

School Name: VANDALIA ELEMENTARY

Guilford County Schools

2008-2011 School Improvement Plan

Vision Statement

School's Mission Statement:

We, the staff and parents of Vandalia Elementary School, seek to create inspired student-centered learning that affirms diversity and ensures social, emotional, and academic growth in a challenging and nurturing environment.

School's Vision Statement:

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Self Assessment

Current AYP Status:

Achieved

Current ABC Status:

Expected Growth

(Synthesized Narrative from Self-Assessment Exercises)

Vandalia Elementary School is one of the smallest elementary schools in the Guilford County Schools System. This is one of Vandalia's greatest resources. With a small number of students, we are able to focus on every facet of the individual needs of each child. Vandalia Elementary benefits from being an Equity 2 school. Smaller classroom sizes impact the overall instructional program positively. The school's family-like environment empowers students and staff to build a learning community. Vandalia is proud to house the latest educational resources in reading and math. Vandalia has a large guided reading lab, and the reading program has been enhanced tremendously by hiring two reading teachers. In addition, current mathematical resources are accessible to teachers. Students experiencing difficulty receive additional support from our reading teachers and daytime tutors. In addition, Vandalia has a partnership with United Way which affords our students an opportunity to participate after school in "Success at Schools" enrichment clubs such as guitar, ballroom dancing, arts and crafts, jewelry making, and cheerleading.

With that, Vandalia has opportunities for improvement as the school has faced some challenges. We are working to build a positive image within the community and unwavering trust with our families. Prior to 2008-2009, Vandalia experienced significant teacher and principal turnover. Therefore, retaining highly qualified teachers and staff members who have a desire to teach students at a Title I school is an area that Vandalia has improved on significantly. Based on 2007-2008 AYP and ABC results, student performance did not show much growth as a whole school. Some targets were met but there was still room for improvement in all academic areas. However, 2008-2009 results show that Vandalia made AYP meeting all targets, and student performance on End of Grade tests showed a 15% gain. Due to all these factors, Vandalia will focus on academic alignment and increased rigor as well as building positive relationships with all stake holders.

Goal Summary Page

Goal 1

Overall SMART Goal:

(Your overall goal will reflect a two to three year long-range goal)

By 2011, Vandalia will increase student proficiency rates in math from 52.9% to 85% and reading proficiency from 31.3% to 65% based on the EOG results.

Target SMART Goal/Measure:

(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

Vandalia 3-5 students will increase reading proficiency from 47.9%% to 55% as measured by EOG results by the end of the 09-10 school year

Vandalia 3-5 students will increase math proficiency from 68.6% to 75% as measured by the 09-10 EOG results.

Supporting Data for SMART GOAL: See Goal 1 Data Tab

Key Strategy:

Consistent approach to instructional strategies: Pre-K through 5th grade implementing Marzano's Classroom Instruction that Works

Goal 2

Overall SMART Goal:

(Your overall goal will reflect a two to three year long-range goal)

By 2011, Vandalia will improve relationships between students, parents, staff, and community as measured by 90% positive ratings on perceptual data surveys

Target SMART Goal/Measure:

(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

Vandalia students, parents, staff, and community will improve relationships by more positive than negative contacts by the end of the 2009-2010 school year.

Supporting Data for SMART GOAL: See Goal 2 Data Tab

Key Strategy:

Implement FISH program to improve climate and culture in the school community.

Goals, Strategies, Monitoring and Budget

GOAL 1

Overall SMART Goal:

(Your overall goal will reflect a two to three year long-range goal)

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Supporting Data for SMART GOAL: See Goal 1 Data Tab

QUARTERLY ACTION PLAN - GOAL 1

		Quarter 1	Quarter 2	Quarter 3	Quarter 4
Study	<p>Data analysis: (SWOT) analysis SWOT: Strengths, Weaknesses, and Opportunities for improvement, Threats At the end of each quarter, report the data from the current quarter deployment plan and use the data questions to analyze the results.</p>	<p>1. What does the data tell us? NC EOG 08-09 results show that Math overall was 68.6% proficient and Reading was 47.9% proficient. Percentage growth was 15.2% overall for Math and 17.3% in Reading. Composite growth was 16.2% 2. Not tell us? NC EOG 08-09 data does not give us information about new enrolled students for 09-10 school year.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>
		<p>3. Celebration(s)? NC EOG 08-09 data shows that Vandalia made AYP with double-digit growth in Reading and Math. The average scale score growth was 10 points in Math and 8 points in Reading per student. Vandalia exceed 4. OFIs? OFIs: Opportunities For Improvement Based on Vandalia SIP target goal for 08-09, Reading composite score is 2% less than desired goal. Vandalia can improve overall in Math Goals 1 and 5 specifically.</p>	<p>1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? OFIs: Opportunities For Improvement</p>	<p>1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? OFIs: Opportunities For Improvement</p>	<p>1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? OFIs: Opportunities For Improvement</p>

