



2018-2020 Continuous School Improvement Plan for Dana Elementary School

Approved by majority vote on October 30, 2018.

Kimberly Morgan

Ms. Kimberly Morgan, *Principal*

Aramis Mugica and Amanda Parks

Aramis Mugica and Amanda Parks, *SIT Chair's*

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Statement of Assurances

The School Improvement Plan has been developed and aligned to the requirements of the following:

- Henderson County [School Board Policy 3430](#)
- Henderson County Public Schools Strategic Plan
- Henderson County Public Schools Technology Plan
- NC Accountability Model & ESSA
- AdvancED School Accreditation Standards

School Improvement Team Membership

Team Member Name	Position	Date Elected
Kimberly Morgan	Principal	9/21/2018
Andrea Marshall	Assistant Principal	9/21/2018
Lisa Roberts	5th grade Teacher	9/21/2018
Matthew Brown	4th grade Teacher	9/21/2018
Sarah Owen	3rd grade Teacher	9/21/2018
Pam Singer	ESL - 2nd/ 3rd grade	9/21/2018
Aramis Mugica	Bi - Literacy - 1st grade	9/21/2018
Angela Bagwell	Kindergarten Teacher	9/21/2018
Annah Lord	ESL 4th/5th grade	9/21/2018
Amanda Parks	EC	9/21/2018
Candi Mains	Parent	9/21/2018
Simone Wertenberger	County Office	9/21/2018

The membership of our School Improvement Team was elected on September 21, 2018

The School Improvement Plan was approved by secret ballot vote on October 30, 2018.

Mission and Beliefs

Henderson County Public Schools' Mission Statement

Henderson County Public Schools will provide all students the opportunity to learn and the encouragement to succeed in a safe environment. We will honor the individual and nurture the potential of all children.

Henderson County Public Schools' Guiding Principle

The success of a child is the result of a collaborative partnership of school, child parent and community.

Henderson County Public Schools' Core Values

We are here for the children we serve.

- We value each child.
- We value the development of the whole child.
- We value a safe, supportive, and caring learning environment.
- We value respect, honesty, and integrity.
- We value the commitment of quality employees.
- We value effective learning through high quality instruction.
- We value the pursuit of excellence.

School Vision Statement

Our Vision is to know our worth and use our gifts to create positive change.
Nuestra Visión es reconocer nuestros para crear un cambio positivo.

School Mission Statement

Our Mission is to work together to be and achieve our best.

I value myself

I value others

I am a Wildcat

Roar!!!

Nuestra Misión es trabajar unidos para alcanzar nuestro máximo potencial.

Yo me valoro a mi mismo

Yo valoro a los demás

Soy un Wildcat

Rugir!!!

School Profile & Narrative Summary

Dana Elementary School is made up of 478 students, 84% are free and reduced lunch, 50% hispanic 46% white, 4% other and less than 1% black. The School Improvement Team met over several months to update the 2018-2020 School Improvement Plan. The team closely reviewed and analyzed the available data in order to establish goals and objectives that were deemed necessary and important for continued student growth and achievement. The plan was written with the Henderson County Public Schools strategic plan and Safety plans in mind. Data was collected and examined from several different sources. These sources included: NC School Report Card, NC EOG results for grades 3 – 5, NC Literacy and Math assessments for grades K – 2. The goals directly relate to academic achievement, school safety. Education in the Dana community began after the Civil War in 1866, when J.J. Blythe began teaching in this area. The first school was known as “Old Blue House” and “Blue House Academy”. In 1907, a larger building was constructed, and in 1928, the eight or more schools in the Dana area were combined. A new modern school was built near the center of Dana. In 1960, the high schools in Henderson County were consolidated, and Dana contained grades one through eight. In 1974, a new facility was constructed after Dana School was destroyed by fire. The present facility contains grades K-5 and is named Dana Elementary School.

We believe that all students can achieve through a collaborative effort on the part of students, parents, teachers, and staff. We believe the Leader in Me program has had a very large positive impact on our students on and daily basis. The staff at Dana feel we provide students with a learning environment that supports 21st Century learning and growth. Students are challenged both academically and socially and held to very high standards. The rigor in the classroom is evident to the many visitors we get throughout the school year. However, the quality of student creativity, connections and understanding were not transferring to the multiple-choice format of the End of Grade Test. Our School Improvement Team researched test taking strategies and have added to our plan strategies and supports to help our students pass the EOG formatted test. We are also going to continue to make sure students are meeting grade level expectations, thus reducing the number of retentions. Finally, we are going to make a strong effort to ensure student safety. As always, we will continue to provide efficient and effective communication with parents and guardians through our School Messenger system, school teacher websites, student Connectors, and conferences.

