



Home of the Huskies

2018–2020 Continuous School Improvement Plan for Hillandale Elementary School

Approved by majority vote on Oct. 19, 2018.

Jenny Moreno

Ms. Jenny Moreno, *Principal*

Holly Brookshire

Ms. Holly Brookshire, *SIT Chair*

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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
Holly Brookshire	Chair	June 12, 2017
Becca Martin	Chair, EC	June 12, 2017
Kim Ogle	K	June 11, 2018
Cindy Price	1st	June 11, 2018
Debbie Lanier	2nd	June 11, 2018
Joan Cashion	3rd	June 12, 2017
Beverly Gladin	4th	June 12, 2017
Tara Hammond	5th	June 12, 2017
Lynn Savage	Media	June 11, 2018
Anne Dwigans	Guidance	June 11, 2018
Mayra Granados	ESL	June 11, 2018
Charity Strahm	Teacher Assistant	June 12, 2017
Jennifer Tapia	Parent	June 12, 2017
Amanda Vavalle	Parent, PIC	June 12, 2017
Simone Wertenberger	Director, ESL, HCPS	N/A
Tony McMinn	Assistant Principal	N/A
Jenny Moreno	Principal	N/A

The membership of our School Improvement Team was elected on June 11, 2018.

The School Improvement Plan was approved by secret ballot vote on Oct. 19, 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

Every student will love learning and be a caring, confident, and contributing citizen.

School Mission Statement

Hillandale is a safe, nurturing community where leaders learn and grow.

School Beliefs (Core Values)

We value learning.
We embrace diversity.
We foster character development.
We encourage collaboration.
We celebrate academic success.

School Profile & Narrative Summary

Our School Improvement Team utilized various sources of data to complete our comprehensive needs assessment. Data sources included the following: 2017-18 Accountability Report; the 2018 Teacher Working Conditions survey; the NC School Report Card; EVAAS school growth data; K-2 Summative Math Assessment Data from 2017-18; Reading 3D Data from the 2017-18 school year; and other school-based data. The Hillandale Elementary School School Improvement Team relied on a collaborative consensus approach in analyzing data and establishing our goals.

Hillandale's original building was constructed in 1963, with additions built in 1965 and 1975. The oldest building has been removed. In August of 2009, the new Hillandale opened its doors to almost 600 students. Hillandale's state of the art facility is a Leed-certified US Green Building. Currently, Hillandale serves 566 students; our student body is very diverse:

Subgroup	Percentage of Total Number of Students (566)
White	51%
Hispanic/Latino	37%
Other Minorities	12%
Economically Disadvantaged	74%
English Learners	20%
Students with Disabilities	11%

Both our poverty rate and the percentage of minority students continues to increase. We are proud of our diverse student population; economically, academically, and demographically. Indeed, it is our student diversity that makes our school climate so rich and unique. Hillandale is a Title I school, and we have committed most of our Title I dollars to providing targeted small group intervention to students school wide.

Unfortunately, student performance on NC EOG tests continued on a downward trend during the 2017-18 school year, especially in the area of reading. And while Hillandale did meet growth expectations in math, we failed to meet growth expectations for reading. Furthermore, regarding long term goals for subgroup performance, Hillandale students only met two performance goals out of 13. Of course, we are very disappointed with these performance numbers, but we are not discouraged. Instead, we are identifying areas for improvement and looking ahead as we redouble our efforts to support student progress and achievement.

It is important to note all of the successes at Hillandale. After intentionally targeting attendance as an area for improvement, the number of chronic offenders was down from 46 in 2016-17 to 31 in 2017-18. Our Seven Habits initiatives continue to support a culture of community at Hillandale, and our emphasis on innovation and digital learning has increased student interest and engagement. Finally, the 2018 Teacher Working Conditions Survey shows that indicators from every area continue to improve.

This year, we are focused on improving all students' performance and increasing student growth and proficiency across the board. Teachers are receiving ongoing

training in standards aligned instructional planning to ensure that instruction is rigorous and supportive of critical thinking. Grade level teachers have a 90 minute planning block each week to collaboratively plan instruction and assessments and to monitor student progress. Finally, we continue to prioritize school safety and a nurturing learning environment; Hillandale's goal is to become a Leader in Me school by the 2019-20 school year.

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.

Hillandale will begin implementing i-Ready in the 2018-2019 school year. This district initiative will provide personalized math instruction for all students. Additionally, all Hillandale staff will participate in a teacher facilitated book study of The Leader in Me. Our goal is to become a Leader in Me school by the 2019-2020 school year.

Instructional Planning Time

Duty Free Planning

With the goal of providing five hours of instructional planning time per week as outlined in [School Board policy 3430](#), our School Improvement Team has implemented a master schedule which provides at least five hours of planning time per week; this includes a 90 minute block one day each week for grade level teachers.

