

Douglas Byrd Middle School 2014- 2016 School Improvement Plan

Douglas Byrd Middle School
Cumberland County School System

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Overview

Plan Name

Douglas Byrd Middle School 2014-2016 School Improvement Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
2	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$4000
3	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$5000

Goal 1: 2014-2016 To promote continuous quality improvement

Measurable Objective 1:

collaborate to ensure teachers utilize common planning times to focus on establishing and maintaining effective Professional Learning Teams (PLT), by 06/10/2015 as measured by the productivity of lesson planning, collaboration, minutes, and classroom implementation of items discussed in the PLT meetings.

Strategy 1:

Professional Learning Teams - Teachers meet during scheduled times for the benefit of lesson planning, reviewing data, discussing best practices, and sharing strategies that are successful, and creating a plan for strategies that are not successful. The meeting time will be mandatory and all teachers will be held accountable for their participation, input, and feedback in meetings.

Research Cited: Professional development from DLP and Cumberland County Central office staff.

Activity - PLT's	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers meeting on a regular basis to make informed decisions based on student data, lesson objectives, strategies for best instructional practices.	Professional Learning	08/26/2014	06/10/2015	\$0	No Funding Required	Teachers, instructional coaches, and administration

Goal 2: 2014-2016 To expect academic growth by all children

Measurable Objective 1:

100% of All Students will demonstrate a proficiency and growth on EOG tests and other assessments which include 80% proficiency in Science and 50% proficiency in Math and in English Language Arts by 06/10/2015 as measured by student data from all EOG assessments.

Strategy 1:

Academic Support - Hire a highly qualified literacy coach for 50% of the day and hire a math coach 100% of the day to assist teachers and administration to create effective lesson plans, use collaboration to enhance student achievement, and share effective strategies with the staff to increase student growth and proficiency.

Research Cited: EVAAS data will be used to support the hiring of the literacy and math coaches to ensure the coaches have used best practices and strategies to ensure the success of their students. The use of coaches will allow teachers to work closely with the coaches to correct deficiencies in planning and instruction to ensure the success of all students.

Activity - Teacher Training on the Use of Bubble Maps	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Teachers and students will be given booklets created by the literacy and math coach that includes various bubble maps and other academic materials to assist students and teachers in the classroom. The booklets will be created by the literacy and math coaches and the document will be sent to the print shop for reproduction for each teacher and student.</p>	<p>Direct Instruction</p>	<p>08/26/2014</p>	<p>06/10/2015</p>	<p>\$1000</p>	<p>Title I School Improvement (ISI)</p>	<p>Literacy coach, math coach, teachers, and administration will be responsible to ensure the content is appropriate by grade level and all teachers use the document during instruction.</p>
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Activity - Schoolnet	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Instructional coaches and teachers will use Schoolnet to assess student progress throughout the school year. Students will take benchmark tests and student data will be evaluated by teachers and coaches. Students will track their own progress on assessments. Data will be used during grade level planning to address objectives that need to be re-taught and determine which teaching strategies will be most effective to ensure student success.</p>	<p>Academic Support Program</p>	<p>08/26/2014</p>	<p>06/10/2015</p>	<p>\$3000</p>	<p>Title I School Improvement (ISI)</p>	<p>Literacy and math coaches, teachers, administration are responsible to ensure sufficient enough copies are made for testing and scanning of document when online opportunities are not available.</p>

Goal 3: 2014-2016 To create a safe and caring climate that enhances learning

Measurable Objective 1:

collaborate to use PBIS to enhance good student behavior, and reduce student misbehavior. The goal for the reduction of discipline referrals of all students is 50% by 06/10/2015 as measured by tracking student discipline referral data for in-school suspensions (ISS) and out-of-school suspensions (OSS).

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Strategy 1:

PBIS Incentives - Incentives will be given to students meet behavior expectations throughout the school year. Dress passes, homework passes, and other donated and purchased incentives will be given to students throughout the school year. Students that improve their behavior will have the opportunity to receive incentives based on completion of behavior goals set for the student.

Research Cited: Statistical data from the implementation of PBIS during the school year has shown positive results.

Activity - PBIS Parties, drawings, field trips, and other incentives	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Pizza parties, drawings, field trips, and other incentives will be given to students that exhibit behavior that is appropriate while in class, during class transitions, and interaction with peers.	Other	08/26/2014	06/10/2015	\$5000	Title I School Improvement (ISI)	Teachers, guidance counselors, psychologist, and administration will ensure student incentives and opportunities will be given to students that exhibit appropriate behavior.

