



## School Improvement Plan

G. A. Brown Elementary School

2011-2012

Fay Jones

Principal



## Orange County Schools

### School Improvement Plan

Executive Summary for 2011-12

Year 2 of 2

### Grady Brown Elementary

Our School's Three Most Significant Needs Are: (needs should be student instructional needs or needs evidenced by survey, as opposed to "wants")		Present status (score, percentage or other measure of these needs)	Target status (score, percentage or other measure of needs – target may be for the first year or for both years of the plan)	Most promising strategy (ies) to address the needs (please indicate no more than three strategies per need).	
1.	Increase reading achievement by 10% for all nonproficient students in grades 3-5 as measured by the NC EOG tests.	NC EOG Reading Scores - % Proficient in 2010-2011: 3 <sup>rd</sup> Grade = 71.25% 4 <sup>th</sup> Grade = 67.14% 5 <sup>th</sup> Grade = 74.22%	Target Goals for 2011 – 2012: 3 <sup>rd</sup> Grade = 74.17% 4 <sup>th</sup> Grade = 70.39% 5 <sup>th</sup> Grade = 76.78%	a.	Two reading resource teachers will provide reading instruction to students daily through a pull out program model at the same time that EC pull out services occur. Additional reading instruction will occur during the social studies block.
				b.	Literacy coach will collaborate and team teach with fourth grade teachers with a push in model to help differentiate reading instruction and model literacy. She will consult and provide assistance in other grade levels to embed literacy in all other content areas.
				c.	Whole to Part Literacy instruction will be delivered during the Ready, Set, Read intervention time daily for students performing below grade level.
2.	Increase math achievement by 10% for all nonproficient students in grades 3-5 as measured by NC EOG tests.	NC EOG Math Scores - % Proficient in 2009-2010: 3 <sup>rd</sup> Grade = 87.5% 4 <sup>th</sup> Grade =	Target Goals for 2011 – 2012: 3 <sup>rd</sup> Grade = 88.75% 4 <sup>th</sup> Grade = 83.26% 5 <sup>th</sup> Grade =	a.	Math leaders will facilitate PLCs to highlight math strategies for Math Expressions using benchmark and EVAAS.
				b.	Vertical PLCs to address strengths and weaknesses of math skills.
				c.	Increase parent communication through parent curriculum nights, homework hotlines, student planners, and teacher/parent conferences.



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	Our School's Three Most Significant Needs Are: (needs should be student instructional needs or needs evidenced by survey, as opposed to "wants")	Present status (score, percentage or other measure of these needs)	Target status (score, percentage or other measure of needs – target may be for the first year or for both years of the plan)	Most promising strategy (ies) to address the needs (please indicate no more than three strategies per need).	
		81.42% 5 <sup>th</sup> Grade = 85.71%	87.13%		
3.	Teachers will increase satisfaction rate by 10% on a staff survey under the Time category.	62.9% agreed that teachers have available time to collaborate with colleagues.	Target Goals for 2011 – 2012: 75% will agree teachers have available time to collaborate with colleagues. 70% will agree that non-instructional time provided for teachers in my school is sufficient.	a.	Duty free lunch for teachers will be maintained through TA cross grade level coverage.
				b.	Monthly hour and a half PLCs will be maintained through TA cross grade level coverage.
				c.	Grade level representatives will collaborate to make annual master schedule.



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<b>Our School's Three Most Significant Needs Are:</b> (needs should be student instructional needs or needs evidenced by survey, as opposed to "wants")	<b>Present status</b> (score, percentage or other measure of these needs)	<b>Target status</b> (score, percentage or other measure of needs – target may be for the first year or for both years of the plan)	<b>Most promising strategy (ies) to address the needs</b> (please indicate no more than three strategies per need).		



## Orange County Schools

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### Grady Brown Elementary – Orange County Schools