Duty Free Lunch

With staff input, the School Improvement Team decided that teachers would be responsible for student supervision during lunch in order to utilize instructional assistants to support student instruction.

Instructional Materials/Textbook Waiver

Building-Level Waiver Request

School: Hillandale, LEA Number: 450, School Number: 336

Building-Level Waiver Information
<p>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.</p>
<p>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</p>
<p>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.</p>
<p>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.</p>

Conflict Resolution

In compliance with [School Board Policy 3431](#), we take steps in our school to resolve conflict. Our school's increased emphasis on character education is foundational in preventing conflicts among students. All Hillandale staff will mediate conflicts among students. Adults will refer conflicts to administration.

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:

- Use professional development and collaboration to improve instruction and increase our grade on the NC School Report Card from a “C” to a “B” for the 2018-19 school year as well as enable all 12 subgroups to meet long term goals (up from two subgroups meeting goals in 2017-18)

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

- Improve home-school communication and partner with the community to improve student achievement; at least 70% of Hillandale families will participate in a home-school connection activity, and 100% of teachers will invite at least one community member to be a guest speaker in the classroom during the 2018-19 school year

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

- Continuously monitor student progress to inform instructional planning and targeted intervention to improve our growth status from “not met” (2017-18 school year) to “meet” or “exceed” for the 2018-19 school year

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

- Improve student citizenship and increase positive recognitions for all students to reduce the total OSS suspension days from 66 in 2017-18 to less than 30 for the 2018-19 school year, and improve the attendance rate from 95.02% in 2017-18 to 96% or greater in the 2018-19 school year

Area One Goals: Human Resources

Human Resource Goal One

Teachers will participate in Professional Learning Communities focusing on new standards and instructional alignment, as well as utilizing the learning-focused framework to plan and deliver instruction

Strategies to Achieve this Goal

- Teachers will complete long-range instructional plans for ELA and math; these plans will be shared on the Google Drive with administrators and instructional coaches
- Teachers will receive ongoing professional development focused on the revised standards during PLCs with the instructional coach and on district professional development days
- Teachers will utilize learning focused template and a lesson planning rubric to improve instructional planning; the administration-plans will be shared with administrators and the instructional coach, and teachers will receive monthly feedback on plans based on our lesson planning rubric
- Teachers will collaboratively plan rigorous stations/centers that align to the revised standards and increase higher level thinking-evidence of these stations will be included in collaborative lesson plans

Measure of Success

Hillandale's grade on the NC School Report Card will increase from a "C" to a "B" for the 2018-19 school year as well as enable all 12 subgroups to meet long term goals (up from two subgroups meeting goals in 2017-18)

Persons Responsible

All Hillandale instructional staff, including teachers, administrators, and the instructional coach

Target Date

June, 2019

Area Two Goals: Community and Family Engagement

Community and Family Engagement Goal One

70% or more of Hillandale families will participate in home-school connection activities to improve family engagement and student progress.

Strategies to Achieve this Goal

- Teachers (K-3) will use the MClass parent report to communicate progress and areas for growth after each benchmark during the school year (BOY, MOY, and EOY)
- Teachers will use the i-Ready family letter after each benchmark during the school year
- Teachers will use the Tools 4 NC Teachers Cluster Parent Letters in English and Spanish and/or GLAD Home/School Connection activities with every parent at least once per semester

Measure of Success

Teacher records of completed activities

Persons Responsible

Hillandale instructional staff; students; parents

Target Date

June, 2019

Community and Family Engagement Goal Two

100% of Hillandale teachers will invite a community member into the classroom at least once per year to enhance school community relationships

Strategies to Achieve this Goal

- Hillandale will collect and provide a directory of potential community visitors; this will be facilitated by the teacher representatives on the Parent Leadership Team
- Teachers will invite at least one community member to the classroom as an extension of instruction or career exploration

Measure of Success

- Ongoing spreadsheet of community resources (parent and non-parent)
- Upload a photo to the class, grade level, or school website

Persons Responsible

Hillandale instructional staff, parents, community members

Target Date

June, 2019

Area Three Goals: Personalized Learning

Personalized Learning Goal One

100% of students and teachers will set and track achievement goals for reading and math that demonstrate at least one year's worth of growth

Strategies to Achieve this Goal

- Teachers will participate in professional development and resource building for student goal setting facilitated by the instructional coach
- Teachers and students will use i-Ready data, NC Check-In results, MClass Benchmarks, and STAR Reading to set and monitor progress

Measure of Success

Hillandale will meet or exceed growth for the 2018-19 school year

Persons Responsible

Hillandale instructional staff, students

Target Date

June, 2019

Personalized Learning Goal Two

Teachers will target students not making progress towards their goal for additional instructional support or enrichment

