

**Hickory Bend Elementary School  
School Improvement Plan  
2014-2015**

The Mission of School District 167  
Brookwood School District 167, in partnership with parents and community, will create a learning environment in which all students excel at becoming lifelong learners and decision makers.

**We believe:**

- Families shape their children’s motivation, confidence, and academic success by being interested and involved in their overall development
- All students are unique and should be challenged to the highest level of academic and artistic excellence
- Staff development opportunities based on best practices and educational research is of the utmost importance
- In educating our children in a safe and nurturing environment with access to state of the art technology
- The school system should teach students to think critically enabling them to become contributing citizens in our global society
- In continuous improvement in all aspects of the school system to foster a culture of excellence, accountability and integrity
- In responsible stewardship of financial and physical resources

**Current Conditions:**

Our school improvement goals are based on best practices and research. Our goals will focus on each student making his or her projected growth target for achievement.

**Demographics:**

African American 80%; Caucasian 5.8%; Hispanic 12%; Asian 0%; Multi-Race 5.7%; American Asian 0%;

Mobility Rate 13%; Low Income 67.1%; Limited English Proficiency 9%; IEPs 9%;

**NWEA-MAP Data:**

**MAP: Reading 2-5 Common Core Reading:**

<b>TERM:</b>	<b>GRADE:</b>	<b>MEAN RIT:</b>
Winter 2014-2015	2	184.8
Fall 2014-2015	2	177.6
Winter 2014-2015	3	189.4
Fall 2014-2015	3	185.2
Winter 2014-2015	4	200.0
Fall 2014-2015	4	196.7

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**MAP: Math Primary Grades Common Core:**

<b>TERM:</b>	<b>GRADE:</b>	<b>MEAN RIT:</b>
Winter 2014-2015	K	149.1
Fall 2014-2015	K	141.2
Winter 2014-2015	1	167.0
Fall 2014-2015	1	159.1
Winter 2014-2015	2	167.5
Fall 2014-2015	2	174.9

**MAP: Reading Primary Grades Common Core:**

<b>TERM:</b>	<b>GRADE:</b>	<b>MEAN RIT:</b>
Winter 2014-2015	K	150.6
Fall 2014-2015	K	143.1
Winter 2014-2015	1	155.1
Fall 2014-2015	1	147.0
Winter 2014-2015	2	168.4
Fall 2014-2015	2	159.1

**MAP: Language 2-12 Common Core:**

<b>TERM:</b>	<b>GRADE:</b>	<b>MEAN RIT:</b>
Winter 2014-2015	2	184.4
Fall 2014-2015	2	176.2
Winter 2014-2015	3	196.2
Fall 2014-2015	3	185.1
Winter 2014-2015	4	202.4
Fall 2014-2015	4	198.1

**MAP: Math 2-5 Common Core Mathematics:**

<b>TERM:</b>	<b>GRADE:</b>	<b>MEAN RIT:</b>
Winter 2014-2015	2	183.8
Fall 2014-2015	2	175.1
Winter 2014-2015	3	192.1
Fall 2014-2015	3	185.1
Winter 2014-2015	4	201.1
Fall 2014-2015	4	196.2

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**School Goal 1:** Students will meet or exceed learning standards for their grade level in Reading. (IIIA17)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) Students will meet or exceed learning standards for their grade level.	Teachers Report progress to grade level teams during PLC's on biweekly basis.	40% of students will meet grade level benchmark score by End of year data.	NWEA-MAP Reading Proficiency Assessment NWEA MAP Reading Growth Assessment.
2.) Students will meet or exceed their growth expectations.	Teachers are to report progress to principal during PLC's on bi-weekly basis.	55% of students will meet their AIMS web benchmark assessment by spring 2016.	Formative & Summative Assessments.  Visual Targets for staff and students.
3.) Students will meet or exceed unit plan learning outcomes.	One grade level will share action plan to report progress to building teams during staff meeting each month	60% of students will meet or exceed their growth expectations by the end of the school year.	Daily work Reader's Response notebooks rubrics Reading Logs. Pacing Guides  Unit plan Pre & Post test assessment  iRead System 44 Big Day Read 180 AIMS web Study Island Reading Assessment Fountas Pinnell

