

Hickory Center Elementary School

School Improvement Plan 2018-19 *last revision 10/7/18*

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The school improvement plan is submitted on behalf of Hickory Center Elementary School. It was prepared through cooperation of the building principal, staff and school improvement committee. The plan covers a three-year span which begins with the 2018-19 school year and will go through the 2020-21 school years. The school improvement plan is utilized to guide us in the work we do with our students as we work towards the fulfillment of our goals.

STATEMENT OF MISSION, VISION, and BELIEFS

Mission Statement

Hickory Center is a caring community where all students are included in classrooms that promote mutual respect and meaningful content in an enriched learning environment. All staff, students and parents at Hickory Center have a place in the puzzle of educating our children to become responsible and productive citizens in a democracy.

We believe that

1. Every child is capable of learning.
2. Every child will take an active role in his or her education.
3. Every child's education is a shared responsibility between home, school, and community.
4. Every child's individuality is embraced and celebrated.
5. Every child has the opportunity to learn in a safe, nurturing environment.
6. Every child is encouraged to learn and practice the lifelong guidelines and LIFESKILLS daily.
7. Every child is provided a variety of meaningful learning experiences using best teaching practices.

SCHOOL AND COMMUNITY DESCRIPTION

Hickory Center Elementary school is located in Eel River Township of Northwest Allen County. The facility was built in 1998 to house students in kindergarten through sixth grade, and three special education programs. During our eighteen years of existence we have reconfigured into a K-5 building, and most recently to a Pre-K-5 building. Our current enrollment stands at 430 students. Hickory Center employs twenty full-time certified teachers, two full-time certified teachers (Music and Art), three part-time certified teachers (P.E. and High Ability) one principal, one full-time counselor and numerous support staff.

Hickory Center services parts of Eel River and Perry Township. Hickory Center in Northwest Allen County School Corporation covers the smallest geographic attendance area. Students almost exclusively come from suburban housing in an above average socioeconomic range. The attendance area for the school has a fairly high mobility rate from year to year with Hickory Center averaging thirty to fifty new students each school year.

Hickory Center enrollment has increased from 325 students in 1998 to our highest enrollment of 654 in 2008. These new students bring an increase in the number of ESL (English as a Second Language), free and reduced lunch, special needs students and students from diverse ethnic backgrounds.

School programs include a variety of learning experiences for our students: high ability programs, special education classes for LD, developmental preschool, MiMh and ED grade level signature pieces, and C.L.A.S.S. (Connecting Learning Assures Successful Students) an Indiana Dept. of Education supported teaching model.

The Northwest Allen County School community has expressed a tremendous amount of support for the school system. Our patrons feel that Hickory Center School provides a safe welcoming environment for students, staff and parents. This positive community support complements our mission statement of providing students with a direction of becoming responsible and productive citizens.

CURRICULUM

Our school corporation has developed a very comprehensive curriculum map for Mathematics and Language Arts. Additionally, each department has developed Tier 3 formative and summative assessments based on the Indiana Academic Standards. Grade levels are required to review these assessments and report progress to the building level administrator. All grades K-5 are implementing Indiana's Academic Standards for College and Career Readiness.

Each Hickory Center staff member has been supplied with a copy of the Indiana Academic Standards for College and Career Readiness in each of the content areas. Teachers have a current curriculum map outlining essential, important and worthwhile skills.

ASSESSMENT

In addition to the ILEARN and IREAD-3 assessments, Hickory Center students are assessed by North West Educational Assessment (NWEA) testing up to three times per year, locally created Tier 3 assessments (reading, math, science and social studies), and DRA testing in the fall, winter and spring for all K-1, and select second and third graders. Teachers administer both formal and informal assessments which are used as evaluation tools. Writing rubrics, anecdotal notes, running records, student conferences, writing portfolios, and unit tests are used to measure student's mastery and progress towards goals.

CURRICULUM and the ACADEMIC STANDARDS

The curriculum at Hickory Center Elementary is based on the Indiana’s College and Career Readiness Standards. Teachers collaborate and use the curriculum maps to guide their teaching and ensure alignment with resources.

INSTRUCTION SUPPORTS ACHIEVEMENT OF STANDARDS

Each teacher has an individual copy of their standards for the grade level and subjects that they teach to use in their planning. An added focus has been directed on the standards to ensure students are prepared for future testing and assessment on these standards.

CONCLUSIONS ABOUT STUDENT ACHIEVEMENT

Implementation of Data Walls throughout the school year support the school’s commitment to the use of data to guide and improve instruction. NWEA data will also be used as a tool in measuring student growth throughout the year. Student strengths and areas of weakness will be targeted and appropriate instruction will be provided.