Strategies to Achieve this Goal

- Teachers will use MTSS Early Warning Thresholds to develop a list of students to be monitored more closely by the Student Support Committee; the Student Support Committee will meet monthly, and monitor all Tier 2 and Tier 3 activities
- Teachers will work with the AIG specialist to develop strategies to promote continued growth for high achieving students

Measure of Success

-Hillandale will meet or exceed growth expectations for the 2018-19 school year (specifically, each quintile will meet or exceed growth)

Persons Responsible

Hillandale instructional staff

Target Date

June, 2019

Area Four Goals: Safe and Nurturing Environments

Safe and Nurturing Environments Goal One

Improve student citizenship and provide a respectful, nurturing environment

Strategies to Achieve this Goal

- Hillandale will have school wide behavior expectations that are explicitly taught, modeled, and displayed throughout the building
- Hillandale will have a weekly “PackTime” for direct instruction for all students using the Seven Habits, as well as monthly assemblies to celebrate the Seven Habits at Hillandale
- All Hillandale staff will participate in a book study, *The Leader in Me*.

Measure of Success

- Reduce the total OSS suspension days from 66 in 2017-18 to less than 30 for the 2018-19 school year
- Curriculum calendar for PackTime

Persons Responsible

All Hillandale staff

Target Date

June, 2019

Safe and Nurturing Environments Goal Two

Increase positive office referrals and public recognition for successes for 100% of students at once a semester.

Strategies to Achieve this Goal

- Staff will utilize “I Got Caught Being a Husky Leader” stickers and “Pawsitive Office Referrals” for each student

Measure of Success

- Documentations of recognitions for each student
- Improved student attendance rate from 95.02% in 2017-18 to 96% or greater in the 2018-19 school year

Persons Responsible

All Hillandale staff

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.

Current Demographics- September 2018

Total Population is 566.

Subgroup	Percentage of Entire Student Population (566)
White	51%
Hispanic/Latino	37%
Other Minorities	12%
Economically Disadvantaged	74%
English Learners	20%
Students with Disabilities	11%

2017-18 K-3 Text Reading Comprehension-Proficiency

Grade Level	Hillandale	HCPS	NC
Kindergarten	85%	70%	65%
1st Grade	50%	56%	52%
2nd Grade	61%	61%	56%
3rd Grade	69%	65%	61%

2017-18 K-2 Summative Math- Proficiency

Grade Level	Hillandale	HCPS
Kindergarten	98%	95%
1st Grade	98%	92%
2nd Grade	75%	87%

2017-18 Reading EOG-Proficiency

Grade Level	2015-16	2016-17	2017-18
3rd Grade	66%	55.9%	51.1%
4th Grade	63.3%	76.3%	51.9%
5th Grade	71.8%	52.3%	51.9%

2017-18 Math EOG- Proficiency

Grade Level	2015-16	2016-17	2017-18
3rd Grade	73.2%	61.3%	62.8%
4th Grade	62%	68%	59.3%
5th Grade	70.6%	54.2%	57.7%

2017-18 Science EOG- Proficiency

Subject	2015-16	2016-17	2017-18
Science	81.2%	65.4%	74%

EVAAS Growth

Year	2014-15	2015-16	2016-17	2017-18
Overall Growth	4.81	4.19	1.37	-2.62

Subject	Reading	Math
2017-18	-3.46	-.2

2017-18 Math Subgroup Performance- Long Term Goals

Subgroup	Goal	Actual
All	61.3	52.6
Hispanic	55.2	41.5
White	67	59.6
EDS	52.1	43.9
ELL	40.7	41
SWD	33.8	11.1

2017-18 Reading Subgroup Performance- Long Term Goals

Subgroup	Goal	Actual
All	50.1	37.8
Hispanic	39.1	26.4
White	57.9	46
EDS	41.4	30.7
EL	31	20.5
SWD	25.6	5.6

2017-18 Overall Subgroup Performance- Grades and EVAAS Growth

Subgroup	PERFORMANCE	GRADE	EVAAS GROWTH
All	61	C	-2.62 (Not Met)
HISP	56	C	.73 (Met)
MULT	71	B	N/A
WHITE	65	C	-4.11 (Not Met)
EDS	55	C	-.87 (Met)
ELS	51	D	1.19 (Met)
SWD	28	F	-.2 (Met)

Attendance Performance- Students

Category	2016-17	2017-18
Number	46	31
Percentage	11%	5%
Rate	94.9%	95.02%

Attendance Performance- Teachers

Category	2016-17	2017-18
Annual Leave	38	3
Professional	106.5	140.5
Sick	123	212
Maternity	139	40
Other	95.5	58

Discipline Data- OSS Comparison

Category	2016-17	2017-18
Number of Incidents	19	41
Number of Offenders	10	18
OSS Days	23	66

2017-18 Discipline Data- Types of Offenses

Student- Student	28
Teacher Interference	9
Other	5