

**School Improvement Plan for 2008-11 Planning Cycle**  
*Revised 2009*

LEA: UCPS

School: Sardis Elementary School

Goals/Strategic Priorities:

- High Achieving & Globally Competitive Students*       *21<sup>st</sup> Century Professionals / Quality Teachers & Administrators*  
 *Healthy, Responsible Students / Safe Orderly Caring Schools*       *Effective and Efficient Operations / 21<sup>st</sup> Century Systems*  
 *Leadership for Innovation for 21<sup>st</sup> Century Schools / Family and Community Involvement and Support*

<b>School Improvement Goal/Objectives</b>	<b>Timeline</b>	<b>Person Responsible</b>	<b>Professional Development</b>	<b>Strategies/Include Use of Technology</b>	<b>Resources Required/Budget</b>	<b>Evaluation</b>
<p>Sardis Elementary students will be served by highly qualified teachers and staff who will provide leadership for the 21<sup>st</sup> Century Schools.</p> <ul style="list-style-type: none"> <li>Sardis Elementary will hire and retain highly qualified classroom teachers.</li> <li>Sardis Elementary will utilize a comprehensive staff development plan with an emphasis on 21<sup>st</sup> century skills.</li> <li>Healthy Active Lifestyle committee of Faculty and Staff members will offer opportunities for the faculty to participate in activities and learning opportunities.</li> </ul>	2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Faculty/staff</li> <li>Curriculum coordinators</li> <li>Human Resource Department</li> <li>Media and technology department</li> <li>PTO</li> <li>Healthy Active Lifestyle committee</li> </ul>	<ul style="list-style-type: none"> <li>Technology in-service, i.e. Moodle, and training to use updated equipment</li> <li>New teacher support training</li> <li>Information on becoming "healthier"</li> </ul>	<ul style="list-style-type: none"> <li>Hire highly qualified staff by using the VIF candidate pool when appropriate.</li> <li>Purchase ActivBoards and document cameras for classroom use.</li> <li>Use grade level experienced teachers to mentor new teachers.</li> <li>Provide a "buddy teacher" to teachers new to Sardis.</li> <li>Allow time for the In-house Curriculum Coordinator to train new teachers on school and county initiatives, i.e. Readers' and Writers' Workshop.</li> <li>Provide opportunities for the staff to have "team building" experiences.</li> <li>Participate in the Union County Public Schools Job Fair to recruit possible teachers.</li> <li>Offer "perks" to faculty and staff such as monthly celebrations, Critical Leave, weekly planning with peers, etc.</li> <li>Encourage teachers to become Nationally Board Certified and/or earn a Masters Degree.</li> <li>Involve teachers in the interviewing of new faculty members.</li> </ul>	<p>VIF program</p> <p>Buddy Teachers</p> <p>Mentor Teachers</p> <p>Materials for staff development</p> <p>Computer technology</p> <p>ActivBoards</p> <p>Document Cameras</p>	<p>Classroom Walkthroughs</p> <p>Formal and informal teacher evaluations</p> <p>NC Teacher Working Condition Surveys</p> <p>Certification of Completion from workshops</p> <p>UCPS Teacher Surveys</p>

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<p>Sardis will utilize 21<sup>st</sup> Century Systems to operate effectively and efficiently.</p> <ul style="list-style-type: none"> <li>• Increase access to computer hardware.</li> <li>• Use a variety of modes of communication with the internal and external stakeholders.</li> </ul>	<p>2011</p>	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Faculty/staff</li> <li>• Curriculum coordinators</li> <li>• Human Resource Department</li> <li>• Media and technology department</li> <li>• Sardis Media Specialist</li> <li>• Computer Lab facilitator</li> <li>• PTO</li> <li>• Spanish teacher</li> <li>• K-12 Second Language Curriculum Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• Moodle Training</li> <li>• Training on using 21<sup>st</sup> Century technology</li> <li>• NC Wise training</li> <li>• Basic Spanish Phrases for Educators training</li> </ul>	<ul style="list-style-type: none"> <li>• Promote ongoing communication with parents: <ul style="list-style-type: none"> <li>▪ Grade Level Literacy Nights</li> <li>▪ Writers' Celebrations</li> <li>▪ Parent-Teacher Conferences</li> <li>▪ Grade Level Newsletters</li> <li>▪ Teacher Websites</li> <li>▪ Connect-Ed Messages</li> <li>▪ Cultural Awareness Evenings</li> <li>▪ PTO Family Nights</li> </ul> </li> <li>• Translate all school correspondences to Spanish and Russian when feasible.</li> <li>• Utilize Spanish teacher to translate and interpret for teachers and parents.</li> <li>• Purchase and use document cameras, ActivBoards, data projectors, laptops/desktop computers, digital microscope to increase student and teacher interaction with technology.</li> <li>• Utilize internet-based data banks such as NC Wise and Easy IEP to align school with 21<sup>st</sup> Century technology.</li> </ul>	<p>Teacher assistant assigned to Computer Lab</p> <p>Spanish teacher</p> <p>Media and Technology Specialists</p> <p>Curriculum Coordinators</p> <p>Use of web-based translating programs</p> <p>Materials for Spanish training</p> <p>K-12 Second Language Curriculum Coordinator</p>	<p>Formal and informal observations</p> <p>Classroom Walkthroughs</p> <p>Surveys</p> <p>Connect-Ed data</p> <p>Certification of Completeness from workshops</p> <p>Purchase Orders/Invoices</p> <p>EC Computer Cart</p>