PARENT INVOLVEMENT

All NACS schools survey their parents on a regular basis. All of the PTO presidents of our schools meet quarterly with all the administrators. Hickory Center has an active PTO and has parents serving on the district’s Academic Advisory Council, and Gifted and Talented Committee. Parents are involved in the school improvement process. The Hickory Center PTO has also established a very comprehensive afterschool enrichment program which offers a wide variety of student enrichment classes. There are numerous opportunities for parents to be involved at Hickory Center. Some of these include Meet the Teacher Night, Parent Conferences, volunteering in the classroom, chaperoning on study trips, weekly and monthly newsletters, and Family Nights.

TECHNOLOGY AS A LEARNING TOOL

Northwest Allen County Schools has implemented an Easy Tech curriculum, which provides each grade level with appropriate age skills for students to use and learn. In our second year being 1:1, students K-5 will have their own 1:1 Chromebook to utilize in the classroom and at home as teachers work to integrate technology into the classroom. Students have wireless capability in all areas of the building. Students and staff also implemented the use of sixty I-Pads as well as document cameras, projectors, and wireless keyboards and mice. The music classroom has a Smart Board which is used as an interactive teaching and learning tool.

SAFE AND DISCIPLINED SCHOOL ENVIRONMENT As a member of the Allen County Safe Schools Committee, NACS has sent Hickory Center staff members to many in-services on school safety. Members of the local fire and police departments perform inspections of the buildings and offer suggestions on improving the safety of our children. We have implemented ALICE as a part of our emergency plan.

We have all of our safety and building information on the Pierce Responder System which can be accessed by every emergency vehicle in Allen County. Hickory Center is currently in compliance with the State's emergency drill protocols. Hickory Center conducts all state required safety drills including: fire, lockdown/lockout, and storm. School safety and emergency procedures are reviewed with the staff each year.

A letter outlining Hickory Center's safety procedures was sent to parents. Information regarding procedures for visitors, entrance to the building, and student drop-off and pick-up is given to all families and reminders are offered in newsletters throughout the year. Limited Criminal Background Checks are completed for all volunteers. All visitors to the building must sign in and out and must wear a visitor badge which must be visible while at the school.

STAFF DEVELOPMENT:

Staff professional development plans will focus on continuing to provide teachers opportunities to work collaboratively in the following areas in an effort to improve student learning and performance:

- Six Plus One Writing Traits
- Development of Tier 3 Assessments in all subject areas
- Work with Tony Frontier on Effective Teaching using the Art and Science of Teaching
- ASCD PD In Focus Web based learning
- Ongoing PD on the Indiana Academic Standards for College and Career Readiness
- The teacher day is extended 60 minutes on Wednesdays in order to create additional time for professional development, planning, and school improvement activities
- The corporation maintains and institutional membership to ASCD which provides continuous access to up-to-date professional development resources
- The main focus for Hickory Center has been to provide staff with opportunities to develop effective classroom instructional strategies, procedures and practices. This has been accomplished through having a CLASS coach, Web access and in house activities.
- Professional Learning Communities
- A.L.I.C.E. safety training
- Data Wall Meetings (3 times each year)
- Lesson Studies
- Technology training
- Math think-central, Go math training
- Google Tools training
- Canvas training
- Assessment and Grading training with Drs. Guskey and Link
- Powerschool Gradebook training
- Trauma Informed Trainings on Building Resilience in Student

ATTENDANCE

The attendance rate of Hickory Center Elementary has remained consistent at approximately 97 percent, which is above the state average and in close proximity of the 95th percentile for attendance. In looking further at the types of absences incurred by Hickory Center Elementary students, the data indicates that the vast majority of absences are for illness. It should also be noted that the second highest percentage of absences for students are vacation requests. NACS sends attendance letters to parents at 5, 8 and 10 days of student absence.

