

# Eastern Pulaski Elementary School

A school that is committed to  
making excellence the  
expectation.

Continuous Improvement Plan  
2016-2019

School Improvement Team  
Representatives and Coordinators of Strategies to Monitor  
Effectiveness

Mrs. Mandy Bennett, Leadership Council

Mrs. Kari Combs, Parent Teacher Association President

Mr. Kullen Day, Leadership Council

Mrs. Jill Collins, Principal

Mrs. Maureen Garrity, School Counselor

Mrs. Jackie Kiser, Leadership Council

Mrs. Erica Richwine, Leadership Council

Mrs. Susie Schultz, Instructional Coach

Mrs. Beth Smith, Leadership Council

# School Improvement and Professional Development Team Assurance Form

Corporation Number: 6620

School Number: 6994

Corporation Name: Eastern Pulaski Community

School Name: Eastern Pulaski Elementary

The signatures listed below represent individuals who assisted in the school improvement and planning process. By signing this form they are giving assurance that they participated in the school improvement process resulting in the newly revised plan for school improvement and identified staff development.

Signature \_\_\_\_\_ , Principal Date \_\_\_\_\_

\_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_ Date \_\_\_\_\_

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\_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_ Date \_\_\_\_\_

Association Representative \_\_\_\_\_ Date \_\_\_\_\_

Eastern Pulaski Elementary is a kindergarten-fifth grade school located in rural Indiana. We are the sole elementary in our district serving approximately 600 students.

Our School team is made up of:

- \* One elementary school principal
- \* One instructional coach
- \* One school counselor
- \* One tier three interventionist
- \* One registered school nurse
- \* 28 classroom teachers
- \* 3 special education resource teachers
- \* 2 speech language pathologists
- \* 1 physical education teacher
- \* 1 art teacher
- \* 1 music teacher
- \* 1 media instructional assistant
- \* 2 elementary secretaries
- \* 1 corp. technology integration specialist and 1 chief technology officer
- \* 1 technology instructional assistant
- \* 17 instructional assistants for instructional enhancement
- \* Occupational and physical therapist consultants
- \* Licensed child psychologist
- \* Cafeteria and custodial staff

### **Highlights of School Programming**

- \* Title One Targeted Assisted School
- \* Full Day Kindergarten for all students
- \* Developmental Kindergarten Class
- \* Special Education Preschool Program
- \* High Ability Differentiation
- \* Express Choir
- \* Junior Achievement
- \* Science Fair
- \* Breakfast and lunch club support
- \* Family literacy events
- \* Family fitness events—including Road Warriors Run Club
- \* Summer reading partnership with Pulaski County Public Library
- \* Student fit club
- \* Cafeteria host and hostess program
- \* Student managed school bookstore- Pencil Palace
- \* Student managed school safety patrol
- \* After-school childcare

# Eastern Pulaski Elementary

## Data Overview

### Poverty Rate Data

2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
43.0%	41.6%	42.5%	49.0%	43.2%	45.8%	45.7%

### Special Education Rates

2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
21.0%	19.2%	15.6%	14.4%	14.0%	17.5%	15.0%

### Ethnicity Rates

	African American	Asian	Caucasian	Hispanic	Multi-Racial
2013	.5%	.7%	92.5%	4.6%	1.7%
2014	.8%	.6%	92.7%	4.7%	1.1%
2015	.8%	.5%	93.7%	4.2%	.8%

### Attendance Rates

2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
96.6%	96.7%	96.9%	97.28%	97.76%	97.39%	97.4%

### Excessive Absence Data

Students who miss 10+ Days of School in a single year.

2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
102	90	76	66	84	81

### Parent Participation Data

	Meet the Teacher Night	Parent Teacher Conferences	Open House
2013-2014	93%	96%	83%
2014-2015	92%	97%	78%
2015-2016	93%	95%	79%
2016-2017	94%	98%	74%

### Disciplinary Data

Office Referrals by Grade Level

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Kindergarten	10	24	2	0	1	7
First	7	13	13	13	12	19
Second	9	13	16	7	1	17
Third	29	33	8	14	22	35
Fourth	33	68	58	33	23	61
Fifth	48	49	80	11	19	51
Totals	136	196	187	83	90	190

# Language Arts Data

## DIBELS Data

### % of Students Achieving Benchmark Status at Year End

	Spring 2012	Spring 2013	Spring 2014	Spring 2015	Spring 2016
Kindergarten	96%	95%	96%	95%	94%
First Grade	79%	91%	87%	86%	90%
Second Grade	83%	85%	90%	94%	89%
Third Grade	83%	87%	91%	89%	89%

