

## **School Name: Clyde Campbell Elementary School**

*Catawba County Schools*

### **2014-2016 School Improvement Plan**

#### **Mission Statement**

*Catawba County Schools mission is to teach, learn, and lead for the future.*

#### **Catawba County Schools Core Beliefs**

Positive relationships are essential to the learning process and must be established and nurtured for learning to take place.

Schools must set an expectation for excellence in all areas of study through challenging and relevant curricula.

Schools must continually evolve to meet the needs of an ever-changing, global society.

All partners in education must embrace diversity and promote equity.

All students and staff are entitled to and responsible for a safe and nurturing learning environment.

All students can learn through differentiated and relevant instruction that embraces critical thinking, creativity, collaboration, and communication.

Schools and families must collaborate to educate the whole child – socially, emotionally, cognitively and physically.

Family, business, and community partnerships are essential for the success of all students.

*Catawba County Schools*  
**Board of Education**

Sherry Butler.....Chairperson  
Marilyn McRee .....Vice Chairperson  
Ronn Abernethy.....Member  
David Brittain .....Member  
Glenn Fulbright ..... Member  
Cathy Starnes ..... Member  
Charlie Wyant..... Member  
Crystal Davis .....Attorney

**Administration**

Dr. Dan Brigman..... Superintendent  
Steve Demiter..... Assistant Superintendent, Operations  
Beth Isenhour ..... Assistant Superintendent, Curriculum & Instruction  
Dan Moore..... Assistant Superintendent, Human Resources

# Building Leadership Team Members

The following individuals constitute Clyde Campbell Elementary School's Building Leadership Team that **collaboratively** developed the 2014-2016 School Improvement Plan. The following **assurances** were in place in compliance with G. S. 115C-105.27 Development and Approval of School Improvement Plans:

- BLT Composition:
  - Principal
  - Assistant Principal
  - Certified Staff (Instructional Personnel)
  - Certified Instructional Support Staff (i.e. media, counselor, school social worker)
  - Teacher Assistants
  - Parents
- Their respected groups elected the representatives by secret ballot.
- The parents serving on the School Improvement Team reflect the racial and socioeconomic composition of the students enrolled in the school and **are not** members of the building level staff.
- School Improvement Team meetings are held at a convenient time to assure **substantial** parent participation.
- School Improvement Team includes representative members of the student body.
- The principal has presented the 2014-2016 School Improvement Plan to all affected staff for review and vote by secret ballot.
- A peer review representative from the Central Office has reviewed this document with the principal.

## **Voting results**

- Total Eligible to Vote:     55

(Note: Total eligible to vote = Number of certified instructional personnel + number of teacher assistants)

(Note: The plan must be approved by a simple majority (50% + 1) of the TOTAL Eligible to Vote.)

Vote Talley:                      Yes     55                          No     0

## Additional Assurances

1. The Building Leadership Team has developed a plan to provide a duty-free lunch period for every teacher on a daily basis or as otherwise approved by the BLT.
2. The plan provides a duty-free instructional planning time for every teacher under G. S. 115C-301.1 with the goal of providing an average of at least five hours of planning time per week.
3. If the elementary school is designated as a Title I school, the 10 components required under Title I directives are included in the document.
4. The Building Leadership Team understands that meetings relative to the school improvement plan are subject to North Carolina's Open Meetings Law. To comply with the law, the public shall be notified of meetings.
5. The Building Leadership Team will ensure that the school's Professional Development Plan addresses "Training appropriate school personnel in the management of disruptive or dangerous student behavior" (Effective July 1, 2006).
6. The plan shall identify how staff development funds allocated to the school will be used.
7. The Building Leadership Team will ensure that procedures for informing staff and implementing General Statute 391.1, "Permissible use of seclusion and restraint," are reviewed.
8. The Elementary Building Leadership Team will assure that the Healthy Active Children Policy, 150 minutes of physical activity per week in elementary schools and 225 minutes per week in middle schools is upheld.
9. The school's Safe Schools Plan complies with all legal state and local policies.
10. BLTs shall review current school and district data including, but not limited to the following: CCS District Survey data, the CCS Senior Exit Survey, Bully and Harassment Surveys for Grades K-11, and the NC Teacher Working Conditions Survey data. In the event that disaggregated data point to specific school safety concerns, the BLT will be responsible for addressing those concerns in the School Improvement Plan.
11. Elected staff members may serve up to a three-year term on the BLT.
12. Parent representatives should serve a two-year term on the BLT.
13. BLT meetings shall be conducted at a time that is convenient for parents.

## Building Leadership Team

<b>Name</b>	<b>Position or Role</b>	<b>Term Expiration</b>	<b>Signature</b>	<b>Date of Official Sign-Off</b>
Scottie Houston	Principal	Permanent	On File	9/26/14
Kyle Stocks	Assistant Principal	Permanent	On File	9/26/14
Thalia Matthews	BLT Chair (5 <sup>th</sup> grade)	6/30/15	On File	9/26/14
Lisa Huffman	Counselor	6/30/17	On File	9/26/14
Jenny Gerami	Media Coordinator	6/30/17	On File	9/26/14
Jo-Anna Ross	Literacy Specialists	6/30/17	On File	9/26/14
Telitha Edwards	Kindergarten	6/30/16	On File	9/26/14
Sharon Warren	1 <sup>st</sup> grade	6/30/15	On File	9/26/14
Heather Bryant	2 <sup>nd</sup> grade	6/30/16	On File	9/26/14
Mary Howard	3 <sup>rd</sup> grade	6/30/17	On File	9/26/14
Amy Reep	4 <sup>th</sup> grade	6/30/15	On File	9/26/14
Jessica Caldwell	6 <sup>th</sup> grade	6/30/17	On File	9/26/14
Janice Eckard	Teacher Assistant	6/30/16	On File	9/26/14
Natasha Adcock	Parent	6/30/15	On File	9/26/14
Melinda Morgan	Parent	6/30/15	On File	9/26/14
Ingrid Laney	Parent	6/30/17	On File	9/26/14
Madison Midea	Student	6/30/15	On File	9/26/14
Marcos Cabral	Student	6/30/15	On File	9/26/14

## Accountability Data

Year	AYP Status	EVAAS Growth Index			School Performance Grade
2013-14	Met <u>29</u> out of <u>29</u> target goals.	<u>X</u> Exceeds Growth	<u>    </u> Meets Growth	<u>    </u> Does Not Meet Growth	
2014-15	Met <u>    </u> out of <u>    </u> target goals.	<u>    </u> Exceeds Growth	<u>    </u> Meets Growth	<u>    </u> Does Not Meet Growth	<b>B</b>

### High School Accountability Data

Year	ACT Overall	WorkKeys	Math Rigor	Graduation Cohort Rate
2013-14				
2014-15				

## Synthesized Narrative of School

Clyde Campbell Elementary School, located in Hickory, North Carolina has a student population of 537 students, based on the 8<sup>th</sup> month Principal's Monthly Report (PMR) for 2013-2014. In examining our school, we note the following strengths based on North Carolina Accountability testing data, No Child Left Behind Adequate Yearly Progress (AYP) data, demographic data, district-generated survey data, EVAAS data, attendance data from Power School, discipline data from the North Carolina Crime and Violence Report, information from the North Carolina Teacher Working Conditions Survey, Teacher Quality data and additional information.

