



**School Improvement  
Action Plan Template**



# SCHOOL IMPROVEMENT PLAN

## Cover Page

**School Name:** \_\_\_North Columbus Elementary School\_\_\_ **School System:** \_\_\_Muscogee\_\_\_

**Name of Principal:** \_\_\_Gayla Childs\_\_\_ **School Year:** \_\_\_2012-2013\_\_\_

**Not a Title I School**  **Title I School-Wide Program:** \_\_\_\_\_ **Title I Targeted Assistance:** \_\_\_\_\_

**Needs Improvement Status:** Adequate NI NI-AYP **Year:** 0 1 2 3 4 5 6 7

### Sanctions Implementing (Select all that apply):

**Not a Needs Improvement School**

\_\_\_\_\_ **School Improvement Plan** (School Improvement Plans will be submitted to the LEA per system guidelines. Needs Improvement schools will submit plans to the LEA for approval in October 2011.)

\_\_\_\_\_ **School Choice**

\_\_\_\_\_ **Supplemental Services**

\_\_\_\_\_ **Corrective Action** (The Corrective Action Addendum will be submitted to the LEA along with the School Improvement Plan in October 2011.)

\_\_\_\_\_ **Restructuring** (LEA approved School Improvement Plans with the Restructuring Addendums will be submitted to the Georgia Department of Education by January 31, 2007.)

**Principal's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Director's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**School Improvement Plan  
2012-2013**

**System:** Muscogee    **School Name:** North Columbus Elementary School    **Date Submitted:** 7-6-12

**Measurable Goals:**  
*NCLB Performance Goal 1: By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics*  
*MCSD Goal 1: All employees will be prepared to satisfactorily perform the duties and responsibilities of assigned positions*

**North Columbus Elementary School (NCES) Goal 1 Correlation:** NCES students will experience success on the state assessment with 90% meeting or exceeding in mathematics, science, and social studies and 98% in reading/language arts.

GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
CL, 2, 3	I,3	Differentiate instruction within the Common Core Georgia Performance Standards (CCGPS) for flexible grouping will be our target.	2012-2013	none	Principal, Instruction Team	Professional Portfolio, Lesson Plans	Improvement in all areas as documented by pre and post assessments
CL, 2, 3,	I, 3	Provide an after school tutorial for 3 <sup>rd</sup> – 5 <sup>th</sup> grade at-risk students with a focus on reading, math, and language arts. (Ref: CLIP Strategy 1.3)	2012-2013	Statewide 4-8 Extended Day Program	Asst. Prin.	Permission slips, attendance roster	Improvement in the areas of reading, math, and language arts as documented on pre and post assessments

CI, 2, 3	I, 3	Utilize technology to provide creative learning for students through computer-assisted instructional programs. Offer technology classes to include SMARTBoard training to teachers and paraprofessionals as part of the technology piece of the 2012-13 professional development proposal, and at least one <b>Professional Learning Unit (PLU)</b> will be required to be earned by each teacher.	2012-2013	none	In Tech Support Person, Media/Technology Team	Principal Checklist, PLU Credit, Technology Logs	Increased state/district assessment scores
GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
CI, 2	1,3	Organize faculty and staff through teams which meet monthly allows for full-staff input and increased communication.	2012-2013	None	Administration	Sign-in Sheets	Greater teacher satisfaction leads to lower attrition rate.
PL 1, 2, 3	I,3	Provide faculty with strategies for Cornerstone led by the Fellows.	2012-2013		Faculty and Administration	Principal Checklist	Increased Academic Achievement
PL 1, 2, 3	I,2	Schedule a faculty writing retreat to enhance the writing process.	2012-2013	none	Cornerstone Fellows and Administration	Lesson Plans and Observation	Improved writing scores
CI, 2	I, 3	Recognize students for success in school-wide goals through Walks of Fame.	2012-2013	none	Celebrations Team/Classroom Teachers	Data Collection	Greater number of students attaining classroom goals.