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**School Goal 2:** Students will meet or exceed learning standards for their grade level in Mathematics. (IIIA36)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) Students will meet or exceed learning standards for their grade level.	Report progress to grade level teams during PLC's on biweekly basis.	25% of students will be proficient by the end of the 2015-2016 school year.	NWEA MAP Math proficiency Assessment
2.) Students will meet or exceed their growth expectations.	Teachers are to report progress to principal during PLC's on bi-weekly basis.	66% of students will be proficient on math computation by the end of the school year 2015-2016	AIMS web Math Assessments NWEA MAP Mathematics Growth Assessment
3.) Students will meet or exceed unit plan learning outcomes.	One grade level will share action plan to report progress to building teams during staff meeting each month	64% of students will met their growth target by spring of 2016  80% of students will master with 80% accuracy	Unit Plan Pre & Post Test Assessment

**School Goal 3:** The school culture will promote and support the academic, physical, social, emotional and behavioral skill development and engagement of students. (CL10)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) Positive Behavior Interventions and Supports are used at Hickory bend Elementary School as a framework to increase students' positive behavior throughout the building.	Staff	August 2014- June 2015	Lower office communicators, increased involvement in PBIS rewards

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2.) Cool Tool lessons are taught based on what the data tells us about types and locations of behaviors.	Principal/Teachers	August 2014- June 2015	
3.) Teachers have become proficient in differentiating instruction to engage all learners.	Principal/Teachers	September 2014	

**School Goal 4:** The school culture will support teachers in practicing effective and responsive instruction to meet individual student needs. (CL8)

Strategies/Action Steps	Who Is Responsible	Target Dates/Timeline	Evidence of Effectiveness
1.) All staff have participated in staff development opportunities for developing instruction that is aligned with the Common Core State Standards.	Principal/Teachers	August 2014- June 2015	Lesson plans are aligned to Common Core State Standards
2.) Student learning targets and curriculum are clearly communicated among staff and shared with parents through home newsletters and websites weekly/monthly/quarterly.	Principal/Teachers	September 2014- June 2015	
3.) Needs assessment surveys are conducted and completed to create effective professional development.	Principal/Teachers	August 2014- October 2014	
4.) Common planning time is provided in order for grade level teachers to strategize for most effective instruction.	Principal/Teachers	August 2014- June 2015	

**School Goal 5:** The school's Learning Support System will include academic, physical, social, emotional, and behavioral programming based on school-wide, targeted group and individualized needs. (CL1)

Strategies/Action Steps	Who Is Responsible	Target Dates/Timeline	Evidence of Effectiveness
1.) There are a variety of behavioral rubrics systems in place to	Principal/Teachers/Social Worker/PBIS Team	August 2014- June 2015	

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support our students needing behavioral interventions.			
2.) Newsletters concerning student health wellness are regularly sent home to communicate with our learning community.	Principal/Teachers/Nurse	August 2014- June 2015	
3.) During Open House Night every fall, parents are informed about all district and classroom policies.	Parents are informed about all district policies at the autumn Hickory Bend Open House.	September 2014	
4.) District and Building Staff Handbooks are passed out at registration	Principal/Teachers	August 2014	Parents sign for at registration

**School Goal 6:** the Leadership Team, utilizing student-learning data, will set yearly-learning goals for the school. (IID06)

Strategies/Action Steps	Who Is Responsible	Target Dates/Timeline	Evidence of Effectiveness
1.) Brookwood 167 establishes yearly learning goals for students. Hickory Bend has created accelerated growth targets to help all children achieve high levels of success.	Principal/Teachers	August 2014- June 2015	
2.) Tools such as NWEA/MAP, Fountas and Pinnel, AIMSweb and common grade level assessments help us monitor student's growth throughout the year.	Principal/Teachers	August 2014- June 2015	

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**School Goal 7:** All teachers will differentiate assignments (individual instruction) in response to individual student performance pre-test and other methods of assessment. (IIIA07)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) Guide students toward mastery of the Common Core State Standards.	Principal/Classroom Teachers along with Title I Specialists, ELL Teachers, Resource Teachers, Social Worker, and Instructional Assistants	August 2014- June 2015	Common Assessments given quarterly, the team will review student progress quarterly.
2.) Children receive whole class instruction, small group instruction, and individualized instruction based on their mastery of the standards.	Principal/Teachers	August 2014- June 2015	
3.) Teachers have been receiving professional development on how to differentiate instruction for students while maintaining alignment with the Common Core State Standards.	Principal/Teachers	August 2014- June 2015	Student placement in intervention groups will indicate learning has taken place.