Identified Strength	Supporting Evidence and Reflection	Data Source
Highly Qualified Faculty and Staff	100% of our staff is HQ; We have 23 out of 38 certified teachers who hold Master's Degrees and 11 out of 38 who also hold their NBPTS.	NCDPI ABC's Report Card; School Improvement Plan; HRMS data.
Quality of Instructional Program	Our reading proficiency scores were the highest in the county this past year. We have met our targets the past two years with 19 out of 19 targets met in 2012-2013 and 29 out of 29 targets met in 2013-2014. Our scores in math and science have both increased and our overall composite score is the second highest in the county at 69.4%.	NC Test Scores; AYP AMO Data; EOG Data

Family and Community Involvement	We log hundreds of volunteer hours each year in our school and classrooms. We have a very active PTO and in the past year created and started a successful WATCH DOGS program. Dads are now more active and volunteer on a regular basis for whole days at a time. PTO provides thousands of dollars each year to support our school instructional program.	Visitor and Volunteer logs; Minutes of our PTO meetings; WATCH DOG volunteer logs; PTO budget sheets; Survey data
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## Self Assessment (continued)

Our examination of the aforementioned data sources also leads us to recognize the following areas requiring focus within the School Improvement Plan. These weaknesses serve as the impetus for our school's **SMART Goals** that will span the 2014-2015 and 2015-2016 school years.

Identified Weakness	Supporting Evidence	Data Source
Communication with all constituents in a variety of formats.	Underutilization of our teacher webpages, phone system, and school webpage. We do not completely support our outreach using the current technologies available.	Outdated webpages; not all data shared on school webpages; monitoring of web page usage, phone messaging and other technologies.
Science Curriculum	While our overall achievement went up in science, we were only in the 39% passing rate two years ago. We improved to 70% this year which is great growth, but we are still behind county and state averages. Our science score also has a negative impact on our overall performance composite.	End of Year EOG Science Scores; Data from state and local testing directors
Equity	We do not do enough in our school to celebrate our diversity. Most things we do or target are based on the general population and we do not specifically target and address all of our populations. While we meet all of our targets most every year, we want to work harder to highlight each population to recognize their contributions to our school.	Information sent home in single languages; web access in one language only; surveys

## Summarization of SMART Goals for Clyde Campbell Elementary School

**District SMART Goal One: Academic Excellence** - Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

**School Measurable Strategy:** *Clyde Campbell will increase its performance composite on state assessments from 69.1% to 74%.*

**District SMART Goal Two: Equity** - Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

**School Measurable Strategy:** *Clyde Campbell will celebrate our diverse population by quarterly collecting and showcasing information about the diverse populations in our school.*

**District SMART Goal Three: Communication** - Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

**School Measurable Strategy:** *100% of Clyde Campbell's certified staff will create, update, and maintain a classroom webpage throughout the school year with minimum requirements of Class Schedules, Newsletters, Weekly Assignment updates and teacher information.*

# SMART Goal #1    1<sup>st</sup> Quarter Deployment Plan    2014-2015

**District SMART GOAL: Academic Excellence:**

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

**Measurable Strategy:** *Clyde Campbell will increase its performance composite on state assessments from 69.1% to 74%.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Create student schedules to guarantee equitable instruction in science.	Administration	Copies of student schedules.	8 / 25 / 2014
2.	Instruct all students, K-6, in grade level, content specific science vocabulary. (List given to teachers)	Administration	Science Vocabulary List created and distributed	8 / 25 / 2014
3.	Set up training and goals for all teachers in Accelerated Math.	Administration, Jessica Caldwell, Media Specialist	All teachers in AM program; Training sign in sheets	9 / 26 / 2014
4.	Discuss and explore topics for PLC workshops in house.	Administration; BLT	PLC Minutes; List of PLC's	9 / 10 / 2014
5.	We will begin PLC meetings; AM training	PLC Chairs; Thalia Matthews; Media Specialist	Minutes of Meetings; Implementation of AM in all grade levels.	Ongoing through last half of first 9 weeks.

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	Administration and our Building Leadership Team
Financial Resources Needed this quarter (Include \$ figures and funding sources)	We are utilizing the knowledge of our own staff members to lead our PLC groups and to lead our trainings in the Accelerated Math program. The cost is \$3000 + dollars for the school license to Renaissance Place which also includes our Accelerated Reading program as well. We use funds donated to our school by the PTO to upgrade to the web based site license for Renaissance Place.

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Accelerated Math Training. (2 to 3 hour course) All classroom math teachers PLC Meetings will range in total time based on content. The cost will be eliminated by using our own staff and central office directors or coaches. Every certified teacher in our school will be involved in at least one PLC or be a leader of a PLC or both. PLC meetings will be research-based and ongoing. Therefore, they will be HQ staff development. We intend to offer training on AM and AR based on our school needs.
Parent & Community Involvement during this quarter	Some upper grade level parents have already been given website directions and passwords so they can be actively involved with their children in completing AM objectives. We will give the rest out to parents during our Math Nights.
How is technology an integral part of the strategy's deployment?	Accelerated Math is a program that is online. Because we buy the school site license, parents can access all components of the program at home with exception of the tests students must take in order to pass the objective. All training will be on how to manipulate the online program.
Persons responsible for the development of steps	Administration and Building Leadership Team

<b>Evaluation</b>	<b>Quarter 1</b>
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>We will look at training signup sheets as well as implementation data based on classroom observations. We also have BLT documentation of the conversations that took place about what specific area we need to address academically with our PLC meetings and who would lead those PLC's and for how long they would last per session.</p> <p>We can use math objectives passed, performance improvement based on AM objectives and end of year testing data.</p>

Reflection	Quarter 1
<ol style="list-style-type: none"> <li>1. What does the data tell us?</li> <li>2. What cannot be gleaned from the data?</li> <li>3. What improvements have been made to this point?</li> <li>4. What are the opportunities for improvement?</li> </ol>	<ol style="list-style-type: none"> <li>1. Data tells us that we are doing well overall in reading and math but that our science scores are holding down our overall composite. We have set up our schedule so all kids will have solid uninterrupted blocks of science instruction, as well as, math and reading instruction. We have provided all science teachers with all science vocabulary for each grade level so all science teachers can focus on vocabulary. We have ordered extra science kits in each grade level and we have established PLC's so far to address needs in Accelerated Math, Star Math, and Accelerated Reading.</li> <li>2. The data tells a pretty accurate story. Our overall composite is most directly impacted by the science scores. Data doesn't show that we probably are losing ground in the early grades during science because of all the focus on reading.</li> <li>3. We are sharing early grade level vocabulary with upper grades to reinforce the vocabulary. We have ordered more kits for younger grades and changed the method of approach when it comes to working the kits. We are getting more ideas on how to better use the kits.</li> <li>4. More in depth coverage of science kits and usage of on line materials. Training for teachers on how better to use the kits. In house PLC's on science and math topics.</li> </ol>
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input checked="" type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

# SMART Goal #2    1<sup>st</sup> Quarter Deployment Plan    2014-2015

**District SMART GOAL: Equity**  
 Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

**Measurable Strategy:** *Clyde Campbell will celebrate our diverse population by quarterly collecting and showcasing information about the diverse populations in our school.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Create links for parents to access different areas of the webpage in their home language.	Media Specialist; Administration; ELL Teacher; County Resources	Find links on our web page that lead to different language pages	10/30/2014
2.	Create a Diversity Committee to study different cultures and do possible student and parent interviews.	Administration; BLT	Formation of committee; committee notes; interviews; web based materials	10/08/2014
3.	Create a calendar online when each diverse population will be highlighted	Administration; BLT; Diversity Committee; Media Specialists	Visual and operational online calendar	10/30/2014

