

Mills
River
School



2018-2020
Continuous School Improvement Plan for Mills River School

Approved by majority vote on October 17, 2018.

A handwritten signature in blue ink, appearing to read "C. Auten", is written over a solid black horizontal line.

Mr. Chad Auten, *Principal*

A handwritten signature in blue ink, appearing to read "Nicole A. Wallace", is written over a solid black horizontal line.

Mrs. Nicole A. Wallace, *SIT Chair*

Table of Contents

Continuous School Improvement Plan for Mills River School

Statement of Assurances

School Improvement Team Membership

Mission and Beliefs

Henderson County Public Schools' Mission Statement

Henderson County Public Schools' Guiding Principle

Henderson County Public Schools' Core Values

School Mission Statement

School Profile & Narrative Summary

New Initiatives at Our School

Instructional Planning Time

Duty Free Planning

Duty Free Lunch

Instructional Materials/Textbook Waiver

Conflict Resolution

Steps to resolve conflict...

Habit Help-Habit 4: Think Win-Win/Everyone Can Win

Understanding the Habit Having a Win Win Attitude means:

The Win/Win process has four steps:

When approaching conflicts the win-win leader demonstrates:

Strategic Goals

We Value Excellence In:

Continuous Improvement

Summary of Goals

Area One Goals: Human Resources

Human Resource Goal:

Strategies to Achieve this Goal:

Measure of Success:

Persons Responsible

Target Date:

Area Two Goals: Community and Family Engagement

Community and Family Engagement Goal:

Strategies to Achieve this Goal:

Measure of Success:

Persons Responsible

Target Date:

Area Three Goals: Personalized Learning

Personalized Learning Goal One:

Strategies to Achieve this Goal:

Measure of Success:

Persons Responsible

Target Date:

Area One Four Goals: Safe and Nurturing Environments

Safe and Nurturing Environments Goal One:

Strategies to Achieve this Goal:

Measure of Success:

Persons Responsible

Target Date:

Data Review

Overall - Percent Proficient

Math - Percent Proficient

Reading - Percent Proficient

Science - Percent Proficient

EVAAS Growth Index

EOG SubGroup Performance

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
Chad Auten	Principal	NA
Mandi Fletcher	Assistant Principal	NA
Nicole Wallace	Chair	Sept. 2014
Jonathan Bassett	School Counselor	NA
Holly Bader	Kindergarten	Sept. 2017
Erin Phillips	1st Grade	Sept. 2018
Lisa Hoffman	2nd Grade	Sept. 2018
Ashley Duchesne	3rd Grade	Sept. 2015
Allison Barr	4th Grade	Sept. 2017
Tamara Byrd	5th Grade	Sept. 2018
Brittany Praytor	Behavior Team	Sept. 2015
Matthew Gruebmeier	Central Office	NA
Kim Maltby	Exceptional Children	Sept. 2016
Stephanie Cathey	Office Support	Sept. 2015
Molly Holliday	Parent	Sept. 2015
Jessica Myers	PBIS	Sept. 2018
Meghan Farmer	PTO	Sept. 2018
Tim Fendley	Specialists	Sept. 2018
Becky Newberry	Teacher Assistants	Sept. 2014
Shannon Barber	Title 1	Sept. 2017

The membership of our School Improvement Team was elected in Sept. 2018.

The School Improvement Plan was approved by secret ballot vote on Oct. 17, 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

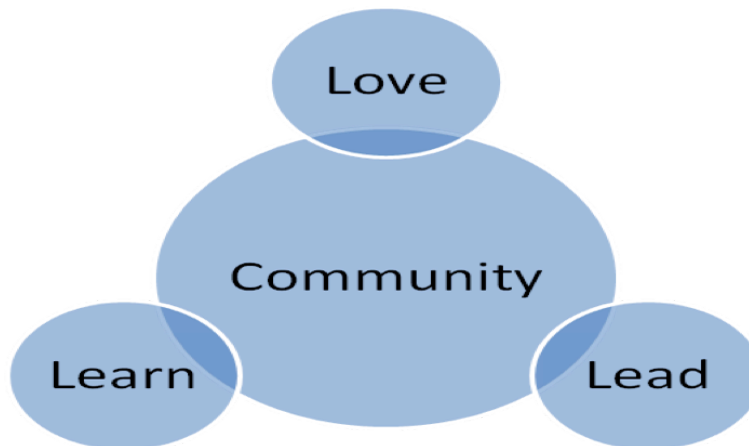
The success of a child is the result of a collaborative partnership of school, child parent and community.