**School Goal 8:** Teachers will increase their integration of technology use in their classroom. This year 100% of classroom teachers will have a completed webpage on Hickory Bends Website

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1. Provide teachers at Institute Day guidelines for submitting lesson plans electronically.	Teachers will electronically submit lesson plans.	August 2014	All lesson plans will be submitted electronically to building principal for review.
2. Provide multi level training to teachers on developing Webpages.	Principal/Teachers/Technology Director	December 2014	
3.) Provide Professional	Principal/Teachers/Technology Director	August 2014- June 2015	Teachers will have a webpage developed

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Development on ideas for students using technology in the classroom and completed classroom projects.			and on-line by December 1, 2014
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**School Goal 9:** Students will be engaged and on task. (IIIA35)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) Hickory Bend uses school-wide academic and behavior expectations to prepare and support students for learning.	Principal/Teachers	August 2014- June 2015	Assessment given before sessions begins and one given after, review growth made.
2.) Students use “I can...” statements to describe their learning. Teachers use these “I can...” statements to introduce, teach, and review skills and strategies that students are learning in Mathematic and ELA.	Principal/Teachers	August 2014- June 2015	Pre and post assessments are used to measure students growth or students can explain what they are learning.

**School Goal 10:** Instructional Teams will review student-learning data (academic, physical, social, emotional, behavior) to assess and make decision about curriculum and instructional strategies. (IID08)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) During grade level teams meet weekly common plan time to discuss and plan for instruction and assessment.	Teachers/Principal	August 2014- June 2015	Student placement intervention groups will indicate learning has taken place.
2.) Administration, along with specialists meet with the grade level teams to support	Principal/Specialists	August 2014- June 2015	Teachers can justify placement of students in intervention

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their efforts and ensure student success.

groups.

**School Goal 11:** School Leadership will actively model and foster a positive school environment where staff members feel valued and are challenged to be engaged and grow professionally. (CL5)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) We are proud to be Hickory bend All Stars!!	Principal/Teachers	August 2014- June 2015	Daily Announcements
2.) Teachers participate in staff meetings weekly, early release days monthly, and institute days quarterly to ensure that they are engaged and growing professionally to meet the needs of our Hickory Bend students and our entire school community.	Principal/Teachers	August 2014- June 2015	Written timeline provided to each teacher.

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**School Goal 12:** The school's Compact will outline the responsibilities/expectations of teachers, primary caregivers, and students. (IVA03)

<b>Strategies/Action Steps</b>	<b>Who Is Responsible</b>	<b>Target Dates/Timeline</b>	<b>Evidence of Effectiveness</b>
1.) The Compact is discussed with students at the beginning of the year and shared with parents at Open House.	Principal/Teachers	September 2014	
2.) Hickory Bend recognizes the need for a strong relationship between home and school to help our students succeed. The Compact outlines the school's responsibilities for student learning, the parents' responsibilities for learning, and student's responsibilities for their own learning.	Principal/Parent Involvement/ Student Achievement/Teacher Instruction	August 2014- June 2015	Family Reading Night, Parent Café, Scholastic Book Fair, STEM Fair
3.) Opportunities for parent involvement are provided during the year.	Parents/Principal/Teachers	August 2014- June 2015	

***Hickory Bend Elementary School Improvement Team:***

***Shawn Jackson, Principal***  
***Ashley Baugher, Teacher***  
***Lauran Garza, Reading Specialist***  
***Sue Jackiw, Teacher***  
***Alissa Crowel, Teacher***  
***Amber Newman, Teacher***  
***Lisa Panazzo, Special Education Teacher***

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