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	Administration; BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No Financial Resources are needed. There are no funding sources needed.
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Share Point training for all staff. It should take 1 to 2 hours for most staff. Refresher courses will be available. This staff development would not be HQ, but it certainly can lead to online staff development in the area of diverse populations and how to teach to meet everyone's needs.
Parent & Community Involvement during this quarter	They will be able to access, read and reply to our webpage. Eventually, we

	hope to post surveys so parents can give constant feedback.
How is technology an integral part of the strategy's deployment?	It is all technology based. Our purpose is to use technology to expand our audience and use that tool to enlighten folks about our diversity.
Persons responsible for the development of steps	Administration; BLT; Leslie Harris

<b>Evaluation</b>	<b>Quarter 1</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	Data will all be visual. We should have a working, up to date web page with quick links to different language applications.
B. What data will you use to determine if the action steps impacted the measurable strategy?	Updated web pages, hits to our web site in all languages, history showing updates created on our web page.

<b>Reflection</b>	<b>Quarter 1</b>
<ol style="list-style-type: none"> <li>1. What does the data tell us?</li> <li>2. What cannot be gleaned from the data?</li> <li>3. What improvements have been made to this point?</li> <li>4. What are the opportunities for improvement?</li> </ol>	<ol style="list-style-type: none"> <li>1. The data tells us that we do not have the same amount of participation in school activities from our minority groups as we do our Caucasian students. It also tells us that our minority groups pass, but not at the same rates as our Caucasian students.</li> <li>2. Various reasons why parents do not participate as much in school activities, such as: uncomfortableness with the language, feelings of educational inadequacies, etc.,</li> <li>3. We have a ELL teacher on staff who speaks Spanish. We have had an Latino Family Night including music and food from the families allowing them to ask questions and express concerns in a comfortable environment. We have updated our web pages to include links in various languages attaching to other sites with information in their home languages.</li> <li>4. To continue to have celebrations for our different communities and to continue to give them information in a setting that is more comfortable for them to express themselves.</li> </ol>
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input checked="" type="checkbox"/> NO. If no, check the appropriate action below. <input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

# SMART Goal #3    1<sup>st</sup> Quarter Deployment Plan    2014-2015

**District SMART GOAL: Communication**

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

**Measurable Strategy:** *100% of Clyde Campbell's certified staff will create, update, and maintain a classroom webpage throughout the school year with minimum requirements of Class Schedules, Newsletters, Weekly Assignment updates and teacher information.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Cleaned all previous web pages and removed employees no longer at our school.	Media Specialists	Current Faculty Web Pages	8/25/2014
2.	Share Point Training	Instructional Technology Specialists	Training CEU's; Sign In Sheets	10/07/2014
3.	New Teachers will begin Web Pages and returning teachers update and revise their web pages.	Administration; Teachers; Instructional Specialists; Media Coordinator	Hits to new web pages; Update log on computer.	10/10/2014

Planning	Quarter 1
Person responsible for ensuring the strategy is deployed	Administration; BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	There is no cost to implement this strategy
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Share Point Training for all staff. It should take 1 to 2 hours for most staff. Refresher courses will be available. No it is not HQ. There will be no cost, therefore there is no funding source.
Parent & Community Involvement during this quarter	They will be able to access, read and reply to our webpage. Eventually, we hope to post surveys so parents can give continuous feedback.

How is technology an integral part of the strategy's deployment?	It is all technology based. Our purpose is to use technology to expand our audience and use that tool to enlighten folks about our diversity.
Persons responsible for the development of steps	Administration; BLT; Instructional Specialists

<b>Evaluation</b>	<b>Quarter 1</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	Data will all be visual. We should have a working, up to date web page with quick links to different language applications.
B. What data will you use to determine if the action steps impacted the measurable strategy?	Updated web pages, hits to our web site in all languages, history showing updates created on our web page.

<b>Reflection</b>	<b>Quarter 1</b>
<ol style="list-style-type: none"> <li>1. What does the data tell us?</li> <li>2. What cannot be gleaned from the data?</li> <li>3. What improvements have been made to this point?</li> <li>4. What are the opportunities for improvement?</li> </ol>	<ol style="list-style-type: none"> <li>1. Data tells us that our staff and school were not using our communication tools to our complete advantage.</li> <li>2. The lack of training and accountability that was place on the up keep of the web pages and phone system.</li> <li>3. All pages have been cleaned and updated. All staff has been trained on Share Point.</li> <li>4. We are upgrading our phone system so we can also use it as a means of communication. We will update and create a variety of new opportunities for our school web page as well.</li> </ol>
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input checked="" type="checkbox"/> NO. If no, check the appropriate action below. <input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

# SMART Goal #1 2<sup>nd</sup> Quarter Deployment Plan 2014-2015

## District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

**Measurable Strategy:** *Clyde Campbell will increase its performance composite on state assessments from 69.1% to 74%.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Continue to instruct all students, K-6, in grade level, content specific science vocabulary.	Administration	Science Vocabulary List created and distributed	Ongoing throughout 9 weeks
2.	Complete current training and goals for all teachers in Accelerated Math and initiate more in depth training if required.	Administration, Jessica Caldwell, Media Specialist	All teachers in AM program; Training sign in sheets	01 / 15 / 2015
3.	Complete current PLC workshops in progress and plan PLC topics for 3 <sup>rd</sup> semester.	Administration; BLT	PLC Minutes; List of PLC's	01 / 15 / 2015
4.	Implement new AM/AR rewards program funded by PTO	Administration, teachers, PTO	Rewards based on 80/85% proficiency on STAR Test and participation.	End of each 9 weeks
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	Administration and our Building Leadership Team
Financial Resources Needed this quarter (Include \$ figures and funding sources)	We are utilizing the knowledge of our own staff members to lead our PLC groups and to lead our trainings in the Accelerated Math program. The cost is \$3000 + dollars for the school license to Renaissance Place which also includes our Accelerated Reading program as well. We use funds donated to our school by the PTO to upgrade to the web based site license for Renaissance Place.

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Accelerated Math Training. (2 to 3 hour course) All classroom math teachers PLC Meetings will range in total time based on content. The cost will be eliminated by using our own staff and central office directors or coaches. Every certified teacher in our school will be involved in at least one PLC or be a leader of a PLC or both. PLC meetings will be research-based and ongoing. Therefore, they will be HQ staff development. We intend to offer training on AM and AR based on our school needs.
Parent & Community Involvement during this quarter	Some upper grade level parents have already been given website directions and passwords so they can be actively involved with their children in completing AM objectives. We will give the rest out to parents during our Math Nights.
How is technology an integral part of the strategy's deployment?	Accelerated Math is a program that is online. Because we buy the school site license, parents can access all components of the program at home with exception of the tests students must take in order to pass the objective. All training will be on how to manipulate the online program.
Persons responsible for the development of steps	Administration and Building Leadership Team

<b>Evaluation</b>	<b>Quarter 2</b>
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>We will look at training signup sheets as well as implementation data based on classroom observations. We also have BLT documentation of the conversations that took place about what specific area we need to address academically with our PLC meetings and who would lead those PLC's and for how long they would last per session.</p> <p>We can use math objectives passed, performance improvement based on AM objectives and end of year testing data.</p>