SBE Goal: NC Public Schools Will Produce Globally Competitive Students.  
 OCS Goal: OCS will provide excellent instruction to prepare students for global competitiveness.  
 GAB Goal: 80% of GAB students in grades 3-5 will be proficient in reading and math on the NC EOG, and 85% of students in grades Kindergarten through 2nd grade will be on or above grade level on Direct Reading Assessments by June 2012.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
*DRA scores show the percentage of students on grade level or higher are: Kindergarten = 92% First Grade = 77% Second Grade = 88%	Establishment of an online data system and data wall to monitor and increase student achievement.	*Excel worksheets *Thinkgate benchmarks	*Data Wall will be constructed by November 15, 2011. *Online data system will be accessible to all staff by December 1, 2011.	*6 large pocket charts *Literacy tracking cards	*Time in PLCs to record and track student achievement. *Excel properties and capabilities	Y
*Overall composite of students scoring at or above grade level on reading, math and	3 retired GAB teachers will tutor students in grades 3-5 in small groups in	*Reading and math achievement criteria, flexible	*Two tutors will work from mid October through April.	*Reading workbooks *Math practice books	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
science tests is 79.59%	reading and math.	groups, and student achievement data.	*An additional tutor will begin work in January.			
	TA coverage will be provided so that more teachers can conduct EOG Blitz (test taking skills and remediation) in small groups with students in grades 3-5.	*Flexible grouping performance	April 2011	*Leveled coach reading and math review books *Teacher pairing with small groups and TA coverage schedule	*In house refresher of EOG	Y
	Using Specialists and Interventionist Teachers, Whole To Part Assessments will be done within the first seven days of school so that WTP instruction may begin the second week of school.	*Schedule of students to assess on which days and by which teacher.	October 1, 2011	*Whole To Part Assessment kits		Y
	Whole to Part	*Beginning of the	June 2011	*Reading	*OCS conducts	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	Intervention will be implemented for students performing below grade level in grades 3-5 from 8:00 to 8:30 daily.	year, midyear and end of the year assessments		assessments *Magnetic letters *Sight word flashcards *Reading workbooks	monthly Whole to Part Training Sessions by years of experience with intervention teachers.	
	Teachers will begin to post "Reading for a Purpose" goal during the WTP time for students that aren't pulled out and will discuss the purpose at the end of the time period	*Reading passages for staff development	October 2011	*Power point *Smartboards	Literacy Coach, LLI Teacher, and District Reading Teacher will provide the training to the staff.	N
	An afterschool tutoring clinic will occur on Wednesdays for students that are struggling in reading in grades 3-5.	*Leveled books	November 2011	*Leveled books	Literacy Coach will provide the training.	N
	Through flexible grouping and	*Pre and post unit tests	June 2011	*Teacher generated common assessments	*Ongoing PLC discussions	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	collaboration, Reading and Math intervention groups will be conducted in the general education environment.					
<p><b>Comments:</b> By posting our literacy data K-5 on our data wall and online, staff can synchronize efforts across PLCs to collaborate and monitor the progress of student achievement on a more regular basis. When we are transparent about our K-5 student achievement trends, we can more closely align our staff's talents to address our children's academic needs. Intervention will continue in the classroom while teachers utilize Professional Learning Communities as a forum to collaborate on best practices to layer students with more instructional support. At Grady A. Brown Elementary we believe that by giving our students a strong educational foundation in reading and math, our students will be better equipped to compete globally in the world in which we live.</p>						



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### Grady Brown Elementary School– Orange County Schools

SBE Goal: NC Public School Students Will Be Healthy And Responsible.

OCS Goal: OCS will provide opportunities for involvement of the community in improving the health, safety and well-being of our students and their families.

GAB Goal: GAB will ensure a secure, healthy and caring environment evidenced by a 5% reduction in office referrals and 100% of students participating in daily physical activity.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
Last year, there were 93 office referrals and 42 bus referrals.	*Student PBIS videos will be created to decrease problem behaviors in common areas.	*SWIS Data System	June 2011	*SWIS statistics *Video camera	*Data reviews in PLCs and leadership	N
	*Specialists will teach character education lessons specifically dealing with bullying in grade level groups on Fridays.	*Monthly pacing chart of character lessons	June 2011	*Lesson plans	*Specialists will confer in PLCs	Y
	*Monthly assemblies for students that	*Student nomination sheets	September 2010	*Terrific Kids' certificates, bumper	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	display character traits - Terrific Kids.			stickers and pencils *Refreshments		
	*Annual training for staff on de-escalation and restraint training	*Training sign in sheets	June 2011	*Crisis Books	*Trainers for Non Violent Crisis Intervention Training	N
	*Staff exposure to new activities for recess.	*Lesson plans of structured organized recess activities.	June 2011	*Organized game notebook	*Brief interactive demonstration of organized games for	N
	*Energizer activities – GAB movement song and dance for rainy days	*Teacher observation of student participation	December 2010	*Videos from <a href="http://www.getsweaty.com">www.getsweaty.com</a>	*Videos	N
<p><b>Comments:</b> At Grady Brown Elementary, we recognize that the healthier our students are, the happier they will be and hence the more productive they can be on their classwork. A school climate in which everyone feels safe is also conducive to student learning. We know that when students make good choices that keep them in the classroom learning environment, the more successful they will be on their school studies. A strong emphasis on character education is given because we teach the whole child and we aim to meet their physical, emotional and social needs. In meeting these needs, we are preparing our students to be healthy and responsible members of our society at large.</p>						



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### Grady Brown Elementary – Orange County Schools

SBE Goal: NC Public Schools Will Be Led By 21<sup>st</sup> Century Professionals.