Plan	Identify Key Strategy (Approach)	Consistent approach to instructional strategies: Pre-K through 5th grade implementing Marzano's Classroom Instruction that Works			
Plan	Person(s) Responsible for ensuring the strategy is deployed during the current quarter	Classroom Instruction that Works Team			
Plan	Resources Available during the current quarter (include \$ encumbered and name of budget)	Training provided by GCS, Title I, and Local Staff Development Funds			
Plan	Resources Needed during the current quarter	DRA, QRI, BM1, and K-2 Math Quarterly Assessments			
Plan	Professional Development during the current quarter (Indicate title, content and audience)	Recognition and Reinforcing Effort, Homework and Practice (whole school trained by Marzano team)			
Plan	Parent and Community (Stakeholder) Involvement during the current quarter	Open House, Annual Title I and PTA Parent Meeting, Skate Night, Parent Face-to-Face Conferences			
Do	Create the deployment plan For the current quarter	Use the Quarter 1 deployment plan template below	Use the Quarter 2 deployment plan template below	Use the Quarter 3 deployment plan template below	Use the Quarter 4 deployment plan template below

Study	Evaluation: A. What data will you use to determine if the strategy was deployed? B. What data will you use to determine if the strategy was deployed with fidelity? C. What data will you use to determine if the strategy impacted the overall goal or target goal?	A. Classroom Walk-through Feedback Forms and MGM Feedback B. Benchmark Data and MGM Feedback C. Benchmark Data, MGM Feedback, and Minutes	A. B. C.	A. B. C.	A. B. C.
	Act/Plan	Target Goal Met?	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Abandon current strategy and identify new strategy	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Abandon current strategy and identify new strategy	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Abandon current strategy and identify new strategy

Steps	Quarter 1 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1	Selected staff attends Marzano Classroom Instruction that Works training in Summer of	Keisha McMillan	Training Rosters	7/20/2009
#2	Marzano Team presents Overview and Research of Marzano's work at initial staff	Barbara McRae	Staff Meeting Agenda	8/20/2009
#3	Marzano Team prepares a 3 year Implementation Plan and meets with district	Pam Ember	Marzano Implementation Plan	9/10/2009
#4	Marzano Team plans and prepares for Early Release Day Presentation on Homework	Keisha McMillan	Early Release Agenda	9/22/2009
#5	Marzano Team presents Homework and Practice to staff at Early Release Day Staff	Keisha McMillan	Early Release Agenda	9/22/2009
#6	Marzano Team reviews Homework and Practice, teacher survey, and reflection logs from the Early Release Day training	Jennifer Smith, Alyson Clements, Christina Robinson	Teacher Survey and Reflection Logs	10/5/2009
#7	Principal and CF monitor Homework and Practice implementation	Keisha McMillan, Barbara McRae	Classroom Walk-throughs, Homework Assignment Logs, Student and Parent Feedback	10/24/2009
#8	Marzano Team meets and determines Homework and Practice next steps and plans for	Barbara McRae	Marzano Implementation Plan,	10/24/2009

Steps	Quarter 2 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Steps	Quarter 3 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Steps	Quarter 4 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Goal 1 Data Worksheet

Supporting Data for SMART GOAL 1:

[Click here to past](#)

Quarter 1

Year	Math	Reading	Met AYP
2006-07	61%	85%	Yes
2007-08	57%	n/a	No
2008-09	67.6%	48.6%	Yes

Goals, Strategies, Monitoring and Budget

GOAL 2

Overall SMART Goal:

(Your overall goal will reflect a two to three year long-range goal)

By 2011, Vandalia will improve relationships between students, parents, staff, and community as measured by 90% positive ratings on perceptual data surveys

Target SMART Goal/Measure:

(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

Vandalia students, parents, staff, and community will improve relationships by more positive than negative contacts by the end of the 2009-2010 school year.

