

School	Jenkins Elementary
Year	2015-2016

State Goal 1	North Carolina Public Schools will produce globally competitive students
District Goal 1.1	Reduce non-proficiency of all students and district subgroups on all state tests in reading, mathematics, and science in grades 3-8 by 10% annually
School Goal	Jenkins will reduce non-proficiency of all students and in all subgroups on all state tests in reading, mathematics, and science in grades 3-5 by 10% annually.
Performance Measure/Indicator	EOG test results
Completion Date	June 2016
Improvement Strategies	Provide targeted tutoring for students in grades 1-5.
	Develop formative assessments using SchoolNet. Data will be used to identify students in need of intervention.
	Determine specific student reading needs by using data produced through Reading 3D assessments..
	Communicate to parents information on Read to Achieve through school newsletters and a PowerPoint at Open House.
	Develop a spreadsheet of all students at-risk for academics or behaviors. List interventions being provided and (tutoring, after school programs, small counseling groups, etc.).
	Utilize cross-team flex grouping for reading and math in grades 1-5. Grade level teams will meet every other week to review student data. Targeted subgroups will be an area of focus (African-American, Hispanic, and Economically Disadvantaged).
	Increase student use of technology. Sets of 5 ipads will be utilized in each grade K-5 classroom. Additional classroom technology will be purchased with Title 1 funds.
	Create additional math remediation time on Fridays through modifying the master schedule.
	Utilize Title 1 supply funds to purchase additional math instructional materials.
	Utilize Title 1 funds to pay stipends to grade 3-5 teachers to plan math lessons & interventions programs, and to research new supplemental instructional materials.
	Utilize the Irlin screening process in selected grade levels to identify student visual processing needs.
	Utilize Title 1 funds will be used to pay for ½ classroom teacher to reduce class size.
	Encourage teachers to use a combined Anatomy of a Lesson (Literacy First) and EXCEL model (Capturing Kids Hearts) lesson plan format for preparing their daily lesson plans.

State Goal 1	North Carolina Public Schools will produce globally competitive students
District Goal 1.3	Close the achievement gap by decreasing non proficiency of under-performing subgroups by 15% annually on state tests.
School Goal	Jenkins will close the achievement gap by decreasing non-proficiency of under-performing subgroups by 15% annually on state tests.
Performance Measure/Indicator	EOG test results
Completion Date	June 2016
Improvement Strategies	Encourage grade levels to utilize existing time and structure differently to better meet the needs of the students (ie: 4 th grade Explorations program; math grouping).
	Increase student use in all K-5 classrooms of class sets of ipads.
	Increase student involvement/positive attitude toward school we will provide various club opportunities throughout the year such as cheerleading, legos, and technology.
	Require teachers to include more “culturally relevant examples” into their written lesson plans. Dr. Chance Lewis will continue to provide leadership and training in this area.
	Renew our emphasis will be placed on Capturing Kids Hearts. “Process Champion” teacher leaders will work monthly with teachers to ensure that components of the CKH program are being implemented at a high level.
	Meet monthly with grade level PLCs and our instructional facilitator to utilize assessment information and review student data and performance.
	Recruit culturally diverse mentors/tutors.
	Introduce the North Carolina Formative Assessment Process to Kindergarten teachers. This assessment process will assist teachers in assessing current gaps and improvement in their student’s reading readiness skill levels.
	Challenge teachers to call each one of their student’s parents prior to the first day of classes to build a positive relationship with each primary adult care-giver.
	Using Title 1 and PTA funds, supplemental math, reading and science materials will be purchased for our homeroom classrooms and EC classrooms.
	Focus school efforts to ENRICH our minority students: Engage, Nurture, Recruit, Involve, Connect, High expectations.
	Partner with the Math-Mates coordinator for Mu Alpha Theta at Hickory High to have HS math students tutor our students after school while waiting on their bus.

State Goal 1	N C Public Schools will produce globally competitive students
District Goal 1.4	Increase the cohort graduation rate by 3% annually while reducing the annual drop out rate.
School Goal	Jenkins staff will provide encouragement to students in an effort to decrease the annual drop out rate.
Performance Measure/Indicator	High School drop-out rate. Increased parent involvement.
Completion Date	June 2016
Improvement Strategies	Schedule a time at each faculty meeting for Process Champions to review key CKH components, set goals, and lead the teachers in developing a school-wide social contract.
	Hold weekly class meetings in all classrooms to discuss issues such as bullying. One of many expected outcomes will be the development of positive teacher/student relationships.
	Use the parent module in the NCEdCloud program to encourage parent participation in monitoring their child's progress.
	Use Title 1 Parent Involvement Funds to encourage parents to be actively involved in their child's education. One example will be providing a free movie for Jenkins families at the Carolina Theatre. Some possible follow-up activities will be parents and students writing about their favorite character in the movie, comparing/contrasting the movie with the book, and assigned readings at home.