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 Mission Statement



In the Mills River School **Community** we **Love, Learn** and **Lead**

Learn – we strive to learn every day in every way

Love – we show love for each other and learning

Lead – we are empowered to lead ourselves and then inspire others

Community – we build family in every classroom, our school and our greater community

School Profile & Narrative Summary

The School Improvement Team of Mills River School recently developed the new School Improvement Plan for 2018-2019. Meetings were conducted throughout the year to monitor progress and adapt as needed. 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 also created to be in alignment with the HCPS Strategic Plan, AdvancED Standards, and HCPS Technology Plan. Data was collected and examined from several different sources. These sources include: NC School Report Card, NC Check-Ins, NC EOG results for grades 3 – 5, EVAAS, Reading 3D, NC Literacy and Math Assessments for grades K – 2, AdvancED Standards Survey, Promotion and Retention Information, Discipline Referrals, and Results from the NC Teacher Working Conditions Survey. The team analyzed the data and established goals directly related to academic achievement and school safety.

At Mills River School, we are proud to have met or exceeded expected growth measures established by the state for each of the 17 years those measures have been in place, including the 2017-18 school year. Mills River did not meet its prior plan proficiency goal of 85%, but have drastically increased our overall EOG proficiency from 60.1 to 78.9 since 2012-2013. Mills River School remains a Title 1 school, however we have seen a small decline in our students receiving free/reduced lunch, falling just below 40%. We have seen a rise in enrollment over the last several years moving from 537 to 581 since 2012-2013. Overall our demographics have remained stable for the last several years. We continue to work on our K-2 reading block closely following the HCPS Literacy Framework. Falcon Flight (Intervention/Maintenance/Enrichment) and Guided Reading will remain a primary use of our personnel and Title 1 resources to provide students with targeted small group instruction based on our individual student data.

Professional Development focus will continue to be on 7 Habits training, as we became a Leader in Me school in the 2017-2018 school year. We have updated our school mission statement.

Mills River School staff, students, parents, and community are committed to providing all students with a strong foundation for lifelong learning.

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.

Mills River School continues to focus on implementation of The Leader in Me program now in our second year. This year's major focus regarding The Leader in Me is leadership notebooks. Leadership notebooks include a personalized tool to empower the ownership of learning, reflection, and growth for students and adults

This school year we have implemented Morning Meeting program in the first 15 minutes of the day for all classrooms. Designed to develop a climate of trust, academic growth, and positive behavior the Morning Meeting program focuses on a daily whole-class gathering in which students and teachers greet one another, share news, do a lively activity that reinforces skills the class is working on, and look forward to their day of learning.

We continue to adjust our Falcon Flight (IME) time to improve our literacy block and make the most of available personnel resources.

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 provide classroom teachers with a duty free instructional planning time every day for 50 minutes, which are regularly used for collaborative planning and grade level PLCs.

Duty Free Lunch

With staff input, the School Improvement Team decided that Mills River School does not currently have the sufficient personnel to safely provide a duty free lunch for all teachers and staff members. Classroom teachers and assistants on a daily basis provide lunch supervision.

Instructional Materials/Textbook Waiver

Building-Level Waiver Request

School: Mills River Elementary

LEA Number: 450

School Number: 340

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 on our school to resolve conflict. Our specific strategies include...

Steps to resolve conflict...

1. School wide The Leader in Me Program supported by PBIS program.
2. Students are all taught leadership skills including “Seek First to Understand then to be Understood” and “Think Win-Win”. Classroom teachers use videos, role plays, and TLIM lesson materials.
3. Teachers reinforce these leadership skills with students on a daily basis. The school counselor includes additional instruction through classroom guidance and small intervention groups.
4. Students are also able to request assistance from the school counselor by teacher request or direct referral from students.

Habit Help–Habit 4: Think Win–Win/Everyone Can Win

Understanding the Habit Having a Win Win Attitude means:

1. Seeing life as a cooperative arena, not a competitive one.
2. Balancing courage for getting what you want with consideration for what others want.
3. Seeking successful, productive interactions by “filling” others buckets/making deposits on others “emotional bank accounts”. In doing this, negative energy focused on understanding and resolving issues.

The Win/Win process has four steps:

1. See the problem from the other point of view, in terms of the needs and concerns of the other party.
2. Identify the key issues and concerns (not positions) involved.
3. Determine what results would make a fully acceptable solution.
4. Identify new options to achieve those results.

When approaching conflicts the win-win leader demonstrates:

1. **Integrity:** Stick with your true feelings, values, and commitments. “One of the most important ways to manifest integrity is to be loyal to those who are not present.” -Stephen Covey
2. **Maturity:** Express your feelings by balancing courage and consideration. Yes, you can be empathetic but also confident and you can be considerate and sensitive but also brave!
3. **Abundance Mentality:**
 - I believe there is plenty out there for everybody (ex. Options, success, opportunities, etc.)
 - I am happy for the success of others
 - I treat everyone with equal respect
 - I find it easy to share recognition and credit
 - I have a deep inner sense of personal worth and security

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:

- have certified staff participate in KidTime (PLC) 1 day a week for 50 minutes to collaborate on best instructional practices.

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

- improve the frequency and effectiveness of two-way communication between school, families, and the community.

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

- reach the following proficiencies on EOGs and Exceed Expected Growth.
 - EOG Overall 85%
 - EOG Math 90%
 - EOG Reading 80%
 - EOG Science 85%

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

- create a school environment where all students and staff feel safe and nurtured by monitoring students at the beginning of the school year and the end of the school year with measurable safety surveys concerning student and staff needs.