<b>Reflection</b>	<b>Quarter 2</b>
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the</p>	<p>1. The data tells us that we have completed PLC's in Accelerated Math and Reading. In addition to the Accelerated Math we also went more in depth with a Guided Math PLC. We have completed work on Renaissance Place which is the online facilitator of AM/AR. We have also completed workshops in "Writing Across the Curriculum" and "Word Nerds". Finally, we had staff participate in and lead staff development in Differentiated Instruction and how it works in the classroom. Students are being instructed in all grade levels using the science kits and some online instruction. Students continue to review and implement science vocabulary and teachers are taking</p>

<p>opportunities for improvement?</p>	<p>information gained from PLC workshops and applying them in their classrooms.</p> <ol style="list-style-type: none"> <li>2. What we can't tell from the data at this point is the overall success we will see in our end or year growth. Our goal is for continuous improvement and growth in all academic areas and especially in science which is the area that stands to help our overall composite the most.</li> <li>3. Our instruction is more focused and with the help of our small groups we are able to put into practice more small group, guided lessons. We have lots of teachers who have led and attended workshops which give them tremendous growth opportunities professionally.</li> <li>4. We still have more PLC workshops in progress and scheduled to begin. Topics range from academic areas to technology opportunities to enhance instruction.</li> </ol>
<p>Measurable Strategy Met?</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</li> <li><input checked="" type="checkbox"/> NO. If no, check the appropriate action below.</li> <li><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</li> <li><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</li> <li><input type="checkbox"/> Abandon current strategy and identify new strategy.</li> </ul>

# SMART Goal #2 2<sup>nd</sup> Quarter Deployment Plan 2014-2015

## District SMART GOAL: Equity

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

**Measurable Strategy:** *Clyde Campbell will celebrate our diverse population by quarterly collecting and showcasing information about the diverse populations in our school.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Activate links for parents to access different areas of the webpage in their home language.	Media Specialist; Administration; ELL Teacher; County Resources	Find links on our web page that lead to different language pages	12/30/2014
2.	Use diversity committee to plan different activities for our different ethnicity groups.	Administration; BLT	Committee notes; interviews; web based materials; events planned	1/18/2015
3.	Upload a calendar online when each diverse population will be highlighted	Administration; BLT; Diversity Committee; Media Specialists	Visual and operational online calendar	11/30/2014

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	Administration; BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No Financial Resources are needed. There are no funding sources needed.
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Share Point training for all staff. It should take 1 to 2 hours for most staff. Refresher courses will be available. This staff development would not be HQ, but it certainly can lead to online staff development in the area of diverse populations and how to teach to meet everyone's needs.

Parent & Community Involvement during this quarter	They will be able to access, read and reply to our webpage. Eventually, we hope to post surveys so parents can give constant feedback.
How is technology an integral part of the strategy's deployment?	It is all technology based. Our purpose is to use technology to expand our audience and use that tool to enlighten folks about our diversity.
Persons responsible for the development of steps	Administration; BLT; Leslie Harris

<b>Evaluation</b>	<b>Quarter 2</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	Data will all be visual. We should have a working, up to date web page with quick links to different language applications.
B. What data will you use to determine if the action steps impacted the measurable strategy?	Updated web pages, hits to our web site in all languages, history showing updates created on our web page.

<b>Reflection</b>	<b>Quarter 2</b>
1. What does the data tell us?	1. In November we had a successful Latino Night Celebration. We enjoyed time with our Latino families with a pot luck dinner and a brief slide show for our families. We also held a parent/family night for our ELL parents presented by one of our Parent Educators. The topic covered safety in the home and parents who were present also were presented with a survey to complete. We were looking for things that make them uncomfortable and ways we could help resolve those issues. We have updated our school web page to provide access to school paperwork and instructions in as many languages as possible along with a calendar of events.
2. What cannot be gleaned from the data?	2. Participation has been good by some populations but groups for whom we don't have translators still don't attend as well.
3. What improvements have been made to this point?	3. We have an ELL teacher who speaks Spanish and this has made parents more comfortable. As a result of the survey we are now better able to target certain areas to work on in making our parents feel more comfortable not only visiting the school but volunteering.
4. What are the opportunities for improvement?	4. We still have opportunities to celebrate all of our populations with an end of year type celebration for all families with something highlighting each population. We also have an opportunity to get our different constituents involved in our volunteer program and PTO.

Measurable Strategy Met?	<ul style="list-style-type: none"><li><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</li><li><input checked="" type="checkbox"/> NO. If no, check the appropriate action below.</li><li><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</li><li><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</li><li><input type="checkbox"/> Abandon current strategy and identify new strategy.</li></ul>
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# SMART Goal #3 2<sup>nd</sup> Quarter Deployment Plan 2014-2015

## District SMART GOAL: Communication

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

**Measurable Strategy:** 100% of Clyde Campbell's certified staff will create, update, and maintain a classroom webpage throughout the school year with minimum requirements of Class Schedules, Newsletters, Weekly Assignment updates and teacher information.

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Design and update information on teacher web pages.	Teachers and Staff	Visible updates to pages.	11/25/2014
2.	Update School Web page with new information linking to teacher web pages.	Media Specialists, Administration	Visible updates and hits on web pages.	11/25/2014
3.	Replace old phone system and voice mail system.	Technology Staff	New system in place	12/18/2014
4.	Training on how to leave detailed messages for parents on phone system concerning assignments.	IT, Administration, Staff	Auditory messages left for parents, number of parents accessing phone messages	01/18/2015
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 2
Person responsible for ensuring the strategy is deployed	Administration; BLT
Financial Resources Needed this quarter (Include \$ figures and funding sources)	There is no cost to implement this strategy

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Share Point Training for all staff. It should take 1 to 2 hours for most staff. Refresher courses will be available. No it is not HQ. There will be no cost, therefore there is no funding source.
Parent & Community Involvement during this quarter	They will be able to access, read and reply to our webpage. Eventually, we hope to post surveys so parents can give continuous feedback.
How is technology an integral part of the strategy's deployment?	It is all technology based. Our purpose is to use technology to expand our audience and use that tool to enlighten folks about our diversity.
Persons responsible for the development of steps	Administration; BLT; Instructional Specialists

<b>Evaluation</b>	<b>Quarter 2</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	Data will all be visual. We should have a working, up to date web page with quick links to different language applications.
B. What data will you use to determine if the action steps impacted the measurable strategy?	Updated web pages, hits to our web site in all languages, history showing updates created on our web page.