Attendance Data

Year	State %	Hickory Center %
2009-10	95.8	97.0
2010-11	95.9	97.6
2011-12	96.1	97.6
2012-13	95.8	97.2
2013-14	96.1	97.7
2014-15	95.8	97.2
2015-16	95.8	97.2
2016-17	95.7	97.2
2017-18		

Attendance Overview

Year: Grade:

Attendance By Grade

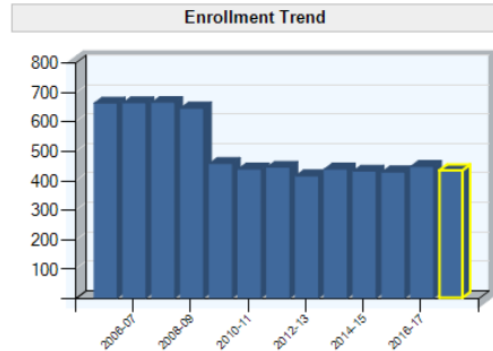
Grade	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Pre-Kindergarten							97.5%
Kindergarten	98.4%	97.7%	96.8%	97.3%	96.4%	96.7%	96.4%
Grade 1	97.0%	97.6%	97.5%	97.5%	97.3%	96.8%	97.0%
Grade 2	97.4%	97.3%	96.6%	98.0%	97.2%	97.5%	96.9%
Grade 3	97.7%	97.9%	97.5%	97.6%	97.6%	97.7%	97.7%
Grade 4	97.6%	97.8%	97.2%	97.8%	97.2%	97.3%	97.4%
Grade 5	97.8%	97.5%	97.6%	97.8%	97.6%	97.4%	97.6%
All Grades	97.6%	97.6%	97.2%	97.7%	97.2%	97.2%	97.2%

ENROLLMENT

Enrollment Overview

Year: Grade:

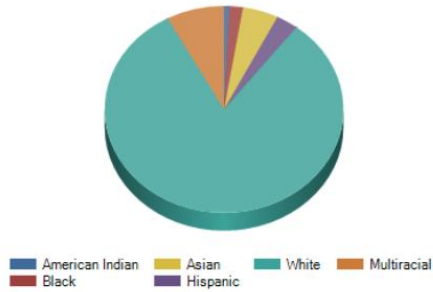
Grade	2013-14	2014-15	2015-16	2016-17	2017-18
Pre-Kindergarten				11	9
Kindergarten	69	73	75	73	62
Grade 1	68	71	75	73	71
Grade 2	75	64	67	73	75
Grade 3	61	77	69	68	69
Grade 4	76	63	78	66	75
Grade 5	88	82	63	82	72
Total Enrollment	437	430	427	446	433



CULTURAL COMPETENCY

Hickory Center staff is aware of the racial, ethnic, language-minority, cultural, exceptional learning, and diverse social economic groups that make up our school population and programs including ESL and PEAK (high ability program) are in place to support the needs of the students. Ongoing collaboration through professional learning communities assists in meeting the needs of all students.

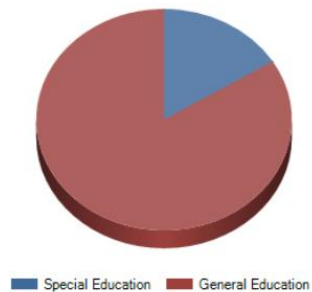
Enrollment 2017-18 by Ethnicity



Enrollment 2017-18 by Free/Reduced Price Meals



Enrollment 2017-18 by Special Education



Enrollment 2017-18 by English Language Learners



2017-18 Special Education and English Learner Enrollment will be available after finalizing applicable counts.

PROPOSED INTERVENTIONS

Hickory Center follows the RTI process for NACS through implementing the IDEAS process in our school. Student referral to the IDEAS teams ensures the necessary ongoing support including Tier 1, Tier 2, or Tier 3 interventions are implemented and progress monitored. Student progress is reviewed regularly by the teacher and IDEAS team members in interventions are adjusted accordingly.

DATA FOR SCHOOL IMPROVEMENT

Hickory Center has achieved Four Star status from the state eight times. Each year the school's performance data has outpaced the state mean scores in each content area. Hickory Center is rated as a C school on the PL 221 school report card.

2016-2017 Report Card



Hickory Center Elementary School

Hickory Center Elementary School received a B as its final letter grade for school accountability.

Overall Summary			
	Points	Weight	Weighted Points
Performance Domain Grades 3-8	78.50	0.500	39.25
Performance Domain Grade 10	0.00	0.000	0.00
Growth Domain Grade 4-8	92.40	0.500	46.20
Growth Domain Grade 9-12	0.00	0.000	0.00
Multiple Measures Domain Grade 12	0.00	0.000	0.00
Overall points			85.5
Overall grade			B

Performance Domain

Mathematics

77.4% of students passed the assessment.
This rate is **above** the state average.
100.0% of students participated in the assessment.

English/Language Arts

79.5% of students passed the assessment.
This rate is **above** the state average.
99.1% of students participated in the assessment.

Growth Domain

A school's letter grade may increase, decrease, or remain the same based on student improvement.