## TRC Data

### % of Students Achieving Benchmark Status at Year End

	Spring 2012	Spring 2013	Spring 2014*	Spring 2015	Spring 2016
Kindergarten	98%	98%	82%	84%	90%
First Grade	62%	81%	80%	79%	86%
Second Grade	77%	81%	58%	93%	89%
Third Grade	NA	NA	NA	NA	72%

## IRead3 Pass Rates

	Spring 2012	Spring 2013	Spring 2014	Spring 2015	Spring 2016
Third Grade	89%	90%	94%	93%	92%

Spring NWEA Reading Assessment Data  
 % of Students meeting or exceeding the target score

First Grade	76%
Second Grade	72%
Third Grade	73%
Fourth Grade	74%
Fifth Grade	70%

ISTEP Language Pass Rates

	Spring 2010	Spring 2011	Spring 2012	Spring 2013	Spring 2014	Spring 2015 *NEW ASSESSMENT	Spring 2016
Third Grade	97.6%	96.4%	95.4%	87.6%	91.9%	74.7%	79.8%
Fourth Grade	80.9%	92.8%	93.3%	89.4%	90.2%	75.9%	81.7%
Fifth Grade	93.4%	95.3%	97.8%	92.2%	98.5%	84.3%	68.2%



**ISTEP Writing Application Data**  
**% of Students Scoring 4+ Points**

	Spring 2010	Spring 2011	Spring 2012	Spring 2013	Spring 2014	Spring 2015 *NEW ASSESSMENT	Spring 2016
Third Grade	82%	75%	88%	76%	73%	44%	28%
Fourth Grade	83%	75%	92%	75%	75%	58%	66%
Fifth Grade	85%	93%	92%	96%	91%	73%	34%

**ISTEP Language Arts Standard Area**  
**% of Students Meeting Mastery Level**

	Reading and Literature 2015/2016	Non-Fiction/ Media 2015/2016	Writing Genres/ Writing/ Research 2015/2016	Conventions 2015/2016
Third Grade	75% 71%	76% 77%	77% 80%	77% 78%
Fourth Grade	75% 82.98%	77% 82.98%	76% 81.91%	76% 85.11%
Fifth Grade	81% 63.64%	84% 67.05%	83% 65.91%	85% 68.18%

# Math Data

## ISTEP Math Pass Rates

	Spring 2010	Spring 2011	Spring 2012	Spring 2013	Spring 2014	Spring 2015 *NEW ASSESSMENT	Spring 2016
Third Grade	91.8%	91.7%	92.6%	89.5%	87.4%	67.0%	73.7%
Fourth Grade	83.9%	90.4%	95.7%	95.6%	92.9%	74.7%	77.4%
Fifth Grade	94.5%	97.6%	98.9%	94.5%	97.1%	80.0%	65.9%

## NWEA Math

### % of Students Achieving Target Score

	Spring 2016
First Grade	74%
Second Grade	71%
Third Grade	78%
Fourth Grade	72%
Fifth Grade	66%

## ISTEP Math Standard Area

### % of Students Meeting Mastery Level on New 2015 Assessment

	Number Sense 2015/2016	Computation 2015/2016	Algebraic Thinking and Data 2015/2016	Geometry and Measurement 2015/2016	Process Standards 2015-2016
Third Grade	60% 69.0%	67% 70.0%	69% 76.0%	65% 76.0%	NA 75%
Fourth Grade	72% 75.53%	72% 75.53%	75% 73.4%	74% 70.21%	NA 78.72%
Fifth Grade	80% 62.5%	77% 62.5%	78% 59.09%	81% 65.91%	NA 64.77%

# Combined ISTEP Pass Rates

### Percent of Students Passing Both Reading and Math

	Spring 2011	Spring 2012	Spring 2013	Spring 2014	Spring 2015 *NEW ASSESSMENT	Spring 2016
Third Grade	89.3%	90.8%	84.6%	86.0%	59.8%	70.7%
Fourth Grade	84.3%	92.2%	89.4%	87.4%	69.0%	76.9%
Fifth Grade	92.9%	95.5%	90.0%	98.5%	74.8%	55.3%

