

**William H. Owen Elementary School**  
**2014-2016 SIP**

William H. Owen Elementary School  
Cumberland County School System

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Cumberland County Schools  
Fayetteville, NC 28304

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## **Overview**

### **Plan Name**

William H. Owen Elementary School 2014-2016 SIP

### **Plan Description**

## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 2 Activities: 4	Organizational	\$100
2	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 2 Activities: 2	Academic	\$0
3	2014-2016 To promote continuous quality improvement	Objectives: 1 Strategies: 2 Activities: 2	Organizational	\$0
4	2014-2016 To improve our use of technology	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0

## Goal 1: 2014-2016 To create a safe and caring climate that enhances learning

### Measurable Objective 1:

demonstrate a behavior that maintains and communicates our purpose, goals and direction by 06/10/2016 as measured by staff, parent and student surveys.

### Strategy 1:

Communicate School's Purpose - - At the beginning of every meeting the meeting leader will state school's goals to provide direction and focus as it is related to the School Improvement Plan. The facilitator will ensure alignment and support of the school's purpose by conducting a meeting evaluation monitored by the Clear and Focused Correlate.

Activity - Communicate School's Purpose -	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Announce mission goals at all meetings, place on all programs and use the mission statement and Owen 4 in conversations with students.	Community Engagement	08/18/2014	06/10/2016	\$0	No Funding Required	Administration , teachers, meeting facilitators, SIT and PTO President
Activity - Survey	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The SIT will send home a mid-year survey with progress reports on Dec 3, 2014 and an end of year online survey during the parent picnic to facilitate input from parents on how to improve as a school.	Parent Involvement	12/03/2014	06/10/2016	\$0	No Funding Required	SIT
Activity - Parent Mission Statement Contest	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents are provided an opportunity to correctly state the mission statement, Owen 4, or PBIS chant at each PTO meeting. Names will be drawn for awards at the conclusion of the PTO meeting.	Parent Involvement	09/02/2014	06/10/2016	\$100	Other	Clear and Focused Mission Correlate

### Strategy 2:

PBIS Matrix - Teachers will utilize morning meetings to reinforce the PBIS matrix as monitored by the Safe, Orderly and Caring Environment correlate.

Activity - PBIS Consistency	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The PBIS team will lead session on the PBIS framework and how to incorporate it into morning meetings.	Behavioral Support Program	08/18/2014	06/10/2016	\$0	No Funding Required	PBIS team

## Goal 2: 2014-2016 To expect academic growth by all children

### Measurable Objective 1:

A 15% increase of All Students will demonstrate a proficiency and growth on grade level standards in Mathematics, Science, and in English Language Arts by 06/10/2015 as measured by the EOG and other assessments.

### Strategy 1:

Schoolnet Benchmark Testing - Teachers will utilize schoolnet, Case 21 (Spanish Immersion), Reading 3D, and K-2 Math assessments as a means of ongoing formative assessment to monitor student progress toward specific content goals as monitored by administration, instructional coaches and the Monitoring of Student Progress Correlate.

Activity - Schoolnet Testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize schoolnet, Case 21 (Spanish Immersion), Reading 3D, and K-2 Math assessments as a means of ongoing formative assessment to monitor student progress toward specific content goals.	Academic Support Program	09/02/2014	06/10/2016	\$0	No Funding Required	Instructional Team and all Certified staff members

### Strategy 2:

Critical Thinking and Problem Solving - Utilize strategies from Raising the Bar Professional Development during vertical and grade level team meetings to facilitate growth and proficiency for ALL students on ongoing assessments monitored by Monitoring of Student Progress correlate.

Activity - Raising the Bar Strategy Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Vertical and Grade Level teams will teach strategies from Raising the Bar professional development. This strategy will provide teachers with instructional ideas to assist students with specific content areas at correct levels of difficulties.	Academic Support Program	08/18/2014	06/10/2016	\$0	No Funding Required	Grade Level and Vertical Teams

## Goal 3: 2014-2016 To promote continuous quality improvement

### Measurable Objective 1:

collaborate to better train classroom teachers and support staff on the usage of assessment data by 06/10/2016 as measured by End of Grade and K-2 Assessments, surveys, formal and informal observations.

### Strategy 1:

Classroom teachers and support staff training - Classroom teachers and support staff will participate in training for data collection, small group instruction, and safety net training monitored by administration, instructional coaches and Monitoring of Student Progress correlate.