CI, 2, 3	I, 3	Address literacy skills with K-2 teachers through the continuation of a phonics structure.	2012-2013	none	K-2 Teachers	Lesson Plans, Observations	Improved language arts achievement
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GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
CI, 2, 3	I, 3	Increase Paraprofessional Effectiveness and student achievement by restructuring support personnel's duties and assignments.	2012-2013	none	Parapros, Administration	RTI Data	Increased Academic Achievement in Subgroups
CI, 2,3	II, 2, 3	Administer District common assessments during the school year to students in grades 1-5.	2012-2013	none	Instruction/ Resource Team	Data Collection	Improvement of reading, math, and language arts achievement as indicated on students' common assessment scores
A I, 2, 3	II, 2, 3	Use Developmental Reading Assessment (DRA) data boards to chart growth in reading as a pilot in Kindergarten and 3rd grade.	2012-2013	none	Instruction Team Kindergarten and 3 <sup>rd</sup> Grade Teachers	Data Collection	Improved reading achievement on state and district assessments
A I, 2	II, 2, 3	Assess Kindergarten students on Verification Day through a school-readiness assessment to provide baseline data on each student.	August 2012	none	Kindergarten teachers	Data Collection Class rosters	Balanced classrooms Increased student achievement and engagement

SFC 1 , PL 3	I2, 4	Assist children in improving achievement and provide parents materials to support student success by providing State assessment Parent Workshops in Reading/Language Arts and Math strategies. (Ref: CLIP Strategy 1.6)	2012-2013	none	Community Outreach, Teachers, Administration Resource Team	Newsletters	Increased Reading/Language Arts and Math on state assessments in Grades 1-5
CI, 2, 3	II, 2, 3	Create engaging brain-based lessons using the Common Core Georgia Performance Standards (CCGPS) to guide instruction.	August - May	none	Instruction Team, Administration	Lesson Plans Focus Walks Evaluations Observations	Increased student achievement and engagement
CI, 2, A2	II, 2, 3, 4	Continue Implementation of Working on the Work Framework (WOW) and Connecting Learning Assures Successful Students (C.L.A.S.S.) Presentation Model to support student success in all areas. Implement Cornerstone training. (Ref: CLIP Strategy 1.12)	2012-2013	Professional Development Funds, Funds for Subs	Instruction Team, CLASS Team, Administration Teachers	Steering Team Agendas, Photo Documentation, Data	Display of Student Work Samples, Increased student engagement, Increased student achievement on formative and summative data

A2	II, 2, 3, 4	Provide extended learning opportunities for Migratory, ESOL, and Homeless Students in need of assistance to master the standards through extended day activities (SCOPE), after-school tutorial, RTI, specialized teachers, technology, WOW, and brain-based learning strategies. (Ref: CLIP Strategy 1.3, 1.12, 1.27, 1.28, 1.32)	2012-2013	none	Classroom Teachers, Teachers of SWD, ESOL Tutors	POI, RTI Data	Increased percentage of Special Needs, Homeless, Migratory and ESOL that meet or exceed Reading, ELA and Mathematics Standards on the CRCT
A1-2 PO3	II-3	Implement the K-5 Common Core Georgia Performance Standards (CCGPS). (Ref: CLIP Strategy 1.2)	2012-2013	none	Instruction/ Resource Team	Professional Portfolio, Lesson Plans	Increased State Assessment Scores
<b>GSS</b>	<b>NCLB IDEA</b>	<b>Actions, Strategies, and Interventions</b>	<b>Timeline</b>	<b>Estimated Costs, Funding Sources, and Resources</b>	<b>Person(s) Responsible</b>	<b>Means of Evaluation</b>	
						<b>Artifacts</b>	<b>Evidence of Impact on Student Learning</b>
C 1-2	II, 2, 3, 4	Enter student data and grades regularly into Infinite Campus to help guide instruction. Provide analyses of teacher effectiveness by grade level in grades 2-5 using the State assessment self-analysis template and focus on looping classrooms.	2012-2013	none	Resource Team Administration	Infinite Campus	Increased state assessment scores through intensified teacher effectiveness
SFC 1-3	II, 2, 4	Provide parents with information designed to facilitate the smooth transition of students to Kindergarten. Provide Students with transition activities designed to facilitate smooth transition to Kindergarten and middle school. (Ref: CLIP Strategy 1.34)	2012-2013	none	Pre-K and K , Fifth Grade Level Teams	Copy of Activities	Increased promotion rates from K to 1 <sup>st</sup> Grade

CI, 2, 3	II, 2, 3	Schedule a play as a reward to students for their efforts on the State assessment.	April 2013	\$600.00 Partners in Education	Instruction Team	Documentation detailing number attending.	100% Attendance during the week of state assessment testing 90% will meet or exceed standards in R/M
CI, 2,3	II, 2, 3	Provide 3 <sup>rd</sup> and 5 <sup>th</sup> grade students with examples and rubrics for the writing assessments. Implement the Six Traits of Writing school-wide to include writing prompts as practice in the development of the writing process.	2012-2013	none	Instruction Team	State Writing Test Data and Student work samples.	Improvement in the writing assessments
CI, 2, 3	II, 2, 3	Lead faculty in 1 Book Study on Cornerstone.	2012-2013	none	Administration	Agendas	Increased Teacher Effectiveness and Teacher Support to increase student achievement

GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
CI-2	II	Continue to use Rubicon to organize curriculum planning. (Ref: CLIP Strategy 1.14)	2012-2013	none	Instruction Team	Rubicon Units	Improved student achievement on the state assessments, completed curriculum maps for more areas.



