

Emerson Continuous Improvement Plan (CIP)

WCS Goal: Every Student Achieves Educational Success

Strategic Priority: *Data is used when decisions about learning and teaching are being made.*

Improvement Target: INCREASE PERFORMANCE INDEX FROM 106.4 to 107.7.

GOAL I

School	2005-2006	2006-2007	2007-2008	2008-2009	Target 2010
Emerson Magnet Elementary School	109.2	107.9 (-1.3)	105.1 (-2.8)	106.4 (+1.3)	107.7 (+1.3)

Strategy (ies): Using the Battelle for Kids Data identify target areas where students are not achieving a year’s growth in a year’s time.
 Using the Battelle for Kids Data identify trends within the data of poor student growth.
 Develop and Implement Strategies to increase student growth in our targeted populations.

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Identify students who did not meet their expected score by 10 pts or more on the OAT based on the Battelle for Kids data.	September	In Process	Battelle for Kids.org	Principal and staff	Data Reports	Data in teachers hands to use in planning instruction, student growth reflected on OAT performance. <i>Data in teachers hands to develop strategies to increase growth in students</i> Root causes identified to develop strategies for addressing issues	
Identify any trends of “underperformance” among groups of students in the Battelle for Kids data. (i.e. 5 quintile students)	Sept/Oct	In Process	Battelle for Kids.org	Principal	Data Reports		
Disseminate trend information and brain-storm root causes for trends with grade level teachers.	October	Ongoing	Battelle for kids.org, ODE Value Added	Principal and staff	Meeting notes		

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
<p>Implement strategies by grade level to address lack of growth by groups. Focus on: Special Education- Learning Disabled, 5th quintile students</p> <p>Strategies:</p> <p>Use of YPP for Language Arts and Reading to monitor growth and provide intervention.</p> <p>Reading instruction to teach and support all students at <i>their reading level</i> across all grades.</p> <p>“Guys Read” and “Girls Gotta Read” After School Reading group with a focus on higher level students.</p> <p>Use “percentage of goal” to track Reading Growth with Accelerated Reading.</p> <p>“Knights and Princesses of the Reading Round Table” Incentive Program- School wide program to encourage reading.</p> <p>Online interactive Reading Blog for students to discuss books</p> <p>Intervention for students with Learning Disabilities to accelerate learning rate and close gap to grade level in Reading and Math</p>	October-	Ongoing	YPP grades 1-5 Language Arts and Reading, Study Island, AR, F & P data collection,	Teachers Principal	Accelerated Reader, Aims Web, YPP, Fontas & Pinnell, Star	Battelle For Kids 2010 data, OAT Data, YPP Data, Star	
	November	Monthly	YPP Reports (both group and individual)	Teachers, Principal, YPP Coordinator	Reports on Data for YPP on a Monthly basis	Reports on Data for YPP on a Monthly basis.	
	September	Quarterly	Data from reading groups	Teachers, Principal	Fontas& Pennel reports	End of year reports	
	November	Monthly	Parent Volunteers, Librarian	Parent Volunteers, Principal	Participation in groups	Castle Wall of Fame, teacher records.	
	November	Weekly	Accelerated Reading Tests, Book Summaries	Teachers, Principal, Parents, Students	AR reports/teacher reports	AR reports/teacher reports	
	November	Weekly	Teacher Identification of AR Achievement	Principal, Teachers	Qualifiers for Wall of Fame	Wall of Fame total	
	November	Weekly	Web Log through Weebly	Principal, Teachers, students	Participation / activity on Blog	Measure of activity and Total number of books discussed.	
	September	Weekly	YPP, AimsWeb, F&P, RTI,	Principal, Teachers, Parents, Students	Reports from YPP, AimsWeb, F&P, RTI,	Reports from YPP, AimsWeb, F&P, RTI, OAT results, Value	

<p>Implement learning strategies across the curriculum to improve student performance on Extended Response questions. (Informational Text and Geometry/Algebra)</p>	<p>September</p>	<p>Monthly</p>	<p>Reading Contracts Teacher reports, Portfolio sampling,</p>	<p>Principal, Teachers, Students</p>	<p>Teacher reports, Portfolio sampling, Written work</p>	<p>Added reports Oat Extended Response performance</p>	
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WCS Goal:

2.0 LEARNING AND WORKING ENVIRONMENTS ARE SAFE, NURTURING AND EFFICIENT

Strategic Priority:

- District wellness initiatives address the needs of students and employees.

Improvement Target: INCREASE PERFORMANCE INDEX FROM 106.4 to 107.7.

School	2005-2006	2006-2007	2007-2008	2008-2009	Target 2009-2010
Emerson Magnet Elementary School	N/A	N/A	N/A	Gathering baseline data	Reduce absenteeism among staff and students due to illness.

Strategy (ies): Develop and implement Emerson Wellness Plan

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Support teachers in their efforts to participate in the Bio-medical screening.	September	In Process	District Biomedical Screening	Principal and staff	Participation report	<i>Final participation report.</i>	
Form a Emerson wellness committee to brainstorm strategies for increasing the overall health in the building.	Sept/Oct	In Process	Data on illness related absences	Teachers/ Principal	Data Reports	<i>Meeting notes</i>	
Institute Wellness Committee protocols for students and teachers. (I.E. Increase hand washing frequency and timing, etc...)	October	Ongoing	Staff, NAESP resources	Principal and staff	Emerson Wellness plan	Plan in effect.	

