

School Improvement Plan

Palisades Park Elementary



2018-2019

The School Improvement Plan serves as a road map that provides clarity to specific priorities and actions that are most important during the continuous improvement process. School Improvement Plans remain in effect for three years, but a School Leadership Team may amend as often as necessary or appropriate. The template is adapted with permission from UVA Partnership for Leaders in Education.

Palisades Park ES Contact Information

School:	Palisades Park ES	Courier #:	493
Address:	15321 York Road	Phone Number:	980-343-9895
	Charlotte, NC 28278	Fax Number:	980-343-2453
Learning Community:	Southwest	School Website:	http://schools.cms.k12.nc.us/palisadesparkES/Pages/Default.aspx
Principal:	Gina O'Hare		
Learning Community Superintendent:	Stephen Esposito		
CMS BOE Representative:	Thelma Byers-Bailey	CMS BOE District Number:	District 2

{School Name} School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position	Name	Email Address	Date Elected
Principal	Gina O'Hare	Gina.ohare@cms.k12.nc.us	
Assistant Principal	John Nix	John.nix@cms.k12.nc.us	
Teacher	Otis Burnett	otiso.burnett@cms.k12.nc.us	8/31/18
Teacher	Terrilyn Brown	terriyn.brown@cms.k12.nc.us	8/31/18
Teacher	Kelli Glisan	kelli1.glisan@cms.k12.nc.us	8/31/18
Literacy Facilitator	Barbara Truette	barbara.truette@cms.k12.nc.us	8/31/18
Instructional Support	Ann Triolo	ann.triolo@cms.k12.nc.us	8/31/18
Instructional Support	Holly Averette	holly.brannen@cms.k12.nc.us	8/31/18
PTSA Representative	Tashia Barron	tashia.barron@gmail.com	9/5/18
Parent Representative	Joan DePalma	joandepalma@me.com	9/5/18
Parent Representative	Christy Rossi	rossi.christy@gmail.com	9/5/18

Parent Representative	Ann Milton	aanders6@aol.com	9/5/18
Parent Representative	Amanda Peterson	amandapeterson679@gmail.com	9/5/18
Parent Representative	Julie Zickos	zickosjulie@gmail.com	9/5/18
Parent Representative	Amy Berdhal	amyberdhal@yahoo.com	9/5/18
Parent Representative	Sherrelle Poole	fitnesssassygirl@gmail.com	9/5/18
Parent Representative	Kamy Taylor	wiggstaylor@gmail.com	9/5/18
Parent Representative	Shannon Bodnar	thebodnarfamily4@gmail.com	9/5/18
Parent Representative	Carla Brazzell	csilva_usa@hotmail.com	9/5/18

PURPOSE OF THE CONTINUOUS IMPROVEMENT PLAN:

Articulate in a few sentences what you hope to achieve by participating in the continuous improvement process.

Participating in the continuous improvement process will help us lower the achievement gap and ensure all students meet or exceed their growth goals in reading and math.

#	Goals	2017-2018 Results	2018-2019 Goals	Goal Indicators (Metric to Indicate Progress)
1	Increase our overall Reading composite for GLP and CCR by 5 percentage points.	GLP – 66% CCR – 52.7%	GLP – 71% CCR – 57.7%	2019 EOG GLP/CCR
2	Exceed growth overall according to EVAAS.	Met Growth Index of 1.50	Exceed Growth Index of 2.0 or higher	2019 EOG EVAAS Data
4	To provide a duty-free lunch period for every teacher on a daily basis.			
5	Provide duty-free instructional planning time for every teacher under G.S.115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.			
6	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.			

ACTION PLAN – PRIORITY #1

Continuous Improvement Plan Focus Area (Big Rock):

Lesson Planning and Teaching Alignment

School's Priority:

Given the goals identified, what problem needs to be addressed to achieve these goals?

The quality of instruction is inconsistent between classrooms and doesn't always align with PLC planning. We want to implement a walk-through protocol to ensure that lessons discussed during PLCs are successfully implemented.

School Leader Responsible

Instructional Leadership Team

Desired Outcome:

What will be different if you are successful in addressing this priority?

Rigorous and differentiated lesson plans will be implemented consistently across all grade levels and classrooms.

Root Cause(s) to Address Hypothesis of Priority:

What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?

Based on observations, informal walkthroughs, and a variety of data points, teaching in the classroom is not consistently aligned with PLC planning. Team plans finalized during PLC meetings support rigorous and differentiated lessons. We need to make sure those lessons are effectively implemented.

CMS Strategic Plan 2024 Focus Area of Alignment:

Ensure every student has access to a rich, diverse and rigorous curriculum.