OCS Goal: OCS will recruit and support highly qualified educators who work collaboratively to enhance student achievement.

GAB Goal: GAB will provide high quality staff development focusing on student achievement as evidenced by minutes, workshop evaluations and attendance documentation by June 2011.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
On the Teacher Working Conditions Survey, only 78% of teachers agreed that sufficient resources are available for professional development at GAB.	*Poll and secure Exceptional Children's Staff and Intervention Teachers have necessary Math Expressions, Technology equipment and assessment materials	*Staff survey	December 2010	*Math Expressions materials that span the grade levels *Literacy materials *Accessible working student computers and working Smart Boards	*None at this time	Y
According to the Teacher Working Conditions Survey, only 80% of teachers	*Have leadership decide on schoolwide year long staff development focus.	*Leadership consensus gram *Staff development	June 2011	*Chart paper for areas *Colored dots for consensus gram	*Professional development will be planned and executed after focus is	N



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
agreed that follow up is provided after professional development.		Surveys *Staff development evaluation			narrowed.	
	*Host mini technology lessons for teachers	*Staff development logs *Staff development surveys	June 2011	*CEU credits	*Technology presenters with multiple session options	Y
	*Offer small group research projects or independent study groups	*Interest surveys	June 2011	*Books, journals or other research materials	*Independent study	Y
	*Highlight Smart Board Snippets at faculty meetings	*Smart Board capabilities menu	January 2011	*Smart Board	*Technology demonstrations	N
	*Maintain duty free lunch for all teachers on a daily basis	*TA off grade level coverage for classes in lunch	September 2010	*Lunch schedule	*None	Y
	*Ensure teachers receive a 40 minute duty free planning	*Master Schedule	September 2010	*Master Schedule	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	time a day					
<p><b>Comments:</b> At Grady A. Brown Elementary, we believe in investing and empowering our existing teaching professionals to increase their technology capabilities. We have excellent technology available for our highly qualified staff but we need to be intentional in allocating for the demonstration and experimentation with the resources. We recognize that we need to capitalize on the expertise of central office staff.</p>						



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### Grady Brown Elementary School – Orange County Schools

SBE Goal: Leadership Will Guide Innovation in NC Public Schools.

OCS Goal: OCS district leaders will promote a culture that embraces constructive change and focuses on continuous improvement.

GAB Goal: GAB leadership will implement continuous improvement by increasing satisfaction survey by 10% as documented by responses to parent and teacher surveys.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
PTA Board stated in June of 2010 that an area of focus was to increase communication between school and home.	*A new website for GAB will be developed with relevant information, updated calendar and teacher pages.	*Website feedback sent directly to webmaster	*New format for website will be developed by September 2010 *Teacher pages will be completed by December 2010	*Tree map of website components and location of icons	*OCS's webmaster will work with principal and technology teacher	Y
GAB received a new principal in June of 2010	*Bimonthly newsletter called "Cougar Connection" will be sent home	*PTA and parent feedback	June 2011	*"Cougar Connection" template	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	with parents and posted on website					
	*Pastries with the Principal will be held Quarterly with parents to keep abreast of parent needs and suggestions.	*Attendance log *Input session comments	1 <sup>st</sup> Friday of every month	*Donuts, juice and paper products	*Guest speakers will be brought in to address parent needs.	Y
	*Weekly staff update called "Paw Prints" will be sent to the staff via email	*Leadership feedback	August 2010	*"Paw Prints" template	*None	Y
	*Increase teacher newsletter distribution from once a month to twice a month	*Newsletters will be reviewed by administration	June 2011	*Newsletter templates	*None	Y
	*Establish quarterly newsletters for Specialists	*Newsletters will be reviewed by administration	June 2011	*Newsletter templates	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
	*Grade level newsletters will be translated in Spanish	*Newsletters will be reviewed by Spanish Translator	December 2010	*Newsletter templates	*None	Y
	*Exceptional Children's Staff will participate in Tuesday Talks	*Parent feedback	October 2010	*None	*None	Y
	*An anonymous issue bin will be utilized in the teachers' lounge	*Amount of issues posted each meeting	October 2010	*Chart paper	*None	Y
<p><b>Comments:</b> Over the last ten months there have been several changes in leadership (principal, interim principal, new principal and a new PTA board of officers) at Grady A. Brown Elementary. Communication must be well established amongst all the key stakeholders before continuous improvement can begin to impact the school culture. Through time, collaboration, trust and process checks - continuous improvement will occur so that leadership can guide innovation at GAB.</p>						