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Provide students with opportunities before and after school to improve overall physical fitness. (i.e. Walking Club, Fencing, etc...)	October	Ongoing	Parent volunteer hours, community resources	Teachers Principal, Parents	Data on participation	Participation and individual goals of students.	

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WCS Goal:

3.0 THE BEST STAFF ARE RECRUITED, SELECTED, DEVELOPED AND RETAINED.

Strategic Priority:

- Staff members have access to professional development opportunities and resources that help them grow as professionals and employees of the district.
- Goals for district employees are aligned with the overall goals of the district.

School	Target 2009-2010
Emerson Magnet Elementary School	Increase teacher knowledge and effectiveness in the areas of International/Global focus, Gifted Education and Increasing Student achievement.

Strategy (ies): Provide opportunities for professional development and collaboration.

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Teachers will be provided with opportunities to increase knowledge and develop skills in relation to IB program through level one training.	Sept-Ongoing		Stimulus funding for IB Training, Participation in Ohio International Conference	Principal, WCS Staff	Reports to staff from Trainees	<i>Implementation of new strategies.</i>	
Gifted Cluster teachers will be provided with opportunities for growth in the area of Gifted instruction.	Sept-Ongoing		Gifted Conference	Gifted Coordinator, Principal	Reports to staff from Trainees	<i>Implementation of new strategies, Value Added growth, OAT Performance</i>	

						<i>Increases</i>	
Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Provide teachers with ongoing Professional Development focused on Curriculum and Instruction.	Sept. - Ongoing		Texts, Instructional Coach	Teachers, Instructional Coach, Principal	Meeting Notes, Strategies Implemented	Teacher Report, Value Added Data, OAT growth	

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<p>WCS Goal:</p> <p>GOAL 4.0 COMMUNITY, PARENTS, STUDENTS AND STAFF ARE ENGAGED AS PARTNERS IN EDUCATION</p> <p>Strategic Priority:</p> <p>Mutual support and respect is earned by engaging the district's community, parents, students and staff in open, honest dialogue.</p> <ul style="list-style-type: none"> • Community, parents, students and staff are aware of what occurs in our schools and the district's plans for the future • All staff members understand the importance of being an effective communicator and take advantage of opportunities to improve their communication skills.

School	Target 2009-2010
Emerson Magnet Elementary School	Maximize communication between parents, teachers and school utilizing multiple mediums and increase partnerships between parents and school.

Strategy (ies): Involve all teachers in PTA meetings.
 Use innovative ways to communicate.
 Take advantage of underutilized communication methods.

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible ?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Use a variety of communication techniques to engage parents in the education process.	Year round		Monthly newsletters, notes and home, calls home, Yahoo Emerson Group e-mails, PTA meeting Reports, Face to face meetings, Website	All Staff	Documents and notes of meetings	Parent survey regarding communication	

			and Weblogs				
Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible ?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Having identified a need within our school, invite parent involvement to work with staff to partner to answer the need.	October-June		Parents, Teachers	Principal, Parents, Teachers	Parent Volunteers, Read Program, International Week Presenters, Westerville Reads, Drama, Spanish, etc...	Completion of special projects	
Encourage increased teacher interaction through rotating Teacher representative at PTA meetings.	September		Teachers	Teachers, PTA	Rotating Attendance at PTA meetings	Attendance at PTA meeting by teachers	
Increase attendance at PTA meetings.	October-June		Advertisement of meeting with added benefits (real food!), and child care.	Principal, PTA	Attendance numbers	Increased attendance for meetings, new involvement by parents.	

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WCS Goal:

GOAL 5: FINANCIAL RESOURCES ARE MAXIMIZED TO SUPPORT EDUCATIONAL SUCCESS

Strategic Priority:

- School finance information is readily available to the community and presented in a clear, concise and consistent manner.
- Efficient financial operations result in improved public perception and enhanced community trust.
- Alternative financial resources are secured to supplement the FUNDING OF educational programs desired by the Westerville community

School	Target 2009-2010
Emerson Magnet Elementary School	<p>Continue to support energy conservation program Comply with budget requirements as described by Treasurer's Office Seek alternative sources for funding of school programs. Maximize resources, minimize waste.</p>

Strategy (ies): Develop and implement ways to save money and increase revenues.

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
Work with secretary to submit all budgets and deposits within required time frame as I increase my knowledge and understanding of the process.	Ongoing		Staff in Treasurers Dept.	Secretary, Principal	Deadlines Met	Fiscal Accountability	

Action Steps (Activities)	Timeline		Resource(s)	Who is Responsible ?	Short Term (Collection of evidence along the way)	Performance measure (Long Term)	Final Outcome
	Implementation	Status Report					
During Staff Meetings and in weekly e-mails, share latest data from the energy conservation program on the district and our schools progress. Discuss ways to minimize energy use.	Ongoing		Energy conservation program, teachers, staff	Teachers, staff, Principal	Energy reports Budget reports	Decreased building expenses for utilities	
Work with teachers and parents to maximize opportunities to bring in outside capital to finance projects which impact learning.	Ongoing		Grants, Goodsearch, One Cause, Target.	Teachers, Staff, Principal	Cash flow into budget	Increase revenues from outside sources	
Work to provide newsletters in electronic format in order to reduce paper consumption.	Ongoing		District Website, Yahoo group	Principal	Reduction of paper use.	Decreased paper budgetary spending.	