<b>Reflection</b>	<b>Quarter 2</b>
1. What does the data tell us?	1. The data tells us that teachers have created their web pages are slowly adding more information to their pages and updating them more frequently (weekly required). Some teachers are doing more than others but we are working to get all teachers to a certain minimum of information. We have now replaced the old phone system completely with a new phone system which gives a better voice mail system. Teachers have been given a handout of instructions on how to save messages and passcodes on their answering systems.
2. What cannot be gleaned from the data?	2. Right now the data does not show us how many people are taking advantage of the new web pages. Some teachers are using them more and advertising them and others are not but we still can not tell how many folks are accessing the pages. We are also unable to tell how many people call in and listen to our voice messages. We can tell when they leave messages but we have no way of tracking how many people are taking advantage of the messages. We will have

<p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	<p>to implement and deliver some type of survey at the end of the year to check on their success rate.</p> <p>3. Improvements made so far are the updated and operational web pages. We have also installed a brand new phone system with training on its usage and written instructions. We have also implemented a system where we can send out messages via an application on our smart phones.</p> <p>4. We can become more proficient at updating web pages. Our hope is to move to a daily update on the webpages and the phone system and to be able to use them as a source of homework information and instruction so parents can be more involved in the overall education of their children.</p>
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input checked="" type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

# SMART Goal #1 3<sup>rd</sup> Quarter Deployment Plan 2014-2015

## District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

**Measurable Strategy:** *Clyde Campbell will increase its performance composite on state assessments from 69.1% to 74%.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Hand Out 2 <sup>nd</sup> Quarter AR/AM awards	PTO, Principal, Teachers	Rewards based on 80/85% proficiency on STAR test	02/27/2015
2.	New PLC groups will begin this quarter. (Google for Education Basics, additional Share Point, etc.)	Principal, Media Coordinator, Teachers	Must attend 80% of sessions offered.	04/02/2015
3.	Continued implementation of small group, guided, instruction in science, math and reading.	Teachers, remediation teachers, literacy specialists	Student growth on formal and informal testing.	Ongoing throughout the quarter.
4.	Access Testing to determine different levels of ELL students. Mandated testing but we can use data to continue to specifically students targeted needs	Assistant Principal, ELL teacher, ELL leaders from central office	Students will receive levels on each of the tested areas. Data on each student's levels and deficiencies.	02 / 27 / 2015
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person responsible for ensuring the strategy is deployed	Administration and our Building Leadership Team
Financial Resources Needed this quarter (Include \$ figures and funding sources)	We are utilizing the knowledge of our own staff members to lead our PLC groups and to lead our trainings in the Google Basic Education Course. PTO contuse to provide the funds necessary for AM/AR rewards.

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	PLC in Google Basic Education and Share Point Training are being led by certified staff and contain research based materials. Both will be ongoing throughout the semester and will be utilized by staff as needed.
Parent & Community Involvement during this quarter	PTO is involved in helping us secure awards for our AR/AM winners.
How is technology an integral part of the strategy's deployment?	The staff development is based on how to use Google as an integral part of the education process. We use technology to assess students and to manipulate the data to help us design instruction.
Persons responsible for the development of steps	Administration and Building Leadership Team

<b>Evaluation</b>	<b>Quarter 3</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	We will look at training signup sheets as well as implementation data based on classroom observations. We also have BLT documentation of the conversations that took place about what specific area we need to address academically with our PLC meetings and who would lead those PLC's and for how long they would last per session.
B. What data will you use to determine if the action steps impacted the measurable strategy?	We will use informal and formal assessment data during the quarter and at the end of the year. We will measure teacher implementation and effectiveness of Google training based on student and teacher implementation.

<b>Reflection</b>	<b>Quarter 3</b>
<ol style="list-style-type: none"> <li>1. What does the data tell us?</li> <li>2. What cannot be gleaned from the data?</li> <li>3. What improvements have been made to this point?</li> <li>4. What are the</li> </ol>	<ol style="list-style-type: none"> <li>1. The data tells us that we have completed PLC's in Accelerated Math and Reading. In addition to the Accelerated Math we also went more in depth with a Guided Math PLC. We have completed work on Renaissance Place which is the online facilitator of AM/AR. We have also completed workshops in "Writing Across the Curriculum" and "Word Nerds". Finally, we had staff participate in and lead staff development in Differentiated Instruction and how it works in the classroom. Students are being instructed in all grade levels using the science kits and some online instruction. Students continue to review and implement science vocabulary and teachers are taking information gained from PLC</li> </ol>

<p>opportunities for improvement?</p>	<p>workshops and applying them in their classrooms.</p> <p>2. What we can't tell from the data at this point is the overall success we will see in our end or year growth. Our goal is for continuous improvement and growth in all academic areas and especially in science which is the area that stands to help our overall composite the most.</p> <p>3. Our instruction is more focused and with the help of our small groups we are able to put into practice more small group, guided lessons. We have lots of teachers who have led and attended workshops which give them tremendous growth opportunities professionally.</p> <p>4. We still have more PLC workshops in progress and scheduled to begin. Topics range from academic areas to technology opportunities to enhance instruction.</p>
<p>Measurable Strategy Met?</p>	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

# SMART Goal #2    3<sup>rd</sup> Quarter Deployment Plan    2014-2015

**District SMART GOAL: Equity**

Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.

**Measurable Strategy:** *Clyde Campbell will celebrate our diverse population by quarterly collecting and showcasing information about the diverse populations in our school.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Keep links and calendars current on CCES web page.	Principal, ELL Teacher, Media Coordinator	Visual of web page and links to multiple sites in various languages. Calendar of events.	Ongoing as updates are available throughout the quarter.
2.	Use diversity committee to plan end of year celebration for all diverse populations.	Principal, ELL teacher, Diversity Committee	Scheduled written plan of event. All plans arranged and lined up for event.	04/02/2015
3.	Follow up session by Parent Educator for our Hispanic families.	ELL Teacher, Principal, Parent Educator	Attendance Sign In, Brochures from visit.	04/02/2015
4.	Begin conversations in PTO on how to target and involve all ethnicity groups in our PTO.	Principal, Assistant Principal, PTO President	Minutes from PTO meetings	03/15/2015
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person responsible for ensuring the strategy is deployed	Administration, BLT, ELL Teacher, and PTO
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No financial resources are needed at this time. Parent Educator is paid by the school system and provides free services.

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	No professional development required at this time.
Parent & Community Involvement during this quarter	PTO involvement is recruiting and utilizing our diverse populations. Parent Educator is a school and community person directly involved. Our parents of different ethnicities should be involved in the entire process.
How is technology an integral part of the strategy's deployment?	Online web pages and access. Presentation for families on online and provides some online resources.
Persons responsible for the development of steps	Administration and BLT.

<b>Evaluation</b>	<b>Quarter 3</b>
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>A. We will use the visual appearance and effectiveness of our web page to determine its effectiveness. We can track the number of hits that occur on our web pages. We can also use the notes from our BLT meetings, PTO meetings and diversity committee meetings to make sure planning and follow up are occurring on our plans. Finally, we have information and input from our Parent Educator on the outcome of the follow up meeting with parents. In our last meeting she also left us with some survey results so we could address concerns.</p> <p>B. We will have to use survey data at the end of the year to measure some of our successes. We will also be able to develop trend data over the number of volunteers and the increase of their input on our committees.</p>

<b>Reflection</b>	<b>Quarter 3</b>
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for</p>	<p>1. In November we had a successful Latino Night Celebration. We enjoyed time with our Latino families with a pot luck dinner and a brief slide show for our families. We also held a parent/family night for our ELL parents presented by one of our Parent Educators. The topic covered safety in the home and parents who were present also were presented with a survey to complete. We were looking for things that make them uncomfortable and ways we could help resolve those issues. We have updated our school web page to provide access to school paperwork and instructions in as many languages as possible along with a calendar of events.</p>

improvement?	<p>2. Participation has been good by some populations but groups for whom we don't have translators still don't attend as well.</p> <p>3. We have an ELL teacher who speaks Spanish and this has made parents more comfortable. As a result of the survey we are now better able to target certain areas to work on in making our parents feel more comfortable not only visiting the school but volunteering.</p> <p>4. We still have opportunities to celebrate all of our populations with an end of year type celebration for all families with something highlighting each population. We also have an opportunity to get our different constituents involved in our volunteer program and PTO.</p>
Measurable Strategy Met?	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

# SMART Goal #3    3<sup>rd</sup> Quarter Deployment Plan    2014-2015

**District SMART GOAL: Communication**

Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.