State Goal 1	North Carolina Public Schools will produce globally competitive students
District Goal 1.5	Increase under-represented subgroup participation in Honors/Advanced Placement/ International Baccalaureate/Dual Enrollment/ Academically Intellectual Gifts programs.
School Goal	Increase the participation of under-represented subgroups in our AIG program.
Performance Measure/Indicator	Number of participating students
Completion Date	June 2016
Improvement Strategies	
	Utilize cross-grade groupings in literacy first flex groups to allow students who are well above the continuum to be grouped with students at their own skill level.
	Feature our AIG program by inviting students and parents to programs such as the Science Showcase and other showcase events.
	Ensure that teachers are aware of the AIG wiki site that provides lesson plans to differentiate for higher performing students.

State Goal 2	North Carolina Public Schools will be led by 21 st Century Professionals
District Goal 2.3	Increase the recruitment of minority candidates at all levels (ethnicity and gender) to better reflect the demographics of our student population.
School Goal	Jenkins staff will make an effort to recruit more minority teacher candidates.
Performance Measure/Indicator	Number of contacts made.
Completion Date	June 2016
Improvement Strategies	Utilize the state HRMS system and work with HPS Human Resource department to review resumes from diverse candidates whenever there is a position opening.
	Create a spreadsheet of the college each staff member graduated from. Staff members will then be encouraged to contact their alma mater to encourage education students to visit Hickory (especially minority candidates).

State Goal 2	North Carolina Public Schools will be led by 21 st Century Professionals
District Goal 2.4	Decrease teacher turnover rate annually resulting from factors within the control of the district.
School Goal	Jenkins will decrease our teacher turnover rate resulting from factors within the control of the school.
Performance Measure/Indicator	Turnover rate
Completion Date	September 2015 - May 2016
Improvement Strategies	Provide several duty-free lunches each year through PTA organization and supervision.
	Increase school morale by having the School Climate committee organize events such as Coffee Fridays and Staff Movie Nights.
	Review the 2015 Staff Survey results and prioritize areas of need.
	Strengthen professional relationships through Professional Learning Communities as teachers set norms and develop common assessments.

State Goal 3	North Carolina Public School students will be healthy and responsible.
District Goal 3.1	Reduce the out-of-school short terms suspensions (1-10 days_ by 10% each year for three years.
School Goal	We will reduce the number of out-of-school suspensions at Jenkins by 10% each year.
Performance Measure/Indicator	Number of suspensions
Completion Date	June 2016
Improvement Strategies	Develop annual school-wide CKH goals and provide training for new staff members.
	Review the CKH EXCEL model and the 4 Questions to ask when students aren't following classroom directions/procedures by using Process Champions as presenters.
	Monitor classrooms to ensure that all elements of the program, such as weekly class meetings, are being consistently utilized (monitored by Olweus chairperson).
	Utilize the spreadsheet developed to track the interventions of identified at-risk students to ensure that the necessary support is provided.

State Goal 3	North Carolina Public School students will be healthy and responsible.
District Goal 3.3	Increase the percentage of students scoring in the Healthy Fitness Zone in 3 of 5 categories on Fitness Gram testing at the elementary level annually. Increase the number of schools receiving Healthy Schools Recognition from the Catawba County Department of Public Health.
School Goal	Jenkins will receive Healthy Schools Recognition.
Performance Measure/Indicator	Recognition received
Completion Date	June 2016
Improvement Strategies	Participate in the Healthy Fitness Zone program and increase the number of students scoring in 3 or 5 categories on the Fitness Gram test.
	Meet regularly with our Healthy Schools committee to ensure that all required elements of the Healthy Schools program are in place with the goal of receiving the Healthy Schools Recognition for the 4 th year in a row.
	Hold regular meetings with our MERT/Crisis Team to ensure that the students and staff are safe and that they will be cared for should an accident on campus occur.
	Provide training for our MERT/Crisis team members to ensure we are updated on initial first aid response techniques.
	Provide a culture of healthy lifestyles through school activities such as Mileage Club, JEST, and Fit for Motion.

State Goal 3	North Carolina Public School students will be healthy and responsible.
District Goal 3.4	Reduce the number of bullying and bullying-related incidents annually.
School Goal	Jenkins will reduce the number of bullying-related incidents.
Performance Measure/Indicator	Office referrals
Completion Date	June 2016
Improvement Strategies	Review data from the Spring 2014 Olweus student survey and develop new goals and strategies to continue to decrease the number of bullying incidents.
	Utilize the "Stay Safe. Speak Up!" hotline which will allow students a method to report incidents of bullying anonymously.
	Expand our Watch D.O.G.S program. We are in the process of building a partnership with two faith based groups to provide numerous volunteers for this program.
	Hold weekly class meetings to discuss classroom issues such as bullying. One of many expected outcomes will be the development of positive teacher/student relationships.
	Conduct a Parent Social Media Night, led by Jenkins eLeaders, involving discussions on the potential benefits and dangers of various forms of social media available to their children.
	The school counselor and social worker will hold small group sessions for students involved in initiating bullying incidents and those who are the victims of bullying incidents.