Mathematics

95.6 points for Top 75% Growth
112.1 points for Bottom 25% Growth
103.9 points for Growth

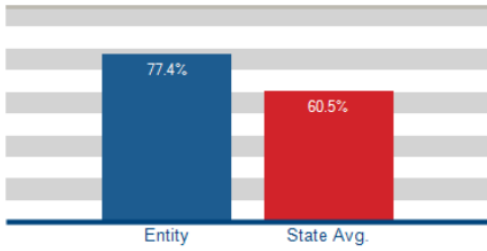
English/Language Arts

87.3 points for Top 75% Growth
74.3 points for Bottom 25% Growth
80.8 points for Growth

Student Performance

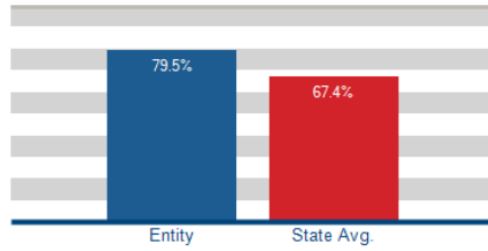
Mathematics

Percent Passing



English/Language Arts

Percent Passing



Northwest Allen County Schools

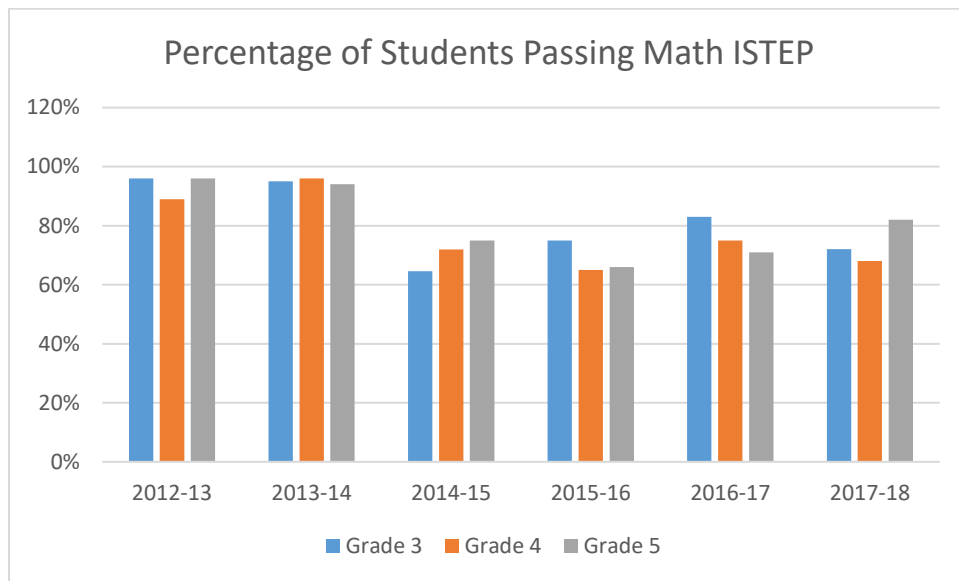
2017 Annual Performance Report

Northwest Allen County Schools, Fort Wayne 0225

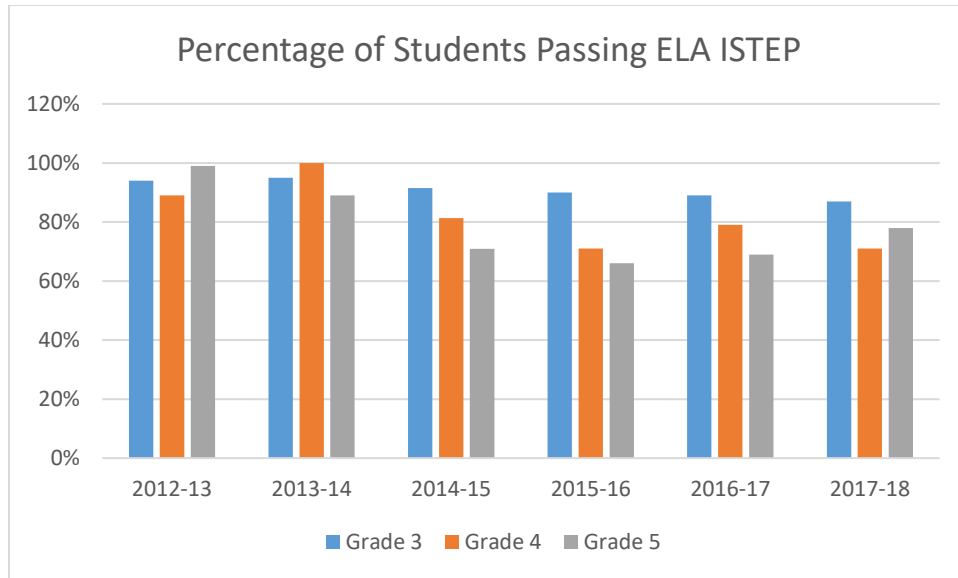
Indicator	Corporation Results				State
	'13-'14	'14-'15	'15-'16	'16-'17	Total
A-F Accountability Grade	A	A	B	A	
Student Enrollment	6,853	7,010	7,138	7,362	1,133,380
College and Career Readiness Rate	66.67	72.23	73.54	N/A	
Percentage of Career and Technical Diplomas	1	1.8	2.2	1.2	5.82
Number of Certified Teachers	359	367	379	402	59,669
Teacher Salary Range - Minimum	\$32,640	\$32,078	\$33,131	\$37,736	\$24,000
Teacher Salary Range - Maximum	\$79,303	\$64,875	\$64,875	\$66,154	\$90,000
Number of Students in Special Education	815	796	811	887	162,714
Percent of Students in Special Education	11.9	11.4	11.4	12.0	15.0
Number of Students in Gifted and Talented Education	846	1130	1,165	1,350	149,810
Percent of Students in Gifted and Talented Education	12.3	16.1	16.3	18.3	14.3