**Measurable Strategy:** 100% of Clyde Campbell’s certified staff will create, update, and maintain a classroom webpage throughout the school year with minimum requirements of Class Schedules, Newsletters, Weekly Assignment updates and teacher information.

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Teachers should update web pages weekly with intention of updating them two to three times per week.	Teachers, Principal	Visual observation of teacher web pages and parent usage of web pages	04/02/2015
2.	Teachers should begin to add more data to their web pages in addition to their calendars.	Teachers, Principal	Visual observation of teacher web pages and parent usage of web pages	04/02/2015
3.	Phone messages to parents should be on each phone and updated on a regular basis working on reaching a level where they are updated daily.	Teachers, Principal	Random phone calls to teacher mailboxes to check messages. Parent usage of phone system. Survey results at the end of the year.	04/02/2015
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 3
Person Responsible for ensuring the strategy is deployed.	Administration and teachers.
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No financial resources needed. Phone system was provided through county funds and the training was all provided by central level personnel and our secretary.

Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Not really any research based professional development. We just received in house training on the new phone system and written instruction on how to operate the system. All web page development training was offered earlier in the year and updates are provided by county staff when needed.
Parent & Community Involvement during this quarter	Parent and Community involvement would be measured through their participation in the web pages and phone system.
How is technology an integral part of the strategy's deployment?	The web pages are completely web based and provide parents an opportunity to participate through technology.
Persons responsible for the development of steps	Administration and BLT

<b>Evaluation</b>	<b>Quarter 3</b>
A. What data will you use to determine if the strategy was deployed with fidelity?	A. We will be able to visually inspect the web pages and listen to the phone messages left by teachers. Their usage and usefulness to parents will be measured through a series of survey data over the next year or so as we can gather trend data on their usage.
B. What data will you use to determine if the action steps impacted the measurable strategy?	B. We will look at the overall growth of students based on EOG data, survey data, and EVAAS data.

<b>Reflection</b>	<b>Quarter 3</b>
1. What does the data tell us? 2. What cannot be gleaned from the data? 3. What improvements have been made to this point? 4. What are the opportunities for improvement?	1. The data tells us that teachers have created their web pages are slowly adding more information to their pages and updating them more frequently (weekly required). Some teachers are doing more than others but we are working to get all teachers to a certain minimum of information. We have now replaced the old phone system completely with a new phone system which gives a better voice mail system. Teachers have been given a handout of instructions on how to save messages and passcodes on their answering systems. 2. Right now the data does not show us how many people are taking advantage of the new web pages. Some teachers are using them more and advertising them and others are not but we still can not tell how many folks are accessing the pages. We are also unable to tell how many people call in and listen to our voice messages. We can tell when they leave messages but we have no way of tracking how

	<p>many people are taking advantage of the messages. We will have to implement and deliver some type of survey at the end of the year to check on their success rate.</p> <p>3. Improvements made so far are the updated and operational web pages. We have also installed a brand new phone system with training on its usage and written instructions. We have also implemented a system where we can send out messages via an application on our smart phones.</p> <p>4. We can become more proficient at updating web pages. Our hope is to move to a daily update on the webpages and the phone system and to be able to use them as a source of homework information and instruction so parents can be more involved in the overall education of their children.</p>
Measurable Strategy Met?	<p><input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal.</p> <p><input type="checkbox"/> NO. If no, check the appropriate action below.</p> <p><input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter.</p> <p><input type="checkbox"/> Continue current strategy, but make improvements to deployment plan.</p> <p><input type="checkbox"/> Abandon current strategy and identify new strategy.</p>

# SMART Goal #1 4<sup>th</sup> Quarter Deployment Plan 2014-2015

## District SMART GOAL: Academic Excellence

Catawba County Schools will strive for a 100% Graduation Rate through increased academic excellence and rigor.

**Measurable Strategy:** *Clyde Campbell will increase its performance composite on state assessments from 69.1% to 74%.*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Hand Out 3 <sup>rd</sup> Quarter AR/AM awards	PTO, Principal, Teachers	Rewards based on 80/85% proficiency on STAR test	04/27/2015
2.	Purchase Chrome Books and iPad to assist Literacy team in meeting the needs of small groups.	Principal, Title 1 Funds, Literacy team	Implementation of Chrome Book and iPad usage.	5 / 2015
3.				/ /
4.				/ /
5.				/ /
6.				/ /
7.				/ /

Planning	Quarter 4
Person responsible for ensuring the strategy is deployed	Administration and our Building Leadership Team
Financial Resources Needed this quarter (Include \$ figures and funding sources)	We are utilizing the knowledge of our own staff members to lead our PLC groups and to lead our trainings in the Google Basic Education Course. PTO contuse to provide the funds necessary for AM/AR rewards.
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	PLC in Google Basic Education and Share Point Training are being led by certified staff and contain research based materials. Both will be ongoing throughout the semester and will be utilized by staff as needed.
Parent & Community Involvement during this quarter	PTO is involved in helping us secure awards for our AR/AM winners.

How is technology an integral part of the strategy's deployment?	The staff development is based on how to use Google as an integral part of the education process. We use technology to assess students and to manipulate the data to help us design instruction.
Persons responsible for the development of steps	Administration and Building Leadership Team

<b>Evaluation</b>	<b>Quarter 4</b>
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>We will look at training signup sheets as well as implementation data based on classroom observations. We also have BLT documentation of the conversations that took place about what specific area we need to address academically with our PLC meetings and who would lead those PLC's and for how long they would last per session.</p> <p>We will use informal and formal assessment data during the quarter and at the end of the year. We will measure teacher implementation and effectiveness of Google training based on student and teacher implementation.</p>

<b>Reflection</b>	<b>Quarter 4</b>
<p>1. What does the data tell us?</p> <p>2. What cannot be gleaned from the data?</p> <p>3. What improvements have been made to this point?</p> <p>4. What are the opportunities for improvement?</p>	<p>1. The data tells us that we have completed PLC's in Accelerated Math and Reading. In addition to the Accelerated Math we also went more in depth with a Guided Math PLC. We have completed work on Renaissance Place which is the online facilitator of AM/AR. We have also completed workshops in "Writing Across the Curriculum" and "Word Nerds". Finally, we had staff participate in and lead staff development in Differentiated Instruction and how it works in the classroom. Students are being instructed in all grade levels using the science kits and some online instruction. Students continue to review and implement science vocabulary and teachers are taking information gained from PLC workshops and applying them in their classrooms. The data from AR/AM and mClass data tells us we are making progress towards our goals. End of Grade tests scores for reading and science appear to be down this year and math seems to have held consistent and actually be up a little. If these EOG scores hold true then we probably did not reach our goal increase on our composite score, especially due to the science scores.</p> <p>2. What we can't tell from the data at this point is the overall success we will see in our end of year growth. Our goal is for continuous improvement and growth in all academic areas and especially in science which is the area that stands to help our overall composite the most. This data is not official at this point so we are not sure about our data. The other thing that cannot be gleaned from science data is growth because it is a one shot test and there is no pre-test.</p>