Supporting Data for SMART GOAL: See Goal 2 Data Tab

QUARTERLY ACTION PLAN - GOAL 2

		Quarter 1	Quarter 2	Quarter 3	Quarter 4
Study	<p>Data analysis: (SWOT) analysis SWOT: Strengths, Weaknesses, and Opportunities for improvement, Threats At the end of each quarter, report the data from the current quarter deployment plan and use the data questions to analyze the results.</p>	<p>1. What does the data tell us? Parent and Staff survey results show that there is a gap in communication between all groups at Vandalia.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>	<p>Report the data from the previous quarter deployment plan and use the data questions below to analyze the results.</p>
		<p>2. Not tell us? The data does not tell us the community's perception of Vandalia.</p> <p>3. Celebration(s)? Staff retention (no new classroom teachers for 09-10), PTA support school with parking lot project and school beautification projects, PBS implementation completed with fidelity in year 1</p> <p>4. OFIs? OFIs: Opportunities For Improvement More positive interaction and contacts with staff, students, and parents.</p>	<p>1. What does the data tell us?</p> <p>2. Not tell us?</p> <p>3. Celebration(s)?</p> <p>4. OFIs? OFIs: Opportunities For Improvement</p>	<p>1. What does the data tell us?</p> <p>2. Not tell us?</p> <p>3. Celebration(s)?</p> <p>4. OFIs? OFIs: Opportunities For Improvement</p>	<p>1. What does the data tell us?</p> <p>2. Not tell us?</p> <p>3. Celebration(s)?</p> <p>4. OFIs? OFIs: Opportunities For Improvement</p>

Plan	Identify Key Strategy (Approach)	Implement FISH program to improve climate and culture in the school community.			
Plan	Person(s) Responsible for ensuring the strategy is deployed during the current quarter	Vandalia Staff, Vandalia Parents, and Vandalia Students			
Plan	Resources Available during the current quarter (include \$ encumbered and name of budget)	Title I Funds and PTA Attractions Fundraiser			
Plan	Resources Needed during the current quarter	FISH! series videos, books, and other FISH! Supplemental material, notebooks, contact logs			
Plan	Professional Development during the current quarter (Indicate title, content and audience)	FISH! Series Ways to Boost Staff Morale video and book, FISH! Team presentations			
Plan	Parent and Community (Stakeholder) Involvement during the current quarter	Open House, Annual Title I Parent Meeting, Parent Conferences			
Do	Create the deployment plan For the current quarter	Use the Quarter 1 deployment plan template below	Use the Quarter 2 deployment plan template below	Use the Quarter 3 deployment plan template below	Use the Quarter 4 deployment plan template below

Study	Evaluation: A. What data will you use to determine if the strategy was deployed? B. What data will you use to determine if the strategy was deployed with fidelity? C. What data will you use to determine if the strategy impacted the overall goal or target goal?	A.Communication Logs B.Parent, Staff and Student Surveys C.Disaggregated data from Communication Logs	A. B. C.	A. B. C.	A. B. C.
	Act/Plan	Target Goal Met?	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Abandon current strategy and identify new strategy	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Abandon current strategy and identify new strategy	<input type="checkbox"/> YES If yes, change target goal in order to further impact the overall goal <input type="checkbox"/> NO If no, check the appropriate action <input type="checkbox"/> Continue current strategy and update deployment plan for next Qtr <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan <input type="checkbox"/> Continue current strategy and identify new strategy

Steps	Quarter 1 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1	Leadership Team meets in Summer to brainstorm ways to implement FISH!	Keisha McMillan	Summer Leadership Team minutes	8/20/2009
#2	Leadership Team presents an overview to staff of FISH! and forms 4 groups based on	Dawn Amundson	First Staff Meeting Agenda	8/20/2009
#3	Staff FISH! Groups present strategies for implementation for the school year	Dawn Amundson	Staff Meeting Agenda	9/15/2009
#4	FISH! Groups monitor other FISH! Groups' implementation of the strategies presented	FISH! Group Leaders	Staff Surveys	10/15/2009

Steps	Quarter 2 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Steps	Quarter 3 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Steps	Quarter 4 Deployment Plan	Person(s) Responsible	Measures	Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
#10				

Goal 2 Data Worksheet

Supporting Data for SMART GOAL 2:

[Click here to paste charts/tables](#)

Quarter 1

Vandalia Elementary School 07-08 Survey Results shown below in chart:

(Students, Parents, Teachers)

*08-09 Data in parenthesis

	Positive Results	Negative Results	Total Responses Available
Students	12 (37)	9 (21)	21 (58)
Parents	16 (25)	16 (14)	32 (39)

