

**Mary McArthur Elementary School**  
**2014-2016 SIP**

Mary McArthur Elementary School  
Cumberland County School System

Tanya Gonzales, Principal  
3809 Village Drive  
Fayetteville, NC 28304

# TABLE OF CONTENTS

Overview .....	1
Goals Summary .....	2
Goal 1: 2014-2016 To create a safe and caring climate that enhances learning .....	3
Goal 2: 2014-2016 To expect academic growth by all children .....	3
Goal 3: 2014-2016 - To promote continuous quality improvement .....	4
Activity Summary by Funding Source .....	6

## Overview

### Plan Name

Mary McArthur Elementary School 2014-2016 SIP

### Plan Description

## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2014-2016 To create a safe and caring climate that enhances learning	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
2	2014-2016 To expect academic growth by all children	Objectives: 1 Strategies: 3 Activities: 5	Academic	\$317
3	2014-2016 - To promote continuous quality improvement	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0

## Goal 1: 2014-2016 To create a safe and caring climate that enhances learning

### Measurable Objective 1:

collaborate to consistently and effectively implement the strategies for Positive Behavior Intervention and Support. by 06/10/2015 as measured by spreadsheets, professional development feedback and implementation, discipline data, office referrals, reward systems, PBIS matrix, and PBIS committee feedback on implementation..

### Strategy 1:

PBIS in the classroom - Schoolwide Expectations - Teachers will consistently and effectively implement the strategies associated with PBIS to positively impact their students' behavior. This will increase academic time on task and reduce the incidents of disruptions to instruction and the need for office referrals.

Activity - PBIS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in a PBIS professional development prior to the start of the school year. They will understand how to complete spreadsheets, how to decide on office referrals, what the schoolwide expectations are, when to give tickets, how to collect rewards, etc. This program will be monitored through the PBIS committee throughout the year.	Behavioral Support Program	08/18/2014	06/10/2015	\$0	No Funding Required	All staff

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

### Measurable Objective 1:

65% of Third, Fourth and Fifth grade students will demonstrate a proficiency and growth on grade level standards in Math, 5th grade Science and in Reading by 06/10/2015 as measured by The EOG Assessment.

### Strategy 1:

Targeted Remediation - Teachers will use assessment data to form student groups for targeted remediation.

Activity - Small group remediation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will target groups of students for remediation in both reading and math according to formal and informal assessment data. We will use the time and expertise of our remediation teachers, resource teachers, and instructional coaches to offer small group remediation in the form of pull out and inclusion groups during the school day. These groups will focus on the standards that students have not mastered.	Academic Support Program	09/02/2014	05/29/2015	\$0	No Funding Required	Remediation teachers, 3rd, 4th and 5th grade teachers, Instructional Coaches, and resource teachers

## Mary McArthur Elementary School 2014-2016 SIP

Mary McArthur Elementary School

Activity - Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teachers will use a portion of their common planning time once a month for student data analysis and planning for intervention.	Academic Support Program	09/02/2014	05/08/2015	\$0	No Funding Required	Grade level teachers, instructional coaches, administration

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will invite CCS curriculum specialists to offer professional development and model lessons in the targeted subject areas. We will also offer model lessons and curriculum planning assistance from our instructional coaches.	Academic Support Program	09/02/2014	05/22/2015	\$0	No Funding Required	teachers, instructional coaches

### Strategy 2:

Arts Integration - Resource teachers will team teach to increase arts integration and engagement in these subjects.

Activity - Arts Integration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Resource teachers will utilize their open class times to team teach and collaborate with classroom teachers thus increasing the arts integration and student engagement during instruction of math, reading, and science.	Academic Support Program	09/02/2014	05/22/2015	\$0	No Funding Required	resource teachers, classroom teachers

### Strategy 3:

No Excuses University - Foster a culture of universal achievement

Activity - No Excuses University	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
SIT team will lead our school in fostering a culture of universal achievement, through the belief systems and symbolism of the No Excuses University Program. Staff college graduate board will be displayed and SIT will develop guidelines of a common language and goals for our teachers to perpetuate a college bound culture at Mary McArthur. SIT will attend a professional development prior to the start of school to further our understanding of No Excuses and how we can build a "No Excuses" culture in our school.	Academic Support Program	08/06/2014	06/10/2015	\$317	Title I School Improvement (ISI)	All staff

## Goal 3: 2014-2016 - To promote continuous quality improvement

### Measurable Objective 1:

collaborate to increase our integration of the arts in our classrooms and further enhance the implementation of the A+ Essentials. by 06/10/2015 as measured by lesson plans, administrative observations, grade level and resource team planning minutes, student work, staff and parent surveys. .