New Initiatives at Our School

In compliance with [School Board Policy 3110](#), any new initiative or program must be presented to the Board of Education as part of School Improvement Planning. Please describe and provide a rationale for any new instructional programming being offered at your school. If no new initiative or program is being implemented, you may omit/delete this page.

The new initiatives at Dana this year are iReady Math and iReady Reading.

Instructional Planning Time

Duty Free Planning

With the goal of providing five hours of instructional time per week as outlined in [School Board policy 3430](#), our School Improvement Team has made sure each classroom teacher at Dana School gets a daily planning period of 50 minutes during the instructional day. Each grade level has a 50-minute formal planning period each week. An additional 3 hour long term planning happens once a quarter. Instructional assistants, specialists and support personnel do before and after school duties to allow classroom teachers additional planning time.

Duty Free Lunch

Dana School Improvement Team discussed options for providing classroom teachers with a daily duty free lunch. The teachers felt the options available would be in direct contradiction to the instructional supports put in place with instructional assistants working with students in classrooms. Options will be given to teachers to cover each other's classes to give duty free time. Coverage is put in place to provide periodic duty free lunch for teachers

Instructional Materials/Textbook Waiver

Building-Level Waiver Request

School: Dana

LEA Number: 450

School Number: 308

Building-Level Waiver Information

Please insert the waiver you are requesting:

When funds allow and quality instructional materials are available, we are requesting the flexibility to use state textbook funds to purchase texts/materials that are not on the current state-approved adoption list.

Identify the law, regulation or policy from which you are seeking an exemption:

General Statute 115c-9b: Use of textbooks not adopted by the State Board of Education

Please state how the waiver will be used.

There are a limited number of textbook titles available on the state-approved textbook list. This waiver allows us the flexibility to use state textbook funds to purchase texts that are currently in use in the district, but are no longer available on state contract and for texts that we already purchase off state contract. Additionally, the waiver would allow us the flexibility to purchase texts off the state contract for courses for which there is no text available.

Please state how the waiver will promote achievement of performance goals.

While teachers integrate many supplementary resources into classroom instruction, student texts are basic and essential instructional materials.

Conflict Resolution

In compliance with [School Board Policy 3431](#), we take steps at our school to resolve conflict. Our specific strategies include our Leader in Me program that is taught during our Wildcat Team Time. We also teach the 7 Habits throughout the day. Our teachers use social emotional learning and OCDE Project GLAD ® with learning the three personal standards.

Strategic Goals

Henderson County Public Schools strives to provide a quality educational experience for all students. We do so through strategic planning, collaboration and a commitment to our mission, vision and values.

We Value Excellence In



Human Resources

Community and Family Engagement

Personalized Learning

Safe and Nurturing Environments

Where Every Piece Matters. Excellence to the Core.

Continuous Improvement

Valuing improvement, the following school-based goals and strategies represent strategic priorities over the next two years.

Summary of Goals

Details can be found on the pages that follow, but note these bullet points as the highlights of our goals:

H - In the area of Human Resources, we plan to:

- We will go from 64% to 80% of our staff being trained in OCDE Project GLAD[®] strategies and they will create and teach 2 integrated GLAD units a year by the end of 2019-2020 school year.

C - In the area of Community and Family Engagement, we plan to:

- We will go from having 6 to 7 school and family generated events in a school year and increase the number of participants by the end of 2019-2020 school year..

P - In the area of Personalized Learning, we plan to:

- Dana School will go from 63% to 75% in EOG proficiency by the end of 2019-2020 school year.
- We will meet or exceed growth on our accountability model.

S - In the area of Safe and Nurturing Environments, we plan to:

- We will go from having 250 to 480 students having a positive adult connection at school as defined by our rubric by the end of 2019-2020 school year.

Area One Goals: Human Resources

Human Resource Goal One

We will go from 64% to 80% of our staff being trained in OCDE Project GLAD® strategies and they will create and teach 2 integrated GLAD units a year

Strategies to Achieve this Goal

Strategic long-range planning times devoted to developing GLAD units with the presence of a GLAD trainer

Smaller GLAD PDs throughout the year

Highlights on the Wildcat Weekly about GLAD strategies

Measure of Success

Increase the number of staff trained in GLAD - number of teacher who have completed OCDE Project GLAD® tier I training

Evidence in Walkthroughs, Hallways, Classroom and Observations

Persons Responsible

- Teacher
- Trainers
- Administration

Target Date

June, 2019

Area Two Goals: Community and Family Engagement

Community and Family Engagement Goal One

We will go from having 6 to 7 school and family generated events in a school year and increase the number of participants.