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<p>Sardis will operate safe, orderly, and caring schools to produce healthy and responsible students.</p> <ul style="list-style-type: none"> <li>Sardis Elementary school will create safe learning environments for students and teachers.</li> <li>Sardis Elementary School will develop and maintain a character education plan.</li> <li>Sardis Elementary will promote Healthy Active Children.</li> <li>Parent surveys will reflect an increase in the percentage agreeing that student behavior has improved.</li> </ul>	2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Counselors</li> <li>PE Teacher</li> <li>All Faculty and staff</li> <li>Union County Sheriff's Department</li> <li>Cafeteria Manager and staff</li> <li>School nurse</li> <li>Healthy Active Committee</li> <li>PBIS Committee</li> </ul>	<ul style="list-style-type: none"> <li>Crisis Intervention Training</li> <li>First Aid/CPR training</li> <li>HAC Training</li> </ul>	<ul style="list-style-type: none"> <li>Train teachers, assistants, administration, special area teachers, bus drivers, etc. on the implementation of PBIS (Positive Behavior Instruction and Support).</li> <li>Follow procedures for safety as mandated by the Union County Emergency Handbook.</li> <li>Evaluate and update evacuation procedures for the CIRCA kits.</li> <li>Require all visitors to sign-in and wear a Visitors Sticker.</li> <li>Utilize installed cameras to monitor entrances, hallways, and mobile unit area.</li> <li>Practice fire drills, bus evacuations, lock downs and tornado drills as required.</li> <li>Provide the opportunity for the 5<sup>th</sup> grade students to participate in a 3 week mini-DARE program.</li> <li>Require all faculty, staff, and students to wear nametags daily.</li> <li>Implement through the guidance department a Bullying Program to all classes Grade K-5.</li> <li>Provide Character Education through the guidance department with support from the classroom teachers.</li> </ul>	<ul style="list-style-type: none"> <li>Incentives for PBIS</li> <li>Energizer flip charts</li> <li>Outside track</li> <li>PE teacher</li> <li>PBIS Respect Chant</li> <li>PBIS Committee</li> </ul>	<ul style="list-style-type: none"> <li>Parent, Teacher, and Student Surveys</li> <li>Lesson Plans</li> <li>Classroom Walk Throughs</li> <li>DARE graduation</li> <li>Formal/informal observations</li> <li>Teacher lesson plans</li> <li>Fitness Grams</li> <li>PBIS Data from charts</li> </ul>