**Strategy 1:**

Collaborative Planning - The master schedule reflects weekly back-to-back common planning time of 80 minutes one day per week for each grade level.

Activity - cross curricular planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teachers will plan collaboratively for 80 minutes one day per week during their common planning time. There is also built-in collaborative planning time for the art, music, drama, and dance teachers to join grade levels once per week in grades 2nd-5th. In addition, one day a week all resource teachers have a common block of planning time. This increased time for collaborative planning will enable teachers to focus on planning for additional opportunities for arts integration and engagement as well as more time to collaborate with the resource teachers to improve our focus on and implementation of the A+ Essentials	Academic Support Program	08/18/2014	06/11/2015	\$0	No Funding Required	Classroom teachers, resource teachers, administration, instructional coaches

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title I School Improvement (ISI)

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
No Excuses University	SIT team will lead our school in fostering a culture of universal achievement, through the belief systems and symbolism of the No Excuses University Program. Staff college graduate board will be displayed and SIT will develop guidelines of a common language and goals for our teachers to perpetuate a college bound culture at Mary McArthur. SIT will attend a professional development prior to the start of school to further our understanding of No Excuses and how we can build a "No Excuses" culture in our school.	Academic Support Program	08/06/2014	06/10/2015	\$317	All staff
<b>Total</b>					<b>\$317</b>	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
cross curricular planning	Grade level teachers will plan collaboratively for 80 minutes one day per week during their common planning time. There is also built-in collaborative planning time for the art, music, drama, and dance teachers to join grade levels once per week in grades 2nd-5th. In addition, one day a week all resource teachers have a common block of planning time. This increased time for collaborative planning will enable teachers to focus on planning for additional opportunities for arts integration and engagement as well as more time to collaborate with the resource teachers to improve our focus on and implementation of the A+ Essentials	Academic Support Program	08/18/2014	06/11/2015	\$0	Classroom teachers, resource teachers, administration, instructional coaches
PBIS	Teachers will participate in a PBIS professional development prior to the start of the school year. They will understand how to complete spreadsheets, how to decide on office referrals, what the schoolwide expectations are, when to give tickets, how to collect rewards, etc. This program will be monitored through the PBIS committee throughout the year.	Behavioral Support Program	08/18/2014	06/10/2015	\$0	All staff



**Mary McArthur Elementary School 2014-2016 SIP**

Mary McArthur Elementary School

Professional Development	We will invite CCS curriculum specialists to offer professional development and model lessons in the targeted subject areas. We will also offer model lessons and curriculum planning assistance from our instructional coaches.	Academic Support Program	09/02/2014	05/22/2015	\$0	teachers, instructional coaches
Small group remediation	Teachers will target groups of students for remediation in both reading and math according to formal and informal assessment data. We will use the time and expertise of our remediation teachers, resource teachers, and instructional coaches to offer small group remediation in the form of pull out and inclusion groups during the school day. These groups will focus on the standards that students have not mastered.	Academic Support Program	09/02/2014	05/29/2015	\$0	Remediation teachers, 3rd, 4th and 5th grade teachers, Instructional Coaches, and resource teachers
Arts Integration	Resource teachers will utilize their open class times to team teach and collaborate with classroom teachers thus increasing the arts integration and student engagement during instruction of math, reading, and science.	Academic Support Program	09/02/2014	05/22/2015	\$0	resource teachers, classroom teachers
Data Analysis	Grade level teachers will use a portion of their common planning time once a month for student data analysis and planning for intervention.	Academic Support Program	09/02/2014	05/08/2015	\$0	Grade level teachers, instructional coaches, administration
<b>Total</b>					<b>\$0</b>	