	<p>3. Our instruction is more focused and with the help of our small groups we are able to put into practice more small group, guided lessons. We have lots of teachers who have led and attended workshops which give them tremendous growth opportunities professionally.</p> <p>4. We still have more PLC workshops in progress and scheduled to begin. Topics range from academic areas to technology opportunities to enhance instruction.</p>
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input checked="" type="checkbox"/> NO. If no, check the appropriate action below. <input type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input checked="" type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

## SMART Goal #2 4<sup>th</sup> Quarter Deployment Plan 2014-2015

**District SMART GOAL: Equity**  
Catawba County Schools will focus on creating a culture and climate where diversity is celebrated and becomes an integral part of the teaching and learning process.  
**Measurable Strategy:** *Clyde Campbell will celebrate our diverse population by quarterly collecting and showcasing information about the diverse populations in our school..*

Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
<b>1.</b>	Use diversity committee to plan beginning of year celebration for all diverse populations.	Principal, ELL teacher, Diversity Committee	Scheduled written plan of event. All plans arranged and lined up for event.	06/12/2015
<b>2.</b>	Follow up session by Parent Educator for our Hispanic families.	ELL Teacher, Principal, Parent Educator	Attendance Sign In, Brochures from visit.	10/02/2015
<b>3.</b>	Continue conversations in PTO on how to target and involve all ethnicity groups in our PTO.	Principal, Assistant Principal, PTO President	Minutes from PTO meetings	06/12/2015
<b>4.</b>				/ /
<b>5.</b>				/ /
<b>6.</b>				/ /
<b>7.</b>				/ /

<b>Planning</b>	<b>Quarter 4</b>
Person responsible for ensuring the strategy is deployed	Administration, BLT, ELL Teacher, and PTO
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No financial resources are needed at this time. Parent Educator is paid by the school system and provides free services.
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	No professional development required at this time.
Parent & Community Involvement during this quarter	PTO involvement is recruiting and utilizing our diverse populations. Parent Educator is a school and community person directly involved. Our parents of different ethnicities should be involved in the entire process.
How is technology an integral part of the strategy's deployment?	Online web pages and access. Presentation for families on online and provides some online resources.
Persons responsible for the development of steps	Administration and BLT.

<b>Evaluation</b>	<b>Quarter 4</b>
<p>A. What data will you use to determine if the strategy was deployed with fidelity?</p> <p>B. What data will you use to determine if the action steps impacted the measurable strategy?</p>	<p>A. We will use the visual appearance and effectiveness of our web page to determine its effectiveness. We can track the number of hits that occur on our web pages. We can also use the notes from our BLT meetings, PTO meetings and diversity committee meetings to make sure planning and follow up are occurring on our plans. Finally, we have information and input from our Parent Educator on the outcome of the follow up meeting with parents. In our last meeting she also left us with some survey results so we could address concerns.</p> <p>B. We will have to use survey data at the end of the year to measure some of our successes. We will also be able to develop trend data over the number of volunteers and the increase of their input on our committees.</p>

Reflection	Quarter 4
1. What does the data tell us? 2. What cannot be gleaned from the data? 3. What improvements have been made to this point? 4. What are the opportunities for improvement?	1. There was a follow up to our Latino night which was fairly well attended along with a LEGO night which involved many of our ELL families. We also have minutes from our PTO meeting discussing how to involve our ELL families more in our PTO committees and meetings. 2. Participation has been good by some populations but groups for whom we don't have translators still don't attend as well. 3. We have an ELL teacher who speaks Spanish and this has made parents more comfortable. As a result of the survey we are now better able to target certain areas to work on in making our parents feel more comfortable not only visiting the school but volunteering. 4. We still have opportunities to celebrate all of our populations with an end of year type celebration for all families with something highlighting each population. We also have an opportunity to get our different constituents involved in our volunteer program and PTO.
Measurable Strategy Met?	<input type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input type="checkbox"/> NO. If no, check the appropriate action below. <input checked="" type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

<b>SMART Goal #3 4<sup>th</sup> Quarter Deployment Plan 2014-2015</b>				
<b>District SMART GOAL: Communication</b>				
Catawba County Schools will improve communication between central services and schools, between schools and the families they serve, and between schools and the community.				
<b>Measurable Strategy:</b> 100% of Clyde Campbell's certified staff will create, update, and maintain a classroom webpage throughout the school year with minimum requirements of Class Schedules, Newsletters, Weekly Assignment updates and teacher information.				
Steps	Action Steps	Person Responsible	Measure(s)	Action Step Completion Date
1.	Teachers should update web pages two to three times per week.	Teachers, Principal	Visual observation of teacher web pages	06/02/2015
2.	Teachers should begin to add more data to their web pages in addition to their calendars.	Teachers, Principal	Visual observation of teacher web pages and	06/02/2015

			parent usage of web pages	
3.	Phone messages to parents should be on each phone and updated daily.	Teachers, Principal	Random phone calls to teacher mailboxes to check messages. Parent usage of phone system. Survey results at the end of the year.	06/02/2015
4.				/ /

Planning	Quarter 4
Person responsible for ensuring the strategy is deployed	Administration and teachers.
Financial Resources Needed this quarter (Include \$ figures and funding sources)	No financial resources needed. Phone system was provided through county funds and the training was all provided by central level personnel and our secretary.
Professional Development required during this quarter (Indicate title, audience, # of training hours, and HQ status)	Not really any research based professional development. We just received in house training on the new phone system and written instruction on how to operate the system. All web page development training was offered earlier in the year and updates are provided by county staff when needed.
Parent & Community Involvement during this quarter	Parent and Community involvement would be measured through their participation in the web pages and phone system.
How is technology an integral part of the strategy's deployment?	The web pages are completely web based and provide parents an opportunity to participate through technology.
Persons responsible for the development of steps	Administration and BLT

Evaluation	Quarter 4
A. What data will you use to determine if the strategy was deployed with fidelity?	A. We will be able to visually inspect the web pages and listen to the phone messages left by teachers. Their usage and usefulness to parents will be measured through a series of survey data over the next year or so as we can gather trend data on their usage.
B. What data will you use to determine	B. We will look at the overall growth of students based on EOG data, survey data, and

if the action steps impacted the measurable strategy?	EVAAS data.
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<b>Reflection</b>	<b>Quarter 4</b>
<ol style="list-style-type: none"> <li>1. What does the data tell us?</li> <li>2. What cannot be gleaned from the data?</li> <li>3. What improvements have been made to this point?</li> <li>4. What are the opportunities for improvement?</li> </ol>	<ol style="list-style-type: none"> <li>1. The data tells us that teachers have created their web pages and are slowly adding more information to their pages and updating them more frequently (two to three times a week required). Some teachers are doing more than others but we are working to get all teachers to a certain minimum of information. We have now replaced the old phone system completely with a new phone system which gives a better voice mail system. Teachers have been given a handout of instructions on how to save messages and passcodes on their answering systems.</li> <li>2. Right now the data does not show us how many people are taking advantage of the new web pages. Some teachers are using them more and advertising them and others are not but we still cannot tell how many folks are accessing the pages. We are also unable to tell how many people call in and listen to our voice messages. We can tell when they leave messages but we have no way of tracking how many people are taking advantage of the messages. We will have to implement and deliver some type of survey at the end of the year to check on their success rate.</li> <li>3. Improvements made so far are the updated and operational web pages. We have also installed a brand new phone system with training on its usage and written instructions. We have also implemented a system where we can send out messages via an application on our smart phones.</li> <li>4. We can become more proficient at updating web pages. Our hope is to move to a daily update on the webpages and the phone system and to be able to use them as a source of homework information and instruction so parents can be more involved in the overall education of their children.</li> </ol>
Measurable Strategy Met?	<input checked="" type="checkbox"/> YES. If yes, change target goal in order to further impact the overall goal. <input type="checkbox"/> NO. If no, check the appropriate action below. <input type="checkbox"/> Continue current strategy and update deployment plan for next quarter. <input type="checkbox"/> Continue current strategy, but make improvements to deployment plan. <input type="checkbox"/> Abandon current strategy and identify new strategy.

