

## School Improvement Plan

### Summary of Goals, Key Processes and Action Steps

<b>School:</b>	Baucom ES
<b>Plan Year</b>	2014-2016
<b>LEA:</b>	Wake County (920)

<b>School Goal</b>		By the end of the 2015-2016 school year, all subgroups will have met their AMO target scores for proficiency, and all subgroups will show high growth.
<b>Goal Manager</b>		SIP Committee Chairs
<b>Strategic Objective</b>		Learning and Teaching
<b>State Board of Education Goal</b>		Globally Competitive Students
<b>Data Justification for Goal Based on Comprehensive Needs Assessment</b>		Based on 2013-2014 Benchmark Assessment data there is an achievement gap between Black and Hispanic students and White students in both reading and math.
<b>1</b>	<b>Key Process</b>	Teachers, in collaboration with their PLT's, will develop engaging, aligned lesson plans.
	<b>Process Manager</b>	Academic Committee Chairs
	<b>Completion Date</b>	Jun - 2016
	<b>Restrainers</b>	Time and alignment of current resources with new curriculum.
	<b>Resources</b>	Common Core Curriculum, C-MAPP, School Staff.
	<b>Measurable Process Check(s)</b>	Measured by completed lesson plans which are submitted to the administrative team where they are reviewed and archived on a monthly basis.
<b>1 Action Step</b>		Teachers will collaboratively utilize lesson plans that reflect activating and summarizing strategies to ensure student engagement and relevance with a specific emphasis on targeted subgroups.
<b>Timeline</b>		From 8/2015 To 6/2016
<b>2 Action Step</b>		Teachers will evaluate lesson assignments to ensure that they are aligned with standards, require level 3 or 4 thinking skills, and incorporate grade level writing standards detailing appropriate modification/supports for subgroup students.
<b>Timeline</b>		From 8/2015 To 6/2016
<b>3 Action Step</b>		Teachers will reflect and evaluate the effectiveness of lesson plans after delivery and make adjustments as necessary; driving differentiated instruction.
<b>Timeline</b>		From 8/2015 To 6/2016
<b>2</b>	<b>Key Process</b>	By the end of the 2015-2016 school year, teachers will implement best practices, focusing on high quality Tier 1 instruction, aligned to the RTI model and Baucom's intervention plan.

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	<b>Process Manager</b>	Instructional Support Team	
	<b>Completion Date</b>	Jun - 2016	
	<b>Restrainers</b>	Time needed to complete assessments and scheduling to ensure that instruction continues while screening/progress monitoring occurs.	
	<b>Resources</b>	School staff, Professional Development, results from Universal Screening, Progress Monitoring and Formative Assessments.	
	<b>Measurable Process Check(s)</b>	The Instructional Support PLT will meet weekly to evaluate implementation and effectiveness of Universal Screening, intervention delivery, and progress monitoring.	
	<b>1 Action Step</b>	Teachers will utilize data from screening and progress monitoring to differentiate instruction in class by engaging students in grade level appropriate written responses in the majority of their assignments across all curriculum areas.	
	<b>Timeline</b>	From 8/2015 To 6/2016	
	<b>2 Action Step</b>	Instructional Support Team will monitor student progress and provide input regarding interventions and level of support needed.	
	<b>Timeline</b>	From 8/2015 To 6/2016	
<b>3</b>	<b>Key Process</b>	By the end of the 2015-2016 school year, Baucom teachers will utilize a variety of technology tools to promote students' attainment of 21 <sup>st</sup> century skills.	
	<b>Process Manager</b>	Technology Facilitator	
	<b>Completion Date</b>	Jun - 2016	
	<b>Restrainers</b>	Maintaining current equipment, funding, aging equipment, lack of equipment,	
	<b>Resources</b>	SMART boards, iPads, laptops, Technology facilitators, Teacher Leader Corps, Discovery Ed, Professional Development, Baucom Web pages, Learning Labs	
	<b>Measurable Process Check(s)</b>	Teacher participation in staff development. Percentage of lesson plans that incorporate student and teacher use of technology.	
	<b>1 Action Step</b>	Teachers will participate in technology resource training provided by Teacher Leader Corps.	
	<b>Timeline</b>	From 8/2015 To 6/2016	