Number of Students Receiving Free or Reduced Lunches	1185	1218	1,131	1,137	526,191
Percent of Students Receiving Free or Reduced Price Lunches	17.3	17.4	15.8	15.4	48.2
Number of Limited English Proficiency Students	107	87	76	85	53,614
Percent of Limited English Proficiency Students	1.6	1.2	1.1	1.1	4.8
Number of Students in Alternative Education	90	144	178	119	17,692
Percentage of Students in Alternative Education	1.3	2.1	2.4	1.6	1.69
Number of Students in Career and Technical Program	1068	1177	1,321	1,827	349,275
Percentage of Students in Career and Technical Program	15.58	16.79	18.5	24.81	37.7
Intra District Mobility	0.3	0.3	0.2	0.3	0
Inter District Mobility	5	5.1	5	5.1	0
Graduation Rate	96.9	96.3	96.7	98.8	88.8

Corporation Goals for Expenditure Categories in Indiana Code 20-42.5-3-5

PERCENTAGE OF STUDENTS MEETING ACADEMIC STANDARDS



	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Grade 3	96%	95%	64.6%	75%	83%	72.1%
Grade 4	89%	96%	71.9 %	65%	75%	68.5%
Grade 5	96%	94%	75%	66%	71%	81.7%



	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Grade 3	94%	95%	91.5%	90%	89%	86.8%
Grade 4	89%	100%	81.3%	71%	79%	71.2%
Grade 5	99%	89%	70.9%	66%	69%	77.8%

ISTEP Spring 2018 Results

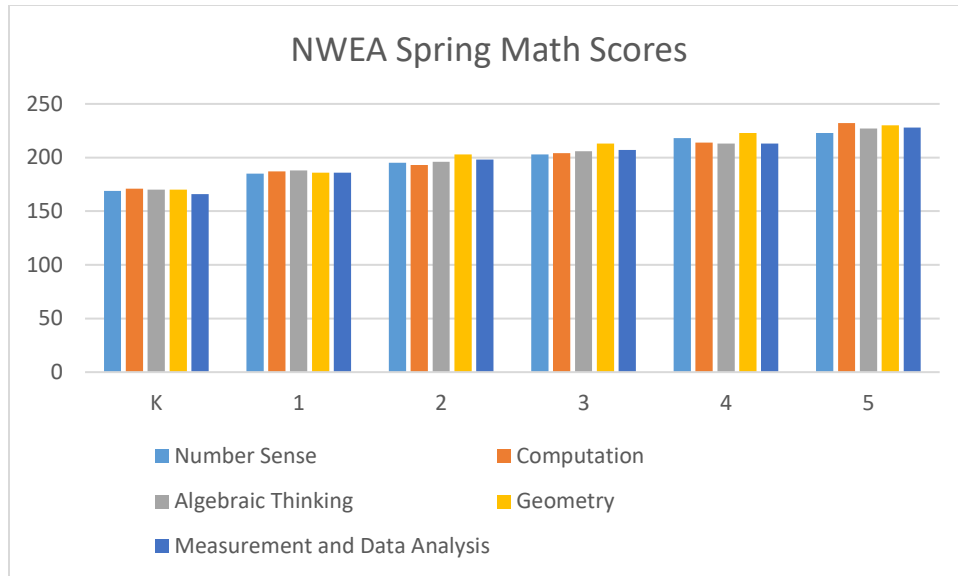
	State Average	Hickory Center
3 rd Math	59%	72%
3 rd ELA	67%	87%
4 th Math	61%	69%
4 th ELA	64%	71%
5 th Math	66%	82%
5 th ELA	60%	78%