Activity - Classroom Management Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development for the entire staff on how to deal with student behaviors in the classroom. Some teachers may need to attend County professional development classes to learn how to effectively manage their classes to ensure that classroom instruction does not include student disruptions that interfere with learning and instruction.	Professional Learning	08/26/2014	06/10/2015	\$0	No Funding Required	Teachers and administration will be responsible to monitor and ensure that classroom instruction is disruptive free and conducive to learning.

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
PLT's	Teachers meeting on a regular basis to make informed decisions based on student data, lesson objectives, strategies for best instructional practices.	Professional Learning	08/26/2014	06/10/2015	\$0	Teachers, instructional coaches, and administration
Classroom Management Professional Development	Professional development for the entire staff on how to deal with student behaviors in the classroom. Some teachers may need to attend County professional development classes to learn how to effectively manage their classes to ensure that classroom instruction does not include student disruptions that interfere with learning and instruction.	Professional Learning	08/26/2014	06/10/2015	\$0	Teachers and administration will be responsible to monitor and ensure that classroom instruction is disruptive free and conducive to learning.
Total					\$0	

Title I School Improvement (ISI)

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
PBIS Parties, drawings, field trips, and other incentives	Pizza parties, drawings, field trips, and other incentives will be given to students that exhibit behavior that is appropriate while in class, during class transitions, and interaction with peers.	Other	08/26/2014	06/10/2015	\$5000	Teachers, guidance counselors, psychologist, and administration will ensure student incentives and opportunities will be given to students that exhibit appropriate behavior.

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Schoolnet	Instructional coaches and teachers will use Schoolnet to assess student progress throughout the school year. Students will take benchmark tests and student data will be evaluated by teachers and coaches. Students will track their own progress on assessments. Data will be used during grade level planning to address objectives that need to be re-taught and determine which teaching strategies will be most effective to ensure student success.	Academic Support Program	08/26/2014	06/10/2015	\$3000	Literacy and math coaches, teachers, administration are responsible to ensure sufficient enough copies are made for testing and scanning of document when online opportunities are not available.
Teacher Training on the Use of Bubble Maps	Teachers and students will be given booklets created by the literacy and math coach that includes various bubble maps and other academic materials to assist students and teachers in the classroom. The booklets will be created by the literacy and math coaches and the document will be sent to the print shop for reproduction for each teacher and student.	Direct Instruction	08/26/2014	06/10/2015	\$1000	Literacy coach, math coach, teachers, and administration will be responsible to ensure the content is appropriate by grade level and all teachers use the document during instruction.
Total					\$9000	

**LEA or Charter
Name/Number:**

Cumberland County Schools - 260

School Name:

Douglas Byrd Middle

School Number:

321

Plan Year(s):

2014-2016

Voting: All staff must have the opportunity to vote anonymously on the School Improvement Plan.

For

49

Against

0

Percentage For

100%

Date approved by Vote:

8/25/2014

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Year elected
Principal	Zoletta Taylor	2014
Assistant Principal Representative	Mike Picciano	2014
Teacher Representative	Gladys Breedlove	2014
Inst. Support Representative	Brooke Griffie	2014
Teacher Assistant Representative	Janice Moore	2014
Parent Representative	Terri Cousin	2014
Teacher Representative	Janet Blue	2014
Support Staff Representative	Junanita Campbell	2014
Teacher Representative	Katherine Cuffe	2014
Support Staff Representative	Joseph Davis	2014
Teacher Representative	Erica Gause	2014
Support Staff Representative	Diane Green	2014
Teacher Representative	Ashley Jimenez	2014
Assistant Principal Representative	Kristen Kelton	2014
Support Staff Representative	Lisa McRae	2014
Support Staff Representative	Nettie Miller	2014

Teacher Representative	Audrey Pipkin	2014
Teacher Representative	Cheryl Thomas	2014
Teacher Representative	Felicia Washington	2014

Remediation Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Douglas Byrd Middle
 Year: 2014-2016

Description of the Plan

Purpose:	The purpose of this plan is to provide supplemental instruction to at-risk students to ensure mastery of course objectives. School-wide goals and strategies to achieve the goals have been implemented.
Delivery:	The purpose will be achieved through one-on-one tutoring, small group tutoring, collaborative teaching, instructional technology support, and the with the support of literacy and math coach to ensure collaborative planning and instructional practices and strategies are effective.
Students Served:	All grade levels will receive remediation/acceleration services and instructional support.