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<b>2      Action Step</b>	Teachers will collaborate with PLT and colleagues to plan ways to incorporate student use of technology in their learning.
<b>Timeline</b>	From 8/2015 To 6/2016

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<b>School Goal</b>		By 2016, 85% of the staff, students, and parents surveyed will agree kind, respectful, and responsible choices are made throughout Baucom Elementary creating a positive place to learn.
<b>Goal Manager</b>		Process Managers - Internal Committee
<b>Strategic Objective</b>		Learning and Teaching
<b>State Board of Education Goal</b>		Healthy Responsible Students
<b>Data Justification for Goal Based on Comprehensive Needs Assessment</b>		"By 2016, 85% of the staff, students, and parents surveyed will agree that Baucom Elementary is a good place to work and learn," comes from the results from the following surveys: TWC, Survey Monkey and written PBIS for students grades K-5, PTA Google Docs, and 4 <sup>th</sup> grade School Climate Surveys.
<b>1</b>	<b>Key Process</b>	Students will display kind, respectful, and responsible behaviors in common areas including hallways, cafeteria, restrooms, classrooms, and playgrounds indicated by 85% or higher as measured by survey results.
	<b>Process Manager</b>	Internal Committee
	<b>Completion Date</b>	Jun - 2016
	<b>Restrainers</b>	Not everybody participates or completes surveys; time to reach staff agreement, develop lessons and train students on new behaviors; consistency of rewards.
	<b>Resources</b>	Google docs survey
<b>Measurable Process Check(s)</b>		The PBIS and Internal Committee will analyze monthly survey feedback from both surveys to rate quality of initiatives and programs at BES.
	<b>1 Action Step</b>	Healthy Schools Committee will create a student survey to be administered K - 5 <sup>th</sup> grades.
	<b>Timeline</b>	From 8/2015 To 6/2016
	<b>2 Action Step</b>	Healthy Schools Committee will analyze monthly survey feedback, and group minutes from the student PBIS group, and monthly PBIS committee meetings.
	<b>Timeline</b>	From 8/2015 To 6/2016
	<b>3 Action Step</b>	Healthy Schools Committee will create lessons plans based on areas of need. Teachers will implement created lesson plans.
	<b>Timeline</b>	From 8/2015 To 6/2016

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<b>2</b>	<b>Key Process</b>	Baucom Elementary School will utilize strategies to maintain attendance at 95% or higher and decrease student tardies to ensure student readiness to learn and academic success.
	<b>Process Manager</b>	Attendance Committee
	<b>Completion Date</b>	Jun - 2016
	<b>Restrainers</b>	Factors out of our control - homelessness, moving, lack of transportation, parents continually bringing in students late or letting them stay home (tardies and unexcused absence)
	<b>Resources</b>	Attendance information from PowerSchools
	<b>Measurable Process Check(s)</b>	Attendance committee will compare attendance and tardy data on a quarterly basis to determine effectiveness of strategies.
	<b>1 Action Step</b>	Teachers will follow the action steps of the flow chart for attendance procedures notifying attendance committee as concerns arise. The Attendance Committee will track student absences and tardies monthly.
	<b>Timeline</b>	From 8/2015 To 6/2016
	<b>2 Action Step</b>	Attendance committee members will contact parents of students with absent trends. (monthly)
	<b>Timeline</b>	From 8/2015 To 6/2016
	<b>3 Action Step</b>	The School Counselor(s) will have small groups and individual students with multiple absences and/or tardies based on Attendance Committee decisions. (monthly)
	<b>Timeline</b>	From 8/2015 To 6/2016
	<b>4 Action Step</b>	The PTA will track attendance at educational events provided by the school staff and PTA to indicate parent school support. (monthly)
	<b>Timeline</b>	From 8/2015 To 6/2016