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Activity - Classroom teachers and support staff training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The initial training will begin during the first week of workdays. 2013-2014 data will be shared and discussed. Classroom teachers and Support staff will attend training sessions conducted by the instructional coach related to the evaluation, and use of data that is applicable to their level of involvement in the assessment process. They will also receive specific training on small group instruction and safety net to include best practices and effective learning activities. The process will be documented and feedback will be provided to ensure quality professional development. Additional sessions will be provided after each assessment window to ensure all stakeholders have information regarding data.	Professional Learning	08/18/2014	06/10/2016	\$0	No Funding Required	Instructional coach, English and Reading teacher, Administration

**Strategy 2:**

Safety Net - Every student will receive 30 minutes of Safety Net - a small group instruction three times a week (Tues, Wed, and Thur) that aligns with their level of proficiency and focuses on academic deficits as monitored by administration, instructional coaches and Monitoring of Student Progress correlate.

Activity - Learning Goals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All academic classes will set common learning goals and proficiency levels to ensure all students are held to high standards across courses and grade levels. During safety net (T-Th) students will work towards goals set in academic classes.	Academic Support Program	08/18/2014	06/10/2016	\$0	No Funding Required	Owen faculty, staff and students.

**Goal 4: 2014-2016 To improve our use of technology****Measurable Objective 1:**

collaborate to maximize use of technology in teaching and learning by 06/10/2016 as measured by teacher observations and examples of student performance tasks.

**Strategy 1:**

Technology Staff Development - Teachers will receive technology training during breakout sessions on workdays as monitored by Owen technology team (Media Coordinator and the school's Powerschool teacher technician).

Activity - Technology Staff Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The initial training will be offered during our first required workday. The Media Specialist and technology teacher leader will provide an overview of available school resources and Web tools. Additional sessions will be offered throughout the year during workdays and faculty meetings. The sessions will focus on using ipods, ipads, clickers, mobile labs, edmodo, animoto, mindmeister, blogs, and podcasting.	Professional Learning	08/18/2014	06/10/2016	\$0	No Funding Required	Media Specialist, Technology Lead Teachers

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Mission Statement Contest	Parents are provided an opportunity to correctly state the mission statement, Owen 4, or PBIS chant at each PTO meeting. Names will be drawn for awards at the conclusion of the PTO meeting.	Parent Involvement	09/02/2014	06/10/2016	\$100	Clear and Focused Mission Correlate
<b>Total</b>					\$100	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Survey	The SIT will send home a mid-year survey with progress reports on Dec 3, 2014 and an end of year online survey during the parent picnic to facilitate input from parents on how to improve as a school.	Parent Involvement	12/03/2014	06/10/2016	\$0	SIT
Schoolnet Testing	Teachers will utilize schoolnet, Case 21 (Spanish Immersion), Reading 3D, and K-2 Math assessments as a means of ongoing formative assessment to monitor student progress toward specific content goals.	Academic Support Program	09/02/2014	06/10/2016	\$0	Instructional Team and all Certified staff members
Raising the Bar Strategy Sessions	Vertical and Grade Level teams will teach strategies from Raising the Bar professional development. This strategy will provide teachers with instructional ideas to assist students with specific content areas at correct levels of difficulties.	Academic Support Program	08/18/2014	06/10/2016	\$0	Grade Level and Vertical Teams
Learning Goals	All academic classes will set common learning goals and proficiency levels to ensure all students are held to high standards across courses and grade levels. During safety net (T-Th) students will work towards goals set in academic classes.	Academic Support Program	08/18/2014	06/10/2016	\$0	Owen faculty, staff and students.



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Classroom teachers and support staff training	The initial training will begin during the first week of workdays. 2013-2014 data will be shared and discussed. Classroom teachers and Support staff will attend training sessions conducted by the instructional coach related to the evaluation, and use of data that is applicable to their level of involvement in the assessment process. They will also receive specific training on small group instruction and safety net to include best practices and effective learning activities. The process will be documented and feedback will be provided to ensure quality professional development. Additional sessions will be provided after each assessment window to ensure all stakeholders have information regarding data.	Professional Learning	08/18/2014	06/10/2016	\$0	Instructional coach, English and Reading teacher, Administration
PBIS Consistency	The PBIS team will lead session on the PBIS framework and how to incorporate it into morning meetings.	Behavioral Support Program	08/18/2014	06/10/2016	\$0	PBIS team
Technology Staff Development	The initial training will be offered during our first required workday. The Media Specialist and technology teacher leader will provide an overview of available school resources and Web tools. Additional sessions will be offered throughout the year during workdays and faculty meetings. The sessions will focus on using ipods, ipads, clickers, mobile labs, edmodo, animoto, mindmeister, blogs, and podcasting.	Professional Learning	08/18/2014	06/10/2016	\$0	Media Specialist, Technology Lead Teachers
Communicate School's Purpose -	Announce mission goals at all meetings, place on all programs and use the mission statement and Owen 4 in conversations with students.	Community Engagement	08/18/2014	06/10/2016	\$0	Administration, teachers, meeting facilitators, SIT and PTO President
<b>Total</b>					<b>\$0</b>	