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#### Grady Grown Elementary School – Orange County Schools

SBE Goal: NC Public Schools Will Be Governed And Supported By 21<sup>st</sup> Century Systems.

OCS Goal: OCS will be supported by effective and efficient operations.

GAB Goal: GAB leadership will support teachers to revise a master schedule that ensures consistent planning time and maximizes the teachers' times in the daily schedule as evidenced by the master schedule.

Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
Currently, only second grade has duty free lunch for teachers.	*Through cross grade level TA coverage, an approved duty free lunch schedule will be implemented	*TA lunch supervision schedule	August 2010	*Lunch schedule with cross grade level TA supervision	*TA PLC on PBIS cafeteria conduct procedures if needed.	Y
The 2010-2011 schedule was made during the summer when only some grade level representatives	*By June, a master schedule will be developed by a representative from each grade level for the following year.	*Master schedule survey	June 2011	*Master schedule	*None	Y



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Current Performance	Strategies for Improvement	Measure Progress		Resources		Goals Achieved
		Tools	Timeline	Materials/Supplies	Professional Development	Y or N
were present.						
Grade levels hold PLCs during their planning times or on Early Release Days when time allows.	*TA coverage will be provided for monthly PLC meetings that aren't during the regular scheduled planning time	*PLC schedule with TAs assigned to each class	October 2010	*PLC schedule with TA and class assignments		Y
<b>Comments:</b> At Grady Brown Elementary, we believe that time can be more effectively utilized to maximize teacher's efforts for student achievement. We cannot add additional time to our school day to fit in all the necessary curriculum requirements but we can more efficiently manage our time so that teachers get more planning time and time to collaborate with one another. By having more efficient and effective operations, we can better serve our students and yield higher academic results.						

Orange County Schools  
School Improvement Plan  
School Improvement Budget for 2010-2011  
Year 1 of 2

Grady A. Brown Elementary

Category	At Risk Student Funding	Instructional Supplies/ Materials	Media	Title I	Disadvantaged Student Supplemental Funding	Local Technology	Total
Projected Allotment	\$30,324.15	\$12,540.32	\$3,458.00	\$ -	\$ 10,765.00	\$ 9,620.00	\$66,707.47
Travel/ Subsistence/ Registration							\$0.00
Stipends							\$0.00
Substitutes	\$1,324.15						\$1,324.15
Salaries Including Benefits							\$0.00
Non-capitalized equipment						\$ 9,620.00	\$9,620.00
Capitalized equipment							\$0.00
Materials and Supplies	\$3,000.00	\$12,540.32	\$ 3,458.00				\$18,998.32
Tutoring	\$26,000.00				\$ 10,765.00		\$36,765.00
Professional Development							\$0.00
Other:							\$0.00
Other:							\$0.00
Other:							\$0.00
<b>Totals</b>	<b>\$ 30,324.15</b>	<b>\$12,540.32</b>	<b>\$3,458.00</b>	<b>\$ -</b>	<b>\$10,765.00</b>	<b>\$ 9,620.00</b>	<b>\$66,707.47</b>





**Orange County Schools**  
**School Improvement Plan**  
 Submission Document for 2011-12  
 Year 2 of 2

Grady A. Brown Elementary School

**A. School Approval**

This school improvement plan has been developed in accordance with all statutory and local board requirements. This plan includes Southern Association School Improvement Plan, Title I, Safe Schools and Title II. The school staff approved the plan by a vote of 99%.

Principal Jay Jones Date 10-4-11  
 School Improvement Team Chair Elizabeth A. McCreary Date 10-4-11

**B. Superintendent's Recommendation**

The plan meets all State requirements and is recommended for board approval  
 The plan as submitted is recommended for board rejection based upon the following reasons:

Superintendent's signature B. Patrick Rhodes Date 11-9-11

**C. Board Action**

The plan is accepted  
 The plan is accepted with the following modifications

The plan is rejected based upon the following reasons

Board chair signature Dana Coffey Date 11/07/2011