				<ul style="list-style-type: none"><li>• Utilize Energizers from the HAC workshop.</li><li>• Encourage participation in Jump Rope for Heart.</li><li>• Celebrate Fitness and Healthy Lifestyles with a school-wide mile walk.</li><li>• Invite parents to a Family Fitness Night.</li><li>• Implement “Sparks” program for grades K-5.</li><li>• Provide opportunities for student to explore special interests: Sardis Sound (chorus), Girls on the Run.</li><li>• Install lobby security doors.</li></ul>		
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<p>Sardis Elementary will produce high achieving and globally competitive students.</p> <ul style="list-style-type: none"> <li>Sardis students will achieve the high growth standard of the North Carolina Accountability, Basic Skills and Control Plan (ABC).</li> <li>Sardis students will achieve 71.6% grade level proficiency in grades 3-5 on the North Carolina Reading EOGs.</li> <li>Sardis students will achieve 88.6% grade level proficiency in grades 3-5 on the NC Math EOGs.</li> <li>Sardis students will increase the percentage of students at or above grade level on the Fourth Grade State Writing Assessment. (Baseline:52% in 2008)</li> <li>Sardis students will increase the percentage of students at or above</li> </ul>	2011	<ul style="list-style-type: none"> <li>Teachers</li> <li>Principal</li> <li>Assistant Principals</li> <li>On-site Curriculum Coordinator</li> <li>County provided Curriculum Coordinator</li> <li>Media Specialist</li> <li>Teacher Assistants</li> <li>Specialty Area Teachers</li> <li>District Media and Technology Department</li> <li>Remediation teacher</li> <li>Teacher assistant to aid in remediation</li> </ul>	<p>Here We Grow in-house staff development</p> <p>On-line DPI Writing in-service</p> <p>Technology Training</p> <p>County-wide staff development in Math and Reading</p>	<ul style="list-style-type: none"> <li>Hire tutors to assist students throughout the school</li> <li>Use disaggregated EOG/Test Magic results to form groups for remediation grades 3-5.</li> <li>Display Assessment Walls for Reading and Math for grades K-5 to track progress.</li> <li>Integrate technology into grade-level appropriate research and multi-media projects.</li> <li>Utilize Moodle to develop student book studies.</li> <li>Continue using Readers' and Writers' Workshop and individual conferring to meet the diverse needs of students.</li> <li>Continue Summer Reading program and opening the Media Center during the summer.</li> <li>Notify parents through conferences and/or telephone calls when students are not performing up to grade level expectations especially grades K-1.</li> <li>Implement CORE strategies in grades 1 and 2 by teacher</li> </ul>	<ul style="list-style-type: none"> <li>Test Magic</li> <li>Internet</li> <li>Hired Tutors</li> <li>Calculators</li> <li>Curriculum Coordinators</li> <li>Data Projectors</li> <li>ActivBoards</li> <li>Assessment Walls</li> <li>Laptop cart</li> <li>Tutoring materials</li> <li>Document camera(s)</li> <li>Classroom computers</li> <li>Volunteers</li> <li>PTO</li> <li>Remediation teacher</li> <li>Leveled Literacy Intervention program</li> <li>Summer school materials for</li> </ul>	<ul style="list-style-type: none"> <li>Reading and Math EOG scores</li> <li>Reading DRA scores</li> <li>Formal and informal classroom assessments</li> <li>Classroom Walkthroughs</li> <li>AYP status</li> <li>Test Magic Data</li> <li>Parent and student surveys</li> </ul>

<p>grade level on the Fifth Grade State EOG Science Test by 3% each year. (Baseline: 44.1 % in 2008)</p> <ul style="list-style-type: none"> <li>• Sardis students will read at or above grade level, DRA level 16 nonfiction and fiction independently, upon completing first grade based on DRA levels.</li> <li>• Decrease student dropout rate.</li> <li>• Increase the percentage of parents who believe the instructional program is continuing to improve. (60.9% baseline)</li> <li>• Increase the percentage of students who believe their school work is challenging. (56.3% baseline)</li> </ul>				<p>assistants.</p> <ul style="list-style-type: none"> <li>• Send alert letters to parents whose child is not achieving grade level proficiency.</li> <li>• Tutoring /mentoring with Specialty area teachers.</li> <li>• Purchase and update classroom computers.</li> <li>• Utilize Leveled Literacy Intervention program by Remediation teacher and assistant.</li> <li>• Develop a Master Schedule with time built in each day for intervention and enrichment activities</li> </ul>	<p>reading and math from Central Services.</p>	
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<p>Family, business, and community members will be involved and supportive of our school.</p> <ul style="list-style-type: none"> <li>Sardis will promote and encourage community/parent involvement and input.</li> <li>UCPS will promote and encourage business support of and involvement with the schools.</li> <li>School Improvement Team will be more involved in setting school goals.</li> </ul>	2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Faculty/staff</li> <li>Curriculum coordinators</li> <li>Human Resource Department</li> <li>Media and technology department</li> <li>PTO</li> </ul>	<ul style="list-style-type: none"> <li>Training in effectively utilizing School Improvement Team</li> </ul>	<ul style="list-style-type: none"> <li>Utilize community resources to enhance curriculum:                             <ul style="list-style-type: none"> <li>published authors</li> <li>business grants (Target, Donorschoose, etc.)</li> <li>parent volunteers</li> <li>Discovery Place representatives</li> <li>Schiele Museum representatives</li> <li>Camp Flintlock representatives</li> </ul> </li> <li>Participate in community involvement activities:                             <ul style="list-style-type: none"> <li>Alex's Lemonade Stand</li> <li>Relay for Life</li> <li>Indian Trail Arbor Day Activities</li> <li>Sardis Sound Performances</li> <li>Christmas Bureau</li> <li>Jump Rope for Heart</li> </ul> </li> <li>Promote ongoing communication with parents:                             <ul style="list-style-type: none"> <li>Grade Level Literacy Nights</li> <li>Writers' Celebrations</li> <li>Parent-Teacher Conferences</li> <li>Grade Level Newsletters</li> <li>Teacher Websites</li> <li>Connect-Ed Messages</li> <li>Cultural Awareness Evenings</li> <li>PTO Family Nights</li> </ul> </li> </ul>	Parent Volunteers PTO Community Businesses Site Based Team	Teacher Survey Results Sign-in sheets Data from Connect-Ed Formal and informal observations

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