ACTION PLAN – PRIORITY #1 ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems & processes</i>	Person Completing Action	Timeline	Resources Needed / Source
Create and implement a weekly walk-through template.	ILT Team Point Person – O’Hare	Sept 20th	Walk-through template Master Schedule Walk-through Schedule Weekly instructional focus
Provide on-going feedback to teachers based on their walk-throughs.	ILT Team	Weekly	Completed walk-through template Planning time to debrief Conferences as needed
Create and implement Professional Learning Walks that target specific teacher needs.	ILT Team Point Person – Truette	Quarterly	Learning walk schedule Master schedule Teacher coverage Planning time to debrief

ACTION PLAN – PRIORITY #1 PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date
Bi-monthly beginning 9/24	Completed walk-through forms/data Schedule of walk-throughs Lesson Plans	Adjustments to focus points during PLC meetings Changes to walk-through form as needed Changes to frequency of walk-throughs based on data	
Bi-monthly beginning 9/24	Completed walk-through forms/data Planning Agendas Individual conferring as needed	Changes to walk-through form as needed Changes to frequency of walk-throughs based on data Individual topics will vary as walk-throughs progress	
End of October	Learning Walk Survey and Schedule Learning Walk Reflection Forms	2 nd round of learning walks may have a different format based on feedback from round 1	

ACTION PLAN – PRIORITY #2

Continuous Improvement Plan Focus Area (Big Rock):

Differentiated Instruction

School's Priority:

Given the goals identified, what problem needs to be addressed to achieve these goals?

There is a need to design and deliver high quality differentiated instruction in reading, math, and science based on student growth goals.

School Leader Responsible:

Instructional Leadership Team

Desired Outcome:

What will be different if you are successful in addressing this priority?

Teachers use data to teach intentional small groups during literacy, math, and science instruction. Implementation will result in an increase in student growth and achievement.

Root Cause(s) to Address Hypothesis of Priority:

What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?

Due interim coverage and support, there was a decrease in the amount of time and resources spent on differentiated small group instruction.

CMS Strategic Plan 2024 Focus Area of Alignment:

Ensure every student has access to a rich, diverse and rigorous curriculum.

ACTION PLAN – PRIORITY #2 ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems & processes</i>	Person Completing Action	Timeline	Resources Needed / Source
Develop Math Masters groups based on MAP BOY data and common assessments.	Math Point Person – Holly Averette	October 8 th	MAP Data Common Assessment Data 17-18 EOG Data IXL/Edgenuity/Reflex MAP Learning Continuum Lesson Plans and Pacing
Develop guided reading and strategy groups based on MAP/TRC data and common assessments.	Literacy Facilitator – Barbara Truette	October 10 th	MAP Data TRC Data Common Assessment Data 17-18 EOG Data Edgenuity MAP Learning Continuum Lesson Plans and Pacing
Develop and implement a weekly re-looping assignment based on power standards and data from common assessments.	Science Point Person – Ann Triolo	October 10 th	Common Assessment Data 17-18 EOG Data Lesson Plans and Pacing SchoolNet

ACTION PLAN – PRIORITY #2 PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date
End of each Month beginning at end of October	Individual student MAP Conference Agendas Math Masters Lesson Plans Math Common Assessment Retest Data PLC Planning Agendas	May need to adjust student groups based on performance/progress.	
End of each Month beginning at end of October	Individual student Growth/Goal Charts Guided Reading Lesson Plans Progress Monitoring Agendas/Retest Data PLC Planning Agendas	May need to adjust guided reading/strategy groups based on performance/progress.	
End of each Month beginning at end of October	Data from weekly re-looping assignment PLC Science Planning Agendas	May need to adjust objectives based on performance/progress.	

STATE AND LOCAL REQUIRED PLANS

Duty-Free Lunch

The NC SBE’s statutory provision 115C-105.27 (b) (6) requires all schools to include a plan to provide a duty-free lunch period for every teacher on a daily basis or as otherwise approved by the SIP.

ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems & processes</i>	Person Completing Action	Timeline	Resources Needed / Source
Employ a lunch monitor within the first four weeks of school.	Gina O'Hare- Principal	End of Sept	
Create a schedule that includes staff member times to supervise students during lunch.	Truette- Literacy Facilitator	September	

PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date
End of Sept	Lunch monitor schedule Interviews	n/a	

STATE AND LOCAL REQUIRED PLANS

Duty-Free Instructional Planning Time for Teachers

The NC SBE’s statutory provision 115C-105.27 (b) (7) requires a plan to provide duty-free instructional planning time for every with the goal of providing an average of at least 5 hours of planning time a week. [Note that the statute referenced provides that all classroom teachers are to be provided duty-free instructional planning time during regular student contact hours, to the extent that the safety and proper supervision of student may allow.

ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems & processes</i>	Person Completing Action	Timeline	Resources Needed / Source
Design a master schedule that allows for 5 days of instructional planning, 3 of which address content specific areas of Math, Science, and Literacy. Create and implement a PLC schedule for teachers to meet with ILT members weekly.	Gina O'Hare, Principal Barbara Truette, LF	Aug 2018 Nov 2018 Feb 2019 May 2019	
Implement the Instructional Planning Approach (IPA) with PLCs to ensure all students are successful.	Holly Averette, Math Lead Ann Triolo, Science Lead Barbara Truette, LF	Aug 2018 Nov 2018 Feb 2019 May 2019	
Maintain a Google Drive to facilitate the sharing of instructional resources and lesson plans *Utilize shared folders for each PLC and invite members to collaborate *Add meeting agendas, instructional resources, Long Term Plans (LTPs), and lesson plans	Holly Averette, Math Lead Ann Triolo, Science Lead Barbara Truette, LF	Aug 2018 Nov 2018 Feb 2019 May 2019	

PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date
Quarterly	Insight Survey Master Schedule PLC Agenda	PLC may need to be adjusted as needed.	

STATE AND LOCAL REQUIRED PLANS

Bullying Prevention

Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.

ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome <i>Focus on teacher practice and systems & processes</i>	Person Completing Action	Timeline	Resources Needed / Source
Bully Prevention	John Nix, Assistant Principal Brad Ewing, School Counselor	Aug 2018 Oct 2018 Jan 2019 March 2019 May 2019	
Character Education - Teach the Caring School Community	Brad Ewing, Counselor Emma Hall, teacher Melissa Maxwell, teacher	Aug 2018 Oct 2018 Jan 2019 March 2019 May 2019	
Healthy Active Child 30 min.	Jay Hartnett, PE Teacher G. O'Hare, Principal	Aug 2018 Oct 2018 Jan 2019 March 2019 May 2019	
School Health Team	J. Hartnett, PE teacher Angie Forbis, K teacher	Aug 2018 Oct 2018 Jan 2019 March 2019 May 2019	

PROGRESS MONITORING

Indicator Review Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	Status at Review Date
Quarterly	Review student discipline data.		
Quarterly	Review the implementation of the Caring School Community program		
Quarterly	Updated Character Ed winner bulletin board		
Quarterly	Review team schedules to ensure adequate activity time	Schedule changes	

Approval of Plan

§ 115C-105.27. Development and approval of school improvement plans. (c) School Vote on the Plan. - Support among affected staff members is essential to successful implementation of a school improvement plan to address improved student performance at that school. The principal of the school shall present the proposed school improvement plan to all of the principals, assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building for their review and vote. **The vote shall be by secret ballot.** The principal shall submit the school improvement plan to the local board of education only if the proposed school improvement plan has the approval of a majority of the staff who voted on the plan.

My signature verifies that I adhered to the aforementioned statutory requirement. The 2018-2019 School Improvement Plan was voted on by secret ballot on October 3, 2018.

Principal Name:	Gina O'Hare	Principal Signature:	<i>Gina O'Hare</i>	Date:	10/3/18
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Committee Position	Name	Email	Date	Signatures
Principal	Gina O'Hare	gina.ohare@cms.k12.nc.us	9-20	<i>Gina O'Hare</i>
Assistant Principal	John Nix		9-20	<i>O. Burnett</i>
Teacher	Otis Burnett	OtisO.burnett@cms.k12.nc.us		
Teacher	Terrilyn Brown	terilyn.brown@cms.k12.nc.us	9/20	<i>T Brown</i>
Teacher				
Literacy Facilitator	Barbara Truette	barbara.truette	9-20	<i>B Truette</i>
Instructional Support	Holly Averette	holly.bramen@cms	9-20	<i>Holly Averette</i>
Instructional Support				
PTSA Representative	Tashia Barron	tashia.barron@gmail.com	9/20	<i>T Barron</i>
Parent Representative	Kamy Taylor	twiggstaylor@gmail.com	9/20	<i>K Taylor</i>
Parent Representative	Christy Rossi	rossi.christy@gmail.com	9/20	<i>C Rossi</i>
Parent Representative	Ann Milton	aanders@aol.com	9/20	<i>A Milton</i>
Parent Representative	Amy Berdahl	Amyberdahl@yahoo.com	9/20	<i>Amy Berdahl</i>
Parent Representative	Carla Braxell	CSILVA_VSA@Hotmail.com	9/20	<i>Carla Braxell</i>
Parent Representative	Yolanda Adolphus	yadolphus775@aol.com	9/20	<i>Y Adolphus</i>
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