NWEA Math

Cohort Group	RIT Score	2011/15 Norms	+/- From Norm
Grade K in Spring 2018	170	158.7	+11.3
Grade K in Spring 2017	164.2	158.7	+5.5
Grade 1 in Spring 2018	186	180.8	+5.2
Grade K in Spring 2016	167	158.7	+8.3
Grade 1 in Spring 2017	187.4	180.8	+6.6
Grade 2 in Spring 2018	197	192.1	+4.9
Grade K in Spring 2015	168.4	158.7	+9.7
Grade 1 in Spring 2016	186.1	180.8	+3.8
Grade 2 in Spring 2017	198	192.1	+5.9
Grade 3 in Spring 2018	206.8	203.4	+3.4
Grade K in Spring 2014	169.6	159.1	+10.5
Grade 1 in Spring 2015	187.5	180.8	+6.7
Grade 2 in Spring 2016	197.8	192.1	+6.7
Grade 3 in Spring 2017	209.2	203.4	+5.8
Grade 4 in Spring 2018	216	213.5	+2.5
Grade K in Spring 2013	170	156.1	+17.7
Grade 1 in Spring 2014	188	179	+9
Grade 2 in Spring 2015	197.8	192.1	+5.7
Grade 3 in Spring 2016	208	203.4	+4.6
Grade 4 in Spring 2017	216	213.5	+2.5
Grade 5 in Spring 2018	228	221.4	+6.6

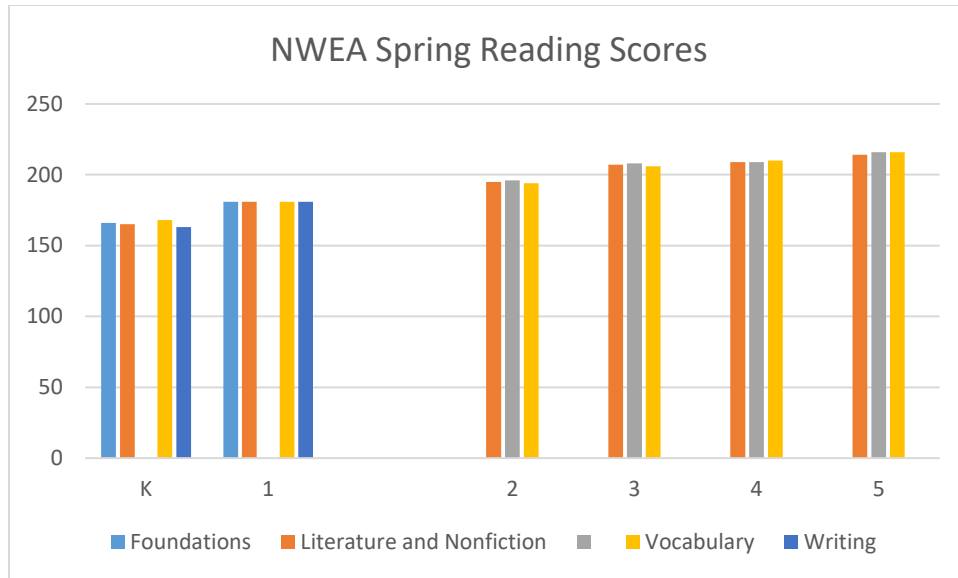
NWEA Reading

Cohort Group	RIT Score	2011/15 Norms	+/- From Norm
Grade K in Spring 2018	165.6	157.6	+8
Grade K in Spring 2017	159.6	157.6	+2
Grade 1 in Spring 2018	181.2	177.5	+3.7
Grade K in Spring 2016	162.5	157.6	+4.9
Grade 1 in Spring 2017	184.3	177.5	+6.8
Grade 2 in Spring 2018	194	188.7	+5.3
Grade K in Spring 2015	168.4	157.6	+10.8
Grade 1 in Spring 2016	185.3	177.5	+7.8
Grade 2 in Spring 2017	199.8	188.7	+11.1
Grade 3 in Spring 2018	206.7	198.6	+8.1
Grade K in Spring 2014	167.2	157.7	+9.5
Grade 1 in Spring 2015	186.9	177.5	+9.4
Grade 2 in Spring 2016	199.3	188.7	+10.6
Grade 3 in Spring 2017	207.2	198.6	+7
Grade 4 in Spring 2018	209.7	205.9	+3.8
Grade K in Spring 2013	183.7	155.1	+28.6
Grade 1 in Spring 2014	185.5	176.9	+8.6
Grade 2 in Spring 2015	196.7	188.7	+8
Grade 3 in Spring 2016	206.7	198.6	+8.1
Grade 4 in Spring 2017	212.9	205.9	+7
Grade 5 in Spring 2018	215.3	211.8	+3.5