**LEA or Charter Name/Number:**

Cumberland County Schools - 260

**School Name:**

Mary McArthur Elementary

**School Number:**

396

**Plan Year(s):**

2014-2016

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

**# For**

70

**# Against**

0

**Percentage For**

100%

**Date approved by Vote:**

8/18/2014

### School Improvement Team Membership

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

Committee Position*	Name	Year elected
Principal	Tanya Higgins	2014
Assistant Principal Representative	Shirley Braxton-McLaurin	2014
Teacher Representative	Ashley Johnson	2014
Inst. Support Representative	Carol Gillespie	They will hold elections at the end of the year to move into compliacne with 2 year terms. Due to new principal and AP it seemed prudent to keep team intact until end of year.
Teacher Assistant Representative	Veronica McNeill	
Parent Representative	Heather Fuentes	
Additional Representative	Sian Panter	
Additional Representative	Mary Stephens	
Additional Representative	Deborah Martin	
Additional Representative	Melissa Meier	
Additional Representative	Lisa Landreth	
Additional Representative	Valerie Covert	
Additional Representative		
Additional Representative		
Additional Representative		

**School-Based Management and Accountability Program  
Summary of School-based Waiver Requests  
Program Years: 2014-2016**

**Instructions:** Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

**LEA or Charter School Name/Number:**

Cumberland County Schools -  
260

**School Name:**

Mary McArthur Elementary

**Waivers**

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

**Allowable Waivers and Conditions**

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

**DPI allowable waiver (Elementary Schools only)**

1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)

**Allocation of Teachers: Class size - Flexibility**

yes

2. Identify the law, regulation, or policy from which exemption is requested.

**G.S. 115C-301, (C) Class Size**

3. State how the waiver will be used.

To increase class size

4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.

All students will be in a class with a teacher but classes may be larger.

## Remediation Plan

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

School: Mary McArthur Elementary

Year: 2014-2016

## Description of the Plan

Purpose:	The purpose of this is to provide supplemental instruction to at-risk students to ensure mastery of course objectives and/or specific graduation requirements.
Delivery:	The purpose will be achieved through small group and individual tutoring and instruction. These will occur both during and after school.
Students Served:	Primarily third, fourth, and fifth grade.



## Budget Amount

### AMOUNT

Total Allocation:

\$36,317.95



## Budget Breakdown

### AMOUNT

Personnel:

1 remediation teacher during the school day	\$12,833.00
1 remediation teacher during the school day	\$9,210.00
10 Teachers After School Tutoring 2 hours per week for 18 weeks=36 hours @ \$25 per hour	\$9,000.00
1 bus driver for after school tutoring	\$500.00

1 Assistant Principal to coordinate after school tutoring program 2 hours per week x 18 weeks = 36 hrs at \$30 per hour	\$1,080.00
---	------------



Materials & Supplies:	Snacks for after school tutoring	\$1,000.00



	<b>AMOUNT</b>
Transportation:	
Bus mileage for after school tutoring	\$400.00
Purchase of materials for tutoring	\$2,294.95



<b>Grand Total:</b>	<b>\$36,317.95</b>
---------------------	--------------------



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

y	PEP
y	Student Activity Log
y	Other (If yes, specify in the box below):

Reading 3D

## Title II Plan

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

School: Mary McArthur Elementary  
Year: 2014-2015

### Description of the Plan

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

### Budget Amount

Total Allocation: AMOUNT \$1,738.50

### Budget Breakdown

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

#### Staff Development

1

**We will hire 7 substitutes for a day to rotate through the classes. This will allow data analysis and student needs discussion between teachers, administrators, and instructional coaches for at least an hour each.**

	<u>Description</u>	<u>AMOUNT</u>
Personnel:	7 substitutes @ \$75 per day	\$750.00
Training materials:		
Registration/Fees:		
<u>Travel:</u>		
Mileage/Airfare:		
Lodging/Meals:		
Consulting Services:		
Follow up activities		
	Total for staff development 1: This cell will automatically total for you	\$750.00

<b>District Wide Components</b>		
Duty Free Lunch	Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.	N



Duty free planning time	<p><b>Please describe approximately how much planning time your teachers have during a week:</b> Our teachers have 40 minutes of planning daily and once a week they have an additional 40 minutes.</p>	
PBIS school	<p><b>Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.</b></p>	Y
PBIS rating from previous year	<p><b>Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:</b></p>	Model
Parental Involvement	<p><b>Please describe your parental involvement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</b> 1. Open House August 21, 2014 2. Grandparents Luncheon week 9/8/14 (3. Title 1 curriculum night 9/9/14 (4. Walk to school day 10/2/14 (5. Parent conferences 11/4-11/5, 4/14-4/15 (6. Fall Festival 11/14</p>	

Safe and Orderly schools	<p>The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school.</p>
Review of the SIP plan and notification of changes	<p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p>