State Goal 4	Leadership will guide innovation in North Carolina Public Schools	
District Goal 4.1	Increase resources and services annually that target the specific needs and goals of the schools within the district. Establish a private partnership committee that focuses on providing both resources and services that target the specific needs and goals of the schools within the district.	
School Goal	Jenkins will ensure that we recruit at least one (or more) private and/or faith-based partner.	
Performance Measure/Indicator	Number of partners	
Completion Date	May 2016	
Improvement Strategies	Expand the partnerships with Christ Church Northside and First Presbyterian Church, including school supply donations, meals for staff, volunteer work through PTA, Watch Dogs, a Lunch Buddies program, and partnership activities with PTA.	
	Produce a list of ways partnerships can positively affect Jenkins school staff and students, such as by donating school supplies and tutoring students. This list will be provided to private and faith-based groups contacted by staff members.	
State Goal 4	Leadership will guide innovation in North Carolina Public Schools	
District Goal 4.2	Increase parent participation by 10% each year.	

School Goal	Jenkins will increase parent participation by 10% each year.	
Performance Measure/Indicator	Number of volunteers	
Completion Date	May 2016	
Improvement Strategies	Conduct parent/volunteer recognition activities during April, which is volunteer appreciation month.	
	Use technology communication tools such as Remind.com and Dojo to improve communication with parents.	
	Encourage parents to participate in events such as Career Day, JEST, tutoring, and Jenkins Got Talent.	
	Improve communication and partnership efforts with PTA including identifying teacher representatives to serve as liaisons to the PTA board.	
	Create and operate a new Jenkins Facebook page and update our school's webpage.	
	Focus strategically on recruiting minority volunteers. We will work through churches and the school leadership team to brainstorm ways to involve more minority parents.	
	Work with the production crew of a local faith based group to record a dvd on the volunteer needs at Jenkins.	

State Goal 5	North Carolina Public Schools will be governed and supported by 21 st Century Systems
District Goal 5.2	In three years, all classrooms will have presentation equipment (i.e. teacher computer, projector, interactive display technologies, document camera, etc.)
School Goal	In three years all classrooms will have teacher presentation equipment.
Performance Measure/Indicator	Number of classrooms with presentation equipment
Completion Date	May 2016
Improvement Strategies	Hold Technology Tuesday and Wired Wednesday events for teachers to share how they are utilizing technology for instruction and student learning.
	Survey the faculty to determine technology instructional needs, such as using Google Docs, and will follow-up with training sessions.
	Encourage teachers to offer a limited "Bring Your Own Student Device" program with their students.
	Use Title 1 and PTA funds to meet HPS matching funds guidelines.
	Improve communication and improve staff technology awareness we will move to using Google Docs.
	The administration will use the SAMR model with our walkthrough instrument to monitor student use of technology.

State Goal 5	North Carolina Public Schools will be governed and supported by 21 st Century Systems
District Goal 5.3	100% of instructional staff will participate in technology training each

	renewal cycle.
School Goal	100% of the Jenkins instructional staff will participate in technology training each renewal cycle.
Performance Measure/Indicator	Percent of teachers participating and the number of contact hours
Completion Date	May 2016
Improvement Strategies	Hold monthly after-school “technology sharing” sessions led by our eLeaders. Events will be titled Technology Tuesday and Wired Wednesday.
	Integrating technology will be a school-wide focus. The technology committee will develop a list of recommended activities to increase the student use of technology in the classroom.
	Develop a list of recommended iPad apps for each grade level to use.
	Model the use of Google Docs by eLeaders and school administrators.
	Provide staff development for all new devices purchased for teacher presentation and student learning.

Professional Development needed to implement above goals and strategies. Please consider test information from last year, subjects requiring professional development, etc.

<u>Professional Development</u>	<u>Trainer</u>	<u>Timeline</u>
Minority Student Achievement	Dr. Chance Lewis	2015-16
K-3 Formative Assessment Process	HPS	2015-16
Technology SD	Terry Hall; eLeaders	Monthly Tech Tuesdays & Wired Wednesdays
Ongoing Olweus Implementation	Angela Simmons	2014-2015
SchoolNet Assessments Training	Shawn Clemons	Fall 2015
First Aid and CPR Training	Health Dept.	Fall 2015
CKH Training for New Teachers	HPS	2015-16
Process Champions Training	The Flippen Group	Fall 2015