number of office discipline referrals by 15%.

Strategies:

1. We will implement the use of Responsive Classroom strategies – particularly Morning Meeting to assist students in self-regulation and conflict management.
2. We will create and implement a behavior flow chart that will create a clear and consistent protocol for managing student behavior concerns to help empower teachers to deal with minor discipline issues as they occur in the classroom, along with assigning logical consequences that match the problem behavior when possible.
3. Our School Counselor will continue with individual and group lessons and be available for morning counseling as well
4. PBIS incentives
5. Club Day
6. Health/PE - teach social standards and team building strategies to all Classes in order to provide additional support for students

Goal 3: Provide differentiated professional development for staff based on Teacher Working Condition survey responses

Objectives: Northside Elementary School, will provide at minimum of 5 professional development sessions throughout the year on various topics based on various data sources.

Strategies:

1. We will conduct monthly PD sessions on the 2nd Monday of every month from 3:00 - 4:00 pm on various topics such as responsive classroom, AVID, guided reading, guided math, improvement science, digital technology, and metacognitive strategies based on teacher need. Teachers will complete surveys after each session.
2. Any teacher that attends professional development outside of our school will be asked to share what they have learned with the staff.
3. Instructional Assistants will receive monthly professional development as well.

Professional Development Plan

Overall School Plan

*Professional Development will also be provided during weekly PLC's.

Who	What	When	Where	Funds
AVID Site Team	AVID Summer Institute	July, 2019	Denver, CO	*District Funded
Teacher and Instructional Coach	Responsive Classroom	June, 2019	Durham, NC	2018-2019 Title I funds
Certified Staff/District Coaches	iREADY	TBD	TBD	*District Funded
NES AVID Implementation Team	AVID	Summer, 2020	TBD	\$7000.00
*Administration and Teacher Team	Improvement Science	TBD	TBD	*District Funded
Math Teachers and Instructional Coach	NC Math Conference	November , 2019	Greensboro, NC	\$1,000.00
Certified Staff	Data Digs/Vertical	November , 2018;	NES	\$7,000.00 (sub cost -

	Alignment	January, 2019; March 2019		3x per year (25 teachers)
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Detailed Description of Monday Professional Development Sessions

Who	What	When	Where	Funds
Certified Staff	AVID/Responsive Classroom	September 9, 2019	NES	\$0
Certified Staff	Responsive Classroom	October 14, 2019	NES	\$0
Certified Staff/District Coaches	Guided Reading	November 25, 2019	NES	\$0
Certified Staff/District Coaches	Guided Math	December 9, 2019	NES	\$0
Certified Staff/AVID Coach	AVID	January 13, 2020	NES	\$0
Certified Staff/District Coaches	Math Strategies	February 10, 2020	NES	\$0
Certified Staff/District Coaches	Literacy Strategies	March 9, 2020	NES	\$0
Certified Staff/District Coaches	Math Strategies	April 27	NES	\$0

Certified Staff/District Coaches	Metacognitive Strategies	May 11, 2020	NES	\$0
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Title I Budget

Substitute Teacher - Data Digs/Professional Development	\$7,000.00
Contracted Service: Part-Time Interventionist (2x per week for 21 weeks)	\$7000.00
Instructional Supplies	\$14,038.16
Computer Software (Discovery Ed and relevant resources)	\$4,000.00
Workshop Expenses	\$6,000.00
Professional Development	\$2,000.00
Parental Involvement Supplies Expense	\$1,200.00
Postage	\$500.00

School Safety Plan

Northside Elementary will focus on the following:

Working with Maintenance to ensure that front and side building cameras work as we monitor the grounds.

Working with Maintenance to ensure all back doors work properly and are able to be secured.