NWEA Math Spring 2018

	<i>Number Sense</i>	<i>Computation</i>	<i>Algebraic Thinking</i>	<i>Geometry</i>	<i>Measurement and Data Analysis</i>
<i>K</i>	169	171	170	170	166
<i>1</i>	185	187	188	186	186
<i>2</i>	195	193	196	203	198
<i>3</i>	203	204	206	213	207
<i>4</i>	218	214	213	223	213
<i>5</i>	223	232	227	230	228



NWEA Reading Spring 2018

	<i>Foundations</i>	<i>Literature and Nonfiction</i>		<i>Vocabulary</i>	<i>Writing</i>
<i>K</i>	166	165		168	163
<i>1</i>	181	181		181	181
		<i>Literature</i>	<i>Nonfiction</i>	<i>Vocabulary</i>	
<i>2</i>		195	196	194	
<i>3</i>		207	208	206	
<i>4</i>		209	209	210	
<i>5</i>		214	216	216	

DATA SUMMARY/SPECIFIC AREAS FOR IMPROVEMENT

After analyzing the student data and examining the ISTEP+ and NWEA scores, strategies have been shared for helping strengthen students' scores.

In 2017-18, 73% of Hickory Center students passed ELA and 73% passed Math. The state average for passing ELA was 62% and for Math was 60%. Hickory Center's numbers are a decline from the past several years with overall percentages 82.9% in 2013-14, 92.1% in 2012-13 and 92.1% in 2011-12. While this is a drop for Hickory Center, the school remains above the state average of %pass rate for the 2017-18 school year. Despite new academic standards, a new test, and lower scores statewide, it is important that we keep our focus on how we can best help our students meet the new standards and help prepare them for success on state assessments. It will also be important to look ahead and prepare students for the new state test, ILEARN, in the spring of 2019.

NWEA data shows consistent growth among cohort groups, as well as throughout the grades. Hickory Center students consistently exceed the established norms/benchmarks in both reading and in math, across all grade levels. In math, the trend is showing overall growth in each strand, with Computation and Number Sense being two of the lower RIT scores on average across grades K-5. In Reading, we are seeing steady growth across the grade levels and in both fiction and non-fiction. While our fourth and fifth grade scores are strong, there is little growth between these years. It will be important to continue our efforts to help students develop as readers by continuing to expand the types of genres they are reading and their purposes for reading.

BENCHMARKS FOR PROGRESS

Benchmarks for progress will be specific for each goal. Frequent progress monitoring, along with data resources including ISTEP, NWEA, IREAD3, DRA, and common assessments will determine whether the improvement goals are being met. Ongoing collaboration and discussion between teachers and staff will take place to ensure any necessary adjustments to implementation, timelines and other areas of the plan are made as needed.

STATUTES TO BE WAIVED

There are no statutes to be waived for Hickory Center Elementary or Northwest Allen County Schools.

TIMELINE

Implementation of this school improvement plan will begin during the 2018-19 school year. Ongoing assessment regarding the effectiveness of the plan will be regularly reviewed and discussed by the school improvement team. All stakeholders will be kept informed and feedback will be provided. Changes in the plan will take place throughout the year as needed. Information in this plan will be updated annually and submitted to the IDOE and to the NACS School Board following the required timeline.

Hickory Center School Improvement Action Plan 2018-2021

GOAL#1

All students will show growth in the area of reading and develop into lifelong readers who are able to demonstrate comprehension and understanding of what they have read.

IMPLEMENTATION PLAN:

Northwest Allen County schools has implemented the adopted Journey's Reading Program, which makes available to each student comprehensive instruction in foundational skills, whole and small group instruction, and assessment. The 2018-19 school year, the district ELA Curriculum and Alignment team will begin reviewing new materials for adoption starting in the 2019-20 school year. Hickory Center staff will share input and feedback regarding the current Journey's curriculum.