A2	I2	Provide professional learning to meet needs identified through Needs Assessment Survey to target Rigor, Writing, Math, School Climate, and accountability through Book Studies and through a Reciprocal Agreement with CSU to provide Professional Learning to NCES Teachers in appreciation for supervising Lab Students and Interns. (Ref: CLIP Strategy1.19)	2012-2013	none	Administration	Copy of Agenda from Professional Learning Workshops and Book Studies	Increased state assessment scores
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**Measurable Goals:**  
**NCLB Performance Goal 1:** *By 2013-2014, All Students Will Reach High Standards, At A Minimum Attaining Proficiency Or Better In Reading/Language Arts And Mathematics*  
**NCLB Performance Goal 2:** *All Limited English Proficient Students Will Become Proficient In English And Reach High Academic Standards, At A Minimum Attaining Proficiency or Better In Reading/ELA And Mathematics*  
**NCLB Performance Goal 3:** *All Students Will Be Taught By Highly Qualified Teachers*  
**IDEA Performance Goal 1:** *Improve Outcomes For Students With Disabilities Post-School*  
**IDEA Performance Goal 2:** *Improve Services For young Children (Ages 3-5) With Disabilities*  
**IDEA Performance Goal 3:** *Improve The Provision Of A Free And Appropriate Public Education To Students With Disabilities*

**IDEA Performance Goal 4: Improve Compliance With State and Federal Law and Regulations**

**MCSD Goal 1: All Employees Will Be Prepared To Satisfactorily Perform The Duties And Responsibilities Of Assigned Positions**

**North Columbus Elementary School (NCES) Goal 2 Correlation:** All students including special needs students, limited English proficient students, migrant students, homeless students and students in need of acceleration will be provided a variety of opportunities to demonstrate learning and success through the use of technology, highly qualified teachers and paraprofessionals, authentic project-based instruction driven by Common Core Georgia Performance Standards and curriculum based assessment.

GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
CI, A2 SFC 1	II, 2	Engage the faculty in a blog as practice for a technology tool for instruction.	2012-2013	none	Administration	Technology Log	Improved teacher effectiveness leading to increased test scores
CI, 2, A2 SFC 1	II, 2,	Provide extended learning opportunities for Migratory, ESOL, and Homeless Students in need of assistance to master the standards. (Ref: CLIP 2.1)	2012-2013	none	Teachers of SWD, ESOL Teacher, Para-professionals, RTI	Copy of opportunities and student list	Increased percentage of SWD , Homeless, Migratory, and ESOL that meet or exceed Reading, ELA and Mathematics Standards on the state assessment
PL 2	I 1, 2	Update teachers on instructional strategies and curriculum changes through district grade level meetings and CCGPS webinars.	2012-2013	none	Teachers Administration	Sign-off lists Attendance checklists Lesson plans	Increase in student academic achievement on state and district assessments
CI, A2 SFC 1	I 1, 2	Provide students with choices when creating engaging lessons using brain based strategies, multiple intelligences, and the WOW framework. (Ref: CLIP 1.12)	2012-2013	none	Instruction Team	Lesson Plans, Professional Portfolios	Increase in student engagement and learning Work samples reflecting multiple modalities

CI, A2 SFC1	I 1, 2	Provide students with a variety of projects on selected topics that demonstrate relevance to the science and social studies standards.	2012-2013	none	CLASS Team	Celebrations of Learning Agendas	Quality products for display Authentic work samples
CI, A2 SFC1	I 1, 2	Engage students in learning clubs, as defined by the C.L.A.S.S. Model in an effort to build relationships within the classroom.	2012-2013	none	CLASS Team Grade Level Teams	Photo Documentation	Increased collaboration among students Quality products for display Authentic work samples
CI A2 SFC1	I 1, 2	Provide a safe learning environment for students to move freely across grade levels for instructional purposes through looping.	2012-2013	none	Resource Team	Infinite Campus	Differentiated Instruction Fewer retentions Fewer discipline referrals