Area One Goals: Human Resources

Human Resource Goal:

- Certified staff will participate in KidTime (PLC) 1 day a week for 50 minutes to collaborate on best instructional practices.

Strategies to Achieve this Goal:

- Our schedule is set so that grade level teams have common planning time to dedicate to collaboration.
- The Administration and Instructional Coach are available to help with collaboration.
- Data is provided by the Administration and classroom assessments to help lead discussions.
- EC/ESL/Interventionists are available to help as needed to collaborate on specific students.
- Training and support is provided on assessments and how to use the data provided.
- KidTime is an opportunity to use data to group students according to need. IE: for Falcon Flight.

Measure of Success:

- Results from mCLASS and iReady
- Results from EOGs
- EVAAS data showing student growth

Persons Responsible

- Administrative Team
- Certified Staff
- Grade Level Chair
- Instructional Coach

Target Date:

- June, 2019

Area Two Goals: Community and Family Engagement

Community and Family Engagement Goal:

- Mills River will improve the frequency and effectiveness of two-way communication between school, families, and the community.

Strategies to Achieve this Goal:

- MRS plans to accommodate the interests and schedules of our families by soliciting parent input and hosting various events at different times. IE: morning, afternoon and evening events
- Communication will be updated to incorporate various methods with all families. IE: Translation as needed for ELL families, Remind APP for all families, flyers, emails and bi-monthly newsletters

Measure of Success:

- Attendance, Surveys and Feedback

Persons Responsible

- Administration
- ELL Teacher
- Parent Involvement Coordinator
- PTO Presidents

Target Date:

- June, 2019

Area Three Goals: Personalized Learning

Personalized Learning Goal One:

Mills River will reach the following proficiencies on EOGs and Exceed Expected Growth.

- EOG Overall 85%
- EOG Math 90%
- EOG Reading 80%
- EOG Science 85%

Strategies to Achieve this Goal:

- Falcon Flight - IME time with small group instruction based on individual student need as indicated thru data.
- Guided Math
- Guided Reading
- Kid Time - Grade level PLC designed to analyze data and guide instructional planning.
- Vertical Collaboration
- WIGs - Wildly Important Goals

Measure of Success:

- EVAAS data showing student growth
- Results from EOGs
- Results from mCLASS and iReady

Persons Responsible

- Administrative Team
- Certified Staff
- Grade Level Chair
- Instructional Coach

Target Date:

- June, 2019

Area One Four Goals: Safe and Nurturing Environments

Safe and Nurturing Environments Goal One:

- Mills River School will create a school environment where all students and staff feel safe and nurtured by monitoring students at the beginning of the school year and the end of the school year with measurable safety surveys concerning student and staff needs.

Strategies to Achieve this Goal:

- Continuous implementation of the Leader in Me program and PBIS program
- Monthly Guidance Lessons
- “Morning Meetings” daily with school population
- Quarterly School Safety Team meetings.

Measure of Success:

- Results of online safety survey with 3-5 students and staff.
- Results of written/visual survey with K-2 students and staff.

Persons Responsible

- All Stakeholders

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.

Overall - Percent Proficient

Year	Mills River	HCPS	State	Goal
2017-2018	78.9	72.0	50.0	85.0
2016-2017	79.5	69.6	58.8	85.0
2015-2016	81.6	71.0	58.2	85.0
2014-2015	72.4	67.4	56.3	85.0

Math - Percent Proficient

Year	Mills River	HCPS	State	Goal
2017-2018	83.0	73.0	50.0	90.0
2016-2017	83.9	67.4	55.4	90.0
2015-2016	86.1	68.4	54.7	90.0
2014-2015	76.3	65.1	52.2	90.0

Reading - Percent Proficient

Year	Mills River	HCPS	State	Goal
2017-2018	75.0	67.0	50.0	80.0
2016-2017	73.2	67.3	57.5	80.0
2015-2016	74.4	69.1	56.9	80.0
2014-2015	67.3	66.3	56.3	80.0

Science - Percent Proficient

Year	Mills River	HCPS	State	Goal
2017-2018	78.6	81.4	50.0	85.0
2016-2017	84.5	82.6	70.1	85.0
2015-2016	89.0	83.4	71.6	85.0
2014-2015	76.0	72.1	64.6	85.0

EVAAS Growth Index

Year	Growth Index
2017-2018	2.38
2016-2017	0.43
2015-2016	3.69
2014-2015	4.78
2013-2014	1.11

EOG SubGroup Performance

SubGroup	Overall	Math	Reading
ALL	78.9	83.0	75.0
FEM	77.1	82.9	73.3
MALE	80.7	83.1	76.6
HISP	56.1	67.9	50.0
MULT	37.5	36.4	27.3
WHT	83.4	87.0	79.9
EDS	61.6	68.2	56.4
ELS	45.5	60.9	39.1
SWD	28.3	32.5	22.5
RES	33.3	38.7	25.8
AIG	100.0	100.0	100.0