# Waiver Requests

## School-Based Management and Accountability Program School-Based Waiver Request for 2014-2016

LEA: Catawba County Schools

LEA Code: 180

School Name/School Code: \_\_\_\_\_

Requests for Waiver	
Type	Class size waiver in Grades 4-12 (This excludes class limitation in Grades K-3)
Legal Reference	North Carolina General Statutes Section 115C-301(c) Maximum Class Size
Rationale	The waiver will allow flexibility to ad hoc grouping in both skill and content areas. It will allow for more effective use of staffing, focusing on individual strengths of the faculty/staff.
Congruency to Student Achievement	More effective teaching/learning will occur as schools are able to operate the master schedule with fluidity, moving students in and out of skill groups as assessment indicates. The waiver also diminishes the possibility of whole-school reorganization if student enrollment is significantly higher than student projections.

# *Appendix*

# Frequently Used Educational Acronyms

<b>ACT</b>	National Standardized Test Used by Colleges and Universities as Part of the Application Process
<b>ADA-</b>	Americans with Disabilities Act
<b>AESOP-</b>	Substitute Management System
<b>AIG-</b>	Academically/Intellectually Gifted
<b>AP-</b>	Assistant Principal
<b>AP-</b>	Advanced Placement
<b>AR-</b>	Accelerated Reader
<b>ASCA-</b>	American School Counselors' Association
<b>AUP-</b>	Acceptable Use Policy
<b>AMO-</b>	Annual Measurable Objectives
<b>BIP-</b>	Behavior Intervention Plan
<b>BLT-</b>	Building Leadership Team
<b>BOE-</b>	Board of Education
<b>BT-</b>	Beginning Teacher
<b>BTI-</b>	Beginning Teacher Induction
<b>CCP-</b>	College and Career Promise
<b>CCR-</b>	College Career Ready
<b>CCS-</b>	Catawba County Schools
<b>CDC-</b>	Career Development Coordinator
<b>CDSA-</b>	Children's Developmental Services Agency
<b>CECAS-</b>	Comprehensive Exceptional Children Accountability System
<b>CEU-</b>	Continuing Education Credit
<b>CFNC-</b>	College Foundation of North Carolina
<b>CGR-</b>	Cohort Graduation Rate
<b>COMPASS-</b>	Children Overcoming Monumental Personal and Academic Stressors for Success
<b>CTE-</b>	Career and Technical Education
<b>CVCC-</b>	Catawba Valley Community College
<b>DLT-</b>	District Leadership Team

<b>DOP-</b>	Dropout Prevention
<b>DPI-</b>	Department of Public Instruction
<b>DSS-</b>	Department of Social Services
<b>EAP-</b>	Employee Assistance Program
<b>ED-</b>	Economically Disadvantaged
<b>EEO/AA-</b>	Equal Employment Opportunity/Affirmative Action
<b>ELL-</b>	English Language Learner
<b>EOC-</b>	End-of-Course Test (9-12)
<b>EOG-</b>	End-of-Grade Test (3-8)
<b>ERATE-</b>	Federal Program for Technology Connectivity Reimbursement
<b>E.S.T.E.E.M.-</b>	Empowering Students Through Education, Employment, and Mentorships
<b>ESL-</b>	English as a Second Language
<b>EVAAS-</b>	Educational Value-Added Assessment System
<b>FAPE-</b>	Free and Appropriate Public Education
<b>FERPA-</b>	Family Education Rights and Privacy Act
<b>FMLA-</b>	Family Medical Leave Act
<b>FRL-</b>	Free and Reduced Lunch
<b>FY-</b>	Fiscal Year
<b>GED-</b>	General Educational Development Program
<b>GLP-</b>	Grade Level Proficiency
<b>HQ-</b>	Highly Qualified
<b>HRMS-</b>	Human Resource Management System
<b>IDEA-</b>	Individuals with Disabilities Education Act
<b>IEP-</b>	Individual Education Plan
<b>MCD-</b>	Minimum Credit Diploma
<b>MTSS-</b>	Multi Tiered System of Support
<b>NAEP-</b>	National Assessment of Educational Progress
<b>NASW-</b>	National Academy of Social Workers
<b>NBCT-</b>	National Board Certified Teacher
<b>NBPTS-</b>	National Board for Professional Teaching Standards

<b>NCE-</b>	Normal Curve Equivalency
<b>NCFE-</b>	North Carolina Final Exams
<b>NCHSAA-</b>	North Carolina High School Athletic Association
<b>NCLB-</b>	No Child Left Behind
<b>NCTEP-</b>	North Carolina Teacher Evaluation Program
<b>NCSIP-</b>	North Carolina State Improvement Project
<b>NCVPS-</b>	North Carolina Virtual Public School
<b>NOM-</b>	National Origin Minority
<b>OCR-</b>	Office of Civil Rights
<b>PAT-</b>	Parent as Teachers
<b>PBIS-</b>	Positive Behavior Intervention Support
<b>PD-</b>	Professional Development
<b>PDP</b>	Professional Development Plan
<b>PEP-</b>	Personalized Educational Plan
<b>PIO-</b>	Public Information Officer
<b>PLC-</b>	Professional Learning Communities
<b>PSAT-</b>	Pre-Scholastic Assessment Test
<b>RALC-</b>	Regional Alternative Licensing Center
<b>RC-</b>	Reading Counts
<b>RESA-</b>	Regional Educational Service Alliance
<b>RSS-</b>	"Really Simple Syndication" used to subscribe to information through the internet
<b>RTA-</b>	Read to Achieve
<b>RTI-</b>	Responsiveness to Instruction
<b>SADFSCA-</b>	Safe and Drug-Free Schools Communities Act
<b>SAT-</b>	Scholastic Aptitude Test
<b>SCOS-</b>	Standard Course of Study
<b>SD-</b>	Staff Development
<b>SD-9A-</b>	Prior Approval Form for Staff Development (aka: the pink sheet)
<b>SEA-</b>	State Education Agency
<b>SIP-</b>	School Improvement Plan

<b>SST-</b>	Student Success Team
<b>SLD-</b>	Specific Learning Disabled
<b>SLMC-</b>	School Library Media Center
<b>SPC-</b>	Special Populations Coordinator
<b>SPG-</b>	School Performance Grade
<b>SRO-</b>	School Resource Officer
<b>SWD-</b>	Student with Disabilities
<b>TA-</b>	Teacher Assistant
<b>TAAC</b>	Teacher Assistants' Advisory Council
<b>TAC</b>	Teacher's Advisory Council
<b>VOCATS-</b>	Vocational Competency Achievement Tracking System
<b>WorkKeys</b>	Career Readiness Instrument