CI, A2 SFC1	I 1, 2	Host Columbus State University Lab Students and interns in participating classrooms to assist in the classroom as needed. Collaborate with North Side High School students and Veterans Memorial Students who will tutor students with academic needs.	2012-2013	none	School Coordinator	Sign-In Logs	Differentiated Instruction Evaluations Increased academic achievement
<b>GSS</b>	<b>NCLB IDEA</b>	<b>Actions, Strategies, and Interventions</b>	<b>Timeline</b>	<b>Estimated Costs, Funding Sources, and Resources</b>	<b>Person(s) Responsible</b>	<b>Means of Evaluation</b>	
						<b>Artifacts</b>	<b>Evidence of Impact on Student Learning</b>

CI, A2 SFC 1	I 1, 2	Ensure that CCGPS Standards are being taught by providing time for teachers to collaborate weekly as a grade level during common planning and through periodic cross grade level articulation.	2012-2013	none	Grade Level Chairs and Subject Chairs	Grade Level Notes Agendas	Increased collaboration Curriculum Map authentic to NCES and C.L.A.S.S.
CI, A2 SFC 1	I 1, 2	Pair up students for learning buddies across grade levels.	2012-2013	none	Buddy Team Teachers	Photo Documentation	Collaborative projects
CI, A2 SFC 1	I 1, 2	Provide students with choices according to their interests and multiple intelligences. Offer a brain-based curriculum.	2012-2013	none	Instruction Team	Interest Inventories and one copy of a lesson plan from each teacher reflecting concept	Work samples reflect multiple modalities
PL 1-3	I 1, 2, 3, 4	Increase percentage of regular and special education teachers and paraprofessionals who participate in professional learning opportunities to improve effectiveness.	2012-2013	none	CSU Liaison Administration	HiQ Report	Increased state assessment scores Professional development logs
CI, 2 A2	I 2	Address teacher attrition and retention by providing mentoring, collaboration, training as needed planning time weekly and support. (Ref: CLIP Strategy 3.1)	2012-2013	none	Mentoring Program (M. Doran) Administration	HiQ Status Report	Increased state assessment scores and enhanced teacher effectiveness
SFC 1 SF 3	I 1, 2	Develop and implement strategies to increase student achievement for students in K-5 through the RTI Program and increase paraprofessional effectiveness. (Ref: IDEA Strategy 2.2)	2012-2013	none	School Coordinator	Data Logs of POI/RTI Parapro Intervention	State assessment success and increased percentage of students meeting and exceeding in subgroups

PO4,PL1,PI3 SI, SC2	I 1, 2, 3, 4	Review student support team procedures and implement Pyramid of Interventions. (Ref: IDEA Strategy 3.2)	2012-2013	none	Counselor	Meeting Minutes to reflect review	Increased scores of special needs students and students identified as at-risk Increased conduct scores
C2 A1, 3	I 3, 4	Continue implementation of LRE (Ref: IDEA Strategy 3.3)	2012-2013	none	Special Education Team	Documentation	Increased number of special needs students meeting or exceeding standards on the state assessment
A3, PO4 L4	I 4	Comply with State and Federal Laws and Regulations by submitting reports on time within the required time frame and following Infinite Campus to 100% of all reports submitted on time. (Ref: IDEA Strategy 4.1)	2012-2013	none	Special Education Lead Coordinator	Documentation, IEPs and reports	Increased student achievement

**Measurable Goals;**

**NCLB Goal 4:** *All students will be educated in learning environments that are safe, drug free, and conducive to learning.*

**North Columbus Elementary School (NCES) Goal 3:** In a safe, drug free environment, conducive to learning, students will utilize C.L.A.S.S. Lifeskills to enable them to become productive citizens responsible for their own achievement and actions, and they will be supported by a cohesive network of stakeholders working

collaboratively for the good of every student.

GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
SC1,2		Display student work in the rotunda (Information Station).	2012-2013	none	Teachers	Photos	Increased stakeholder awareness and parent engagement reflected in an enhanced community climate
SC 1, 2		Address proper web etiquette with students as outlined in the MCSD Acceptable Use Policy.	2012-2013	none	Counselor Media Specialist	Sign-in sheets	Fewer reports of cyber bullying
SC1,2		Support student-facilitated live morning announcements to include the School Lifeskill Pledge.	2012-2013	None	Media Specialist	Videos	Increased awareness of citizenship through satisfactory conduct
SC 1, 2		Lead students in a community circle as defined by C.L.A.S.S. philosophy.	2012-2013	none	CLASS Team	Documentation of Community Circle Participation	Satisfactory conduct grades Decreased office referrals
SC 1, 2		Implement dismissal procedures to ensure student safety.	2012-2013	none	Safety Team Staff Administration	Students lists Duty schedule	Reduced incidents of students not following scheduled afternoon transportation procedures

SCI, 2 PO4		Schedule guidance classes with the school counselor to address character education and drug free programs. Present Lifeskill awarded to students selected by peers on a regular basis. (Ref: CLIP Strategy 4.2)	2012-2013	none	Safety Team CLASS Team	Red Ribbon Week Agenda of Activities DARE Documentation Copies of Documentation reflecting lifeskills awards/reception	Satisfactory conduct grades Decreased office referrals
SCI, 2		Invite Guest speakers from the community to share their expertise and experiences with students through Career Day and presentations that tie to the curriculum.	2012-2013	none	Community Outreach Team	Sign-In Logs Photo Documentation	Written response to visits Speaker surveys
SCI, 2		Invite community/parents/PIE will be invited to a Celebration of Learning activity each nine week grading period.	2012-2013	none	Grade Level Teams	Copy of COL Invitation	Quality products for display Authentic work samples
SCI, 2		Provide Parent Workshops on the standards-based report card, the State assessment and assistance for military families to support families in their children's education.	2012-2013	none	Teacher, Presenter, Administrator	Sign-in Lists	Increased parent participation Increased state assessment scores

SCI, 2		Email the Friday Flyer, prepared by the Principal, to NCES families and post on the School Website. Maintain Classroom Websites to include the latest news, homework, etc. for the classroom. Post The Bugle, an in-house communication between administration and staff. Provide a school calendar and ConnectEd phone calls to parents and stakeholder with important information.	2012-2013	none	Webmaster Administration Communication Team	Copy of each Friday Flyer, Bugle Copy and Website Documentation	Increased stakeholder awareness and parent engagement reflected in an enhanced community climate
SCI, 2		Welcome students daily into their classroom with a positive morning message written by their teacher.	2012-2013	none	CLASS Team	Documentation	Written student responses
SCI, 2		Ensure community support for all students through an active PTA and School Council, Guest Speakers, Community Events, Service Learning Projects, and Partners in Education.	2012-2013	none	Community Outreach	Documentation of all activities	Monetary support for fieldtrips, staff development, and supplies
SCI, 2		Improve organizational skills and student achievement by requiring students to maintain and bring an agenda notebook to and from school every day.	2012-2013	none	Instruction Team	Copy of Agenda Notebook	Agenda notebooks Increased state assessment scores
SCI, 2		Hold students in grades 2-5 accountable for their behavior by implementing a conduct point system. (Ref: CLIP Strategy 4.4)	2012-2013	none	Safety Team Asst. Principal	Copy of Point System used by Grade Level	Student conduct grade on report card will be 80% or better



GSS	NCLB IDEA	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Means of Evaluation	
						Artifacts	Evidence of Impact on Student Learning
SCI, 2		Facilitate an orderly arrival to school in the mornings by <b>utilizing</b> a student safety patrol.	2012-2013	none	Coordinator	Member Log	Student conduct improvement
SCI, 2		Provide students with enrichment activities (SCOPEs) before and after school.	2012-2013	none	Safety Team	Copy of SCOPEs Schedule	Teacher, parent, and student surveys will reflect an enhanced community climate
SCI, 2		Select students to be peer helpers and assign them to assist in classrooms and to enhance a safe and drug free school climate. Schedule the DARE Program for 5 <sup>th</sup> grade students. (Ref: CLIP Strategy 4.5)	2012-2013	none	Counselor	Rosters DARE Ceremony Documentation	Increased leadership skills among students and service learning projects
SCI, 2		Provide health service assistance for students with health related concerns. (Ref: CLIP Strategy 4.9)	2012-2013	none	School Nurse	Clinic Nurse Records	Decreased number of absences due to health related issues
SCI, 2		Encourage students to participate in Community Service Projects through volunteering, providing a service, or conducting a fund raiser.	2012-2013	none	Coordinating Teachers	Photos	Increased leadership skills and citizenship
SCI, 2		Utilize Security Equipment in our school. (Ref: CLIP Strategy 4.7)	2012-2013	none	Safety Team	Security Records	Reduced security incidents