SUPPORT DATA: NWEA (grades K-5), ILEARN (grades 3-5), IREAD 3, and DRA

STANDARDIZED ASSESSMENTS: ILEARN, IREAD 3, NWEA

LOCAL ASSESSMENTS: DRA, Tier 3 Common Assessments, Journey's Assessments

IMPLEMENTATION OF THE PLAN:

Action Step	Person(s) Responsible	Start	End	Resources	Staff Development
<i>Review and develop an understanding of the new ILEARN; collaboration on the new blueprints, test format and item types</i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>April 2019</i>	<i>Collaboration and staff meeting time</i>	<i>Time to research, discuss and collaborate</i>
<i>Develop and share resources to practice with students in new item types on the ILEARN assessment including written response and performance tasks</i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>April 2019</i>	<i>Collaboration and staff meeting time</i>	<i>Time to research, discuss and collaborate</i>
<i>Faculty Book Study – <u>Fostering Resilient Learners: Strategies for Creating Trauma-Sensitive Classrooms</u></i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>March 2019</i>	<i>Copy of <u>Fostering Resilient Learners</u> for each faculty member</i>	<i>Collaboration time to discuss and share ideas/strategies</i>
<i>School Reading Incentive Plan (Read-a-thon year one)</i>	<i>Principal, Building Reading Committee</i>	<i>Jan. 2019</i>	<i>May 2021</i>	<i>Communication with parents, Partnership with Parents and PTO, Funds for prizes/incentives</i>	<i>Collaboration and time to coordinate</i>
<i>Book/Genre Reading Challenge (by grade level)</i>	<i>Classroom Teachers</i>	<i>Aug. 2018</i>	<i>May 2021</i>	<i>Collaboration on expectations/requirements</i>	<i>Collaboration with grade level teams and Reading Team</i>
<i>Collaboration with Related Arts Teachers and Reading Teachers</i>	<i>Classroom Teachers, Related Arts Teachers</i>	<i>Aug. 2018</i>	<i>May 2021</i>	<i>Books on music, art, health/fitness</i>	<i>Collaboration between teachers</i>

GOAL#2

All students will improve in their ability to solve multi-step problems and explain their thinking.

IMPLEMENTATION PLAN:

Students are in need of a variety of strategies in order to improve their ability to solve multi-step problems. During the three year period of this goal, implementation of school-wide math facts expectations, common language with mathematical terms, and tools for problem solving will work to support this goal.

SUPPORT DATA: NWEA (grades K-5), ILEARN (grades 3-5)

STANDARDIZED ASSESSMENTS: ILEARN, NWEA

LOCAL ASSESSMENTS: Tier 3 Formative Assessment, Tier 3 Summative Assessment, Classroom Unit Assessments

IMPLEMENTATION OF THE PLAN:

Action Step	Person(s) Responsible	Start	End	Resources	Staff Development
<i>Review and develop an understanding of the new ILEARN; collaboration on the new blueprints, test format and item types</i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>April 2019</i>	<i>Collaboration and staff meeting time</i>	<i>Time to research, discuss and collaborate</i>
<i>Develop and share resources to practice with students in new item types on the ILEARN assessment including written response and performance tasks</i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>April 2019</i>	<i>Collaboration and staff meeting time</i>	<i>Time to research, discuss and collaborate</i>
<i>Faculty Book Study – <u>Fostering Resilient Learners: Strategies for Creating Trauma-Sensitive Classrooms</u></i>	<i>Principal, Teachers</i>	<i>Oct. 2018</i>	<i>March 2019</i>	<i>Copy of <u>Fostering Resilient Learners</u> for each faculty member</i>	<i>Collaboration time to discuss and share ideas/ strategies</i>
<i>Implementation of common math facts assessment along with outlining clear grade level expectations</i>	<i>Math Committee, Classroom Teachers</i>	<i>Aug. 2018</i>	<i>May 2021</i>	<i>Building Level created expectation chart, math facts assessment materials</i>	<i>Collaboration and Research</i>
<i>Implementation of Math IXL Intervention (K-5)</i>	<i>Principal</i>	<i>Sept. 2016</i>	<i>May 2021</i>	<i>Math IXL licenses, computers, instructional assistant</i>	<i>Collaboration on student needs</i>
<i>Adoption and Integration of new Math Series- Houghton-Mifflin Harcourt Go Math</i>	<i>Math CAAT, Math Committee, Classroom Teachers, Principal</i>	<i>Aug. 2018</i>	<i>May 2021</i>	<i>Math Adoption Materials</i>	<i>Collaboration and Training on Implementation</i>