Teacher Working Condition Survey Overall Results: (School Based Survey Results for 08-09)

Time	Positive	(Positive)
Facilities and Resources	Negative	(Negative)
Decision Making	Negative	(Positive)
Leadership	Positive	(Positive)
Professional Development	Positive	(Positive)

School Based Leadership Team Members Signatures

The following team members collaborated with school staff to develop the School Improvement Plan for our school (parents must be included):

Name	Position or Role	Signature	Date
Barbara McRae	Drop Down Menu	On File	09/08/09
Dawn Amundson	Certified Staff	On File	09/08/09
Keisha McMillan	Principal	On File	09/08/09
Samantha Allen	Certified Staff	On File	09/08/09
Jennifer Smith	Certified Staff	On File	09/08/09
Ethel McCluney	Classified Staff	On File	09/08/09
Dorothy Bullard	Classified Staff	On File	09/08/09
Jeffrey Oates	Parent	On File	09/08/09
Maxine Terry	Certified Staff	On File	09/08/09

(i.e. Principal, Assistant Principal, Certified Staff, Classified Staff, Student, Parent or Community Member)

Approvals

Approved by Staff:

Date of Approval by Staff: 9/15/2009

Results (% Approval): 100%

Principal's Signature: Keisha McMillan - On File

Date: 09/15/09

Approved By Division of Academic Improvement:

Regional Superintendent's

Signature: Dr. Phyllis Martin - On File

Date: 09/25/09

Approved by GCS Board of Education:

Date: _____

Action Plan for Healthy Students in Safe, Orderly and Caring Schools

LEA: Guilford County Schools

Schoo Vandalia Elem

Strategic Priority: Healthy Students in Safe, Orderly and Caring Schools

(Healthy Active Children (HAC) Policy, #HSP-S-000)

Please record your action steps.

Strategy	Not Yet Addressed (What is your plan?)	In Progress (Please describe.)	Need Assistance (Please describe.)	NA (Provide explanation.)
Ensure all students have recess and / or physical activity during the school day and that it is not taken away as punishment. Indicate if this is in progress or not yet addressed.				

Strategy	Yes	No	Time over 180 days
Provide physical education for every student taught by a physical education teacher. Check the appropriate "yes" or "no" box and list the exact number of minutes in PE over the 180-day school year.			
Provide physical activity and/or recess for every student. List the exact number of minutes provided for recess and/or physical activity over the 180-day school year.			

Strategy	Not Yet Addressed	In Progress	Need Assistance (Please describe.)
Implement a coordinated school health program. Indicate if this is in progress or not yet addressed by the school.			

We have a School Health Advisory Council. Check all that apply.	At Our School	In Our LEA	Unsure	Need Assistance (Please describe.)
We have a School Health Advisory Council. Check all that apply.				
What other areas of Coordinated School Health Programs are you working on implementing in your school? Please explain.				<p data-bbox="1486 1036 1747 1092">Need Assistance (Please describe.)</p>

Safe Schools Plan

According to NC Code 115C-105.47, each school must have a comprehensive safe schools plan. The following are components of that plan:

- Student code of conduct and designated consequences for violating the code
- Roles and responsibilities of all school personnel in maintaining a safe and orderly learning environment
- Procedures for identifying and serving the needs of students at risk of academic failure or of engaging in disorderly or disruptive behavior
- Mechanisms for assessing the needs of disruptive and disorderly students, providing services to them and removing them from the classroom when necessary
- Measurable objectives for improving school safety and order
- Professional development clearly matched to the objectives for improving school safety and order
- Plans to work with local law enforcement and court officials to ensure safety
- Methods of providing a safe physical environment
- Parent involvement in planning for school improvement, safety, and alternative education placements
- School conducts a needs assessment annually (from students, teachers, parents, and staff) to determine their perceptions of school safety and climate
- School has programs, strategies and/or activities that promote good behavior/citizenship

Strategies for maintaining safe and orderly climate, addressing the needs of students at risk, and providing services for students assigned to alternative programs.

What will be done?	Who will be in charge?	When will it be done?	What are the needed resources (including staff development)?	What are the costs	What are success indicators?

Waiver Requests

School-Based Management and Accountability Program School-Based Waiver Request for 2008-2011

LEA: Guilford County

LEA Code: 410

School Code/School Name: Vandalia Elem

Requests for Waiver

1. Describe the waiver you are requesting.

2. Identify the law, regulation or policy from which an exemption is requested.

3. State how the waiver will be used.

4. State how the waiver will promote achievement of performance goals.