**LEA or Charter Name/Number:**

Cumberland County Schools - 260

**School Name:**

W. H. Owen Elementary

**School Number:**

404

**Plan Year(s):**

2014-2016

**Voting:** All staff must have the opportunity to vote anonymously on the School Improvement Plan.

**# For**

50

**# Against**

0

**Percentage For**

100%

**Date approved by Vote:**

8/18/2014

## School Improvement Team Membership

*From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."*

Committee Position*	Name	Year elected
Principal	Antigone P. Peek	2014
Assistant Principal Representative	Sue Grizzard	2014
Teacher Representative	Latreicia Allen	2014
Inst. Support Representative	Melissa Hartzel	2014
Teacher Assistant Representative	Glenda Harris	2014
Parent Representative	Nicole Banks	2014
Additional Representative	Windi Foster	2014
Additional Representative	Lorleila Bartlett	2014
Additional Representative	Janell DeWalt	2014
Additional Representative	Veronica Hargrove	2014
Additional Representative	Kelly Meyering	2014
Additional Representative	Carla Rise	2014
Additional Representative	Patrena McFadyen	2014
Additional Representative	Hannah Lloyd	2014
Additional Representative	Terri Knight	2014
Additional Representative	Anthony Raphael	2014

**School-Based Management and Accountability Program  
Summary of School-based Waiver Requests  
Program Years: 2014-2016**

**Instructions:** Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

**LEA or Charter School Name/Number:**

Cumberland County Schools -  
260

**School Name:**

W. H. Owen Elementary

**Waivers**

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

**Allowable Waivers and Conditions**

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

**DPI allowable waiver (Elementary Schools only)**

1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)

Allocation of Teachers: Class size - Flexibility

Yes

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

**G.S. 115C-301, (C) Class Size**

3. State how the waiver will be used.

To effectively use every available human resource to facilitate instruction.

4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.

Focusing in on all students reading on grade level by second grade.

## Remediation Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School:

W. H. Owen Elementary

Year:

2014-2016

## Description of the Plan

Purpose:	The purpose of this plan is to provide supplemental instruction to at-risk students to ensure mastery of objectives and preparing students to read at grade level by the time they enter second grade.
Delivery:	Push in and pull out remediation: Tuesday, Wednesday and Thursday.
Students Served:	Reading 60 students, Math 60 students

## Budget Amount

### AMOUNT

Total Allocation:

\$35,621.80

## Budget Breakdown

### AMOUNT

Personnel:

Patricia Driggers (4th & 5th grade) Reading Remediation	\$15,000.00
Jane Wike (4th & 5th grade Math Remediation	\$15,000.00

Materials & Supplies:		NA
		<b>AMOUNT</b>
Transportation:		NA
<b>Grand Total:</b>		<b>\$30,000.00</b>

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
	Student Activity Log
Y	Other (If yes, specify in the box below):

Data Notebooks

## Title II Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: W. H. Owen Elementary  
Year: 2014-2015

### Description of the Plan

Purpose: The purpose of this plan is to provide a detailed description of staff development expenditures.

### Budget Amount

Total Allocation: AMOUNT \$4,000.00

Budget Breakdown Briefly describe the title of and purpose for the staff development:

Staff Development  
1 Briefly describe the title of and purpose for the staff development:  
The purpose of the staff development is to allow teachers time to analyze various types of data to improve targeted teaching, remediation groups, and differentiation. This staff development will take place during the regular school day.

	<u>Description</u>	<u>AMOUNT</u>
Personnel:	3 subs x \$75 for 3 days	\$900.00
Training materials:		
Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		\$0.00
Lodging/Meals:		
Consulting Services:		
Follow up activities		
	Total for staff development 1: This cell will automatically total for you	\$900.00

District Wide Components		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	Y



Duty free planning time	<p><b>Please describe approximately how much planning time your teachers have during a week:</b> Teachers have 40 minutes a day for planning</p>	
PBIS school	<p><b>Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.</b></p>	Y
PBIS rating from previous year	<p><b>Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:</b></p>	Model
Parental Involvement	<p><b>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</b>  <b>Monthly reading nights, PTO meetings, P/T Conferences</b></p>	

Safe and Orderly schools	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
Review of the SIP plan and notification of changes	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>