- Open House / Annual Meeting
- Lunch and Learns
- Kickball game
- Art Night
- Leadership Day

Strategies to Achieve this Goal

- Parent Lighthouse Team Members will meet with Parents
- Parents will send out a monthly newsletter
- Teacher will send out monthly newsletters

Measure of Success

- Surveys from parents
- Parent Lighthouse feedback

Persons Responsible

- Teacher
- Parents
- Administration

Target Date

June, 2019

Area Three Goals: Personalized Learning

Personalized Learning Goal One

Dana School will go from 63% to 75% in EOG proficiency by 2020

Strategies to Achieve this Goal

- IME block addressing the needs of students across the grade level
- IReady Math and IReady Reading at least 45 min a week
- Using Tools for Teachers in Math to create lesson plans
- Lesson Plans using GLAD strategies
- Lesson Plans that address core instruction using the DPI MTSS resources:
<https://www.livebinders.com/play/play?id=2052295>

Measure of Success

Data in I Ready, Benchmarks, Check Ins and common formative assessments.

Persons Responsible

- Teachers
- Instructional coach
- Administrators

Target Date

June, 2019

Personalized Learning Goal Two

We will meet or exceed growth on our accountability model.

Strategies to Achieve this Goal

- Create data walls to track student learning
- Further MTSS and I Ready PD for staff
- Create a specific Standard Treatment Protocol for Dana with regards to student interventions, but also enrichment to increase growth.

Measure of Success

Data Wall, I Ready, Benchmark, Check In and common formative data

Persons Responsible

- Teachers
- Instructional Coach
- Administrators

Target Date

June, 2019

Area One Four Goals: Safe and Nurturing Environments

Safe and Nurturing Environments Goal One

We will go from having 250 to 480 students having a positive adult connection at school as defined by our rubric.

Strategies to Achieve this Goal

Teachers will select 5 students per semester to have positive contact

Faculty will have intentional, positive contacts with parents per week

On the Wildcat Weekly strategies for teachers to connect with students and parents

Measure of Success

- Positive Parent contact and student contact log to track the data.
- Student Connection Wall

Persons Responsible

- Teacher
- Staff
- Administration

Target Date

June, 2019

Data Review

We value making decisions based on data. The information that follows has been reviewed by our stakeholders as we determined school goals.

Dana Overview Three Year Trend

<i>Indicator</i>	<i>Percent 2015-2016</i>	<i>Percent 2016-2017</i>	<i>Percent 2017-2018</i>
College and Career Ready(CCR)	53%	51.6%	49%
Grade Level Proficiency (GLP)	64.5%	65%	61.3%
Growth Status	Met	Met	Not Met
Growth Index	0.74	1.16	-3.42

Data 2015-2016

<i>Subject</i>	<i>Ach</i>	<i>Growth</i>	<i>Perf</i>	<i>Grade</i>
Overall	65	81.8	68	C
Reading	54	78.0	58	C
Math	70	81.7	72	B
Science	81	No data	No data	No data

Data 2016-2017

<i>Subject</i>	<i>Ach</i>	<i>Growth</i>	<i>Perf</i>	<i>Grade</i>
Overall	65	82.9	69	C
Reading	55	83.9	60	C
Math	71	73.0	71	B
Science	81	No data	No data	No data

Data 2017-2018

Subject	Ach	Growth	Perf	Grade
Overall	62.9	62.9	63	C
Reading	51.6	67	55	C
Math	67.7	62.6	67	C
Science	76.2	No data	No data	No data

Lets Drill down: 2017-2018

Reading

Category	All	Hispanic	White	EDS	ELLS	SWD
Den	281	144	130	227	116	41
Pct	36.7	29.2	46.2	32.6	22.4	12.2
Goal	45.2	34.7	58.2	41.9	21.9	5.8
Status	Not Met	Not Met	Not Met	Not Met	Met	Met

Math

Category	All	Hispanic	White	EDS	ELLS	SWD
Den	281	144	130	227	116	41
Pct	56.6	54.2	61.5	54.6	48.3	12.2
Goal	60.9	56.8	68.2	58.2	45.7	20.5
Status	Not Met	Not Met	Not Met	Not Met	Met	Not Met