Budget Amount

AMOUNT

Total Allocation: \$66,768.35

Budget Breakdown

AMOUNT

Personnel:

Part-time remediation math and reading teachers \$50,000. Approximately \$25,000 x 2 teachers = \$50,000.	\$50,000.00
Computer lab assistant - 1 lab assistant x 4 hours x \$12.50/hr = \$50. Two Saturdays x \$50 = \$100.	\$100.00
Office support clerks(4) to answer phones, prepare and distribute food, and check-in/check-out students for two Saturday EOG/EOC Academy sessions four hours each day. \$10 x 4 hours = \$40. \$40 x 4 = \$160 x 2 Saturdays = \$320.	\$320.00
2 custodians at \$10 per hour for two Saturdays. \$10 x 4 hours x 2 days = \$80 x 2 custodians = \$160.	\$160.00
Substitutes for instructional planning days for remediation and data review of implemented strategies. \$100 epr day per substitute teacher x 32 teachers.	\$3,200.00

Materials & Supplies:

Pencils, study guide booklets (\$1400 per subject area for printer/duplication costs for science, social studies, ELA, and math), highlighters, and paper. Other supplies that include batteries, calculators, graph paper, white boards, dry erase markers which are necessary for remediating students during the school year.	\$8,266.35
Food/snacks for the Saturday EOG/EOC Academy. \$3 per student x 2 Saturdays x 762 students = \$2286 each Saturday (attendance may fluctuate). \$2286 x 2 = \$4572.	\$4,572.00

AMOUNT

Transportation:

Bus transportation for students that are not able to provide transportation will be offered. Gas/mileage \$160 per bus x 2 buses = \$320. Two bus drivers \$12.50 per hour x 3 hours = \$37.50 x 2 drivers = \$75 x 2 days = \$150.	\$150.00

Grand Total:

\$66,768.35

Monitoring & Evaluating Tools: *Indicate Yes or No by selecting Y or N from drop-down*

Y	PEP
Y	Student Activity Log
Y	Other (If yes, specify in the box below):
Previous EOG/EOC data and other data as it pertains to all student groups.	

Title II Plan

Instructions: Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Douglas Byrd Middle
Year: 2014-2015

Description of the Plan

Purpose:	The purpose of this plan is to provide a detailed description of staff development expenditures.
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Budget Amount

AMOUNT

Total Allocation:	\$2,262.50
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Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development 1

Data/Instructional Planning for Math and ELA teacher for 1/2 day. Substitute teachers will be obtained for 12 Math teachers for the first part of the day and 12 ELA teachers for the second half of the day to develop data teams, collect various types of data, analyze data patterns, generate a hypothesis, develop goal-setting deadlines, design specific strategies for students, define the evaluation criteria, and make a commitment and roll out the plan.

Description

AMOUNT

Personnel:	Twelve substitute teachers for a full day to cover teachers in both content area for one day. \$100 per day.	\$1,200.00
Training materials:		
Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		

Consulting Services:		
Follow up activities		
Total for staff development 1: This cell will automatically total for you		\$1,200.00

Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development 2

Data/Instructional Planning for Science and Social Studies teachers for 1/2 day. Substitute teachers will be obtained for 12 Social Studies teachers for the first part of the day and 12 Science teachers for the second half of the day to develop data teams, collect various types of data, analyze data patterns, generate a hypothesis, develop goal-setting deadlines, design specific strategies for students, define the evaluation criteria, and make a commitment and roll out the plan.

Description

AMOUNT

Personnel:	Six substitute teachers for a full day to cover teachers in both content area for one day. \$100 per day.	\$600.00
Training materials:		
Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		

Follow up activities

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Total for staff development 2:
This cell will automatically total for you

\$600.00

Briefly describe the title of and purpose for the staff
development:

Staff Development
3

**Literacy and Math Strategies to help increase student
comprehension skills and critical thinking skills across curriculum
areas with emphasis on Depth of Knowledge (Dok) and higher order
thinking strategies for students.**

Description

AMOUNT

Personnel:

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Training materials:

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Registration/Fees:

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Travel:

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Mileage/Airfare:

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Lodging/Meals:

Snacks per diem rates apply.

\$45.00

Consulting Services:

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Follow up activities

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Total for staff development 3:
This cell will automatically total for you

\$45.00

Grand Total:

\$1,845.00

District Wide Components

Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	N
Duty free planning time	Please describe approximately how much planning time your teachers have during a week: Teachers have 90 minutes of planning each day. Some teachers that teach exceptional children have 45 minutes or less of planning in self-contained settings.	
PBIS school	Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.	Y
PBIS rating from previous year	Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:	School to Watch

<p>Parental Involvement</p>	<p>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.): The Parental Involvement Plan for Douglas Byrd Middle school includes monthly correlate meetings, curriculum nights, parent/teacher conferences, PTA meetings, student performances for parents, and parent volunteering, parent surveys, and parent observations of class instruction.</p>
<p>Safe and Orderly schools</p>	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
<p>Review of the SIP plan and notification of changes</p>	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>