# Content Area ISTEP Data

## Pass Rates for ISTEP Science

	Spring 2010	Spring 2011	Spring 2012	Spring 2013	Spring 2014	Spring 2015 *NEW ASSESSMENT	Spring 2016
Fourth Grade Science	85.1%	95.2%	94.5%	90.9%	85.8%	80.6%	NA
Fifth Grade Social Studies	94.5%	89.5%	94.4%	96.7%	97.0%	NA	NA

## ISTEP Science Standard Area

### % of Students Meeting Mastery Level on New 2015 Assessment

	Physical Science 2015 2016	Earth Science 2015 2016	Life Science 2015 2016	Engineering and Technology 2015 2016	Nature of Science 2015 2016	Design Process 2015 2016
Fourth grade	81% 80.85%	81% 78.72%	81% 80.85%	81% 78.72%	82% 79.79%	81% 77.66%

## Assist Advanced Ed Self Assessment Key Findings/Evidence

Identified Strengths	Key Evidence
Shared Values/Beliefs and Mission	handbooks, pacing guides, collaboration opportunities, instructional expectations are clearly defined and understood
Implementation of data driven instruction and collaboration	data discussions are a key focal point of weekly and monthly collaboration opportunities
Grading and reporting is consistent among grade levels	Harmony grading allows for 24 hour parent access, weekly collaboration time provided for teams to communicate, report card and progress reports are sent at scheduled times
School engages families in meaningful ways and strives to keep them informed	meet the teacher, parent teacher conferences, open house, family literacy and fitness events, school social media sites, newsletters, email, phone
School implements instructional practices that support all learners	high ability enhancement, response to instruction, IEP team meetings, behavior plans as needed
School leader monitors the implementation of instructional practices	classroom observations, walk throughs, data monitoring, and participation in conferences
Teachers engage students in learning opportunities that ensure achievement	Classroom differentiation and flexible groups are evident in all classrooms
Instructional time and resources support the purpose of the school	Daily instructional blocks are established and maintained. Adopted core programs meet state curriculum guidelines and are followed with fidelity
The school has established and maintains a clearly defined comprehensive student assessment system and process for analyzing data to inform student learning	MCLASS Assessments, ISTEP, NWEA, IREAD3 are implemented in accordance with provided testing windows. Data is analyzed at the student, class and school level to monitor growth and progress

Identified Areas for Improvement	Action Plan
Communicating educational data to parents in a simple format	A grade level specific template will be implemented to report assessment data to parents
System for developing the continuous professional development growth of all staff	The school will continue to provide all teachers with a variety of opportunities for professional growth including: web PD and after-school collaboration opportunities. Future opportunities for study teams to be developed based on identified staff development needs
Mentoring and Coaching for New Staff	Our school will continue to provide new staff members with an in-service day prior to the start of the school year. The instructional coach will be utilized as a mentor for all new staff members
Meeting unique learning needs of all students	Professional development opportunities will be provided to enhance staff knowledge of instructional strategies for meeting diverse learning styles (example of multiple intelligences).
Development of long-term student relationships	Teachers will continue to utilize a provided “student support tool” to inform a future teacher of each child’s strengths and challenges. This tool will be implemented for all students beginning the fall of 2016 as well as will be completed for any student leaving the district.
School curriculum provides equitable and challenging learning opportunities for all students	High ability instructional groups have been implemented to help support the academic needs of these learners. Professional development and academic instructional resources will be provided by the high ability grant and will be implemented to ensure continual progress in lesson differentiation for these students

# Curriculum and Instructional Strategies

IC 20-10.2-3-5(1) (2)

Eastern Pulaski Elementary School's curriculum is aligned to the Indiana Department of Education's adopted standards and follows the DOE provided vertical alignment guides as well as the scope and sequence of our state approved instructional core programs. Teachers are committed to coordinating content area instruction and vocabulary development for those state standards in such areas of science and social studies.

**Language Arts:** Core Program: Houghton Mifflin 2014 Journeys

**Math:** Pearson, Envision Math 2016

**Science:** Scott Foresman Interactive Science (2013)

**Social Studies:** Harcourt (2015)

**Physical Education:** State Standards for grade level health and fitness standards

**Art-** State Standards are taught through a variety of creative hands on activities

**Music-** State Standards for music and performance taught via weekly lessons and scheduled performances

**Technology-** EPES is now a wireless building. Every teacher in the building has been provided Ipad's to enhance their instruction. In addition each classroom has been equipped with a projector and an interactive wand. Teachers are encouraged to explore new resources via virtual field trips and educational Apps. All students have weekly access to two computer labs for keyboarding, digital citizenship, and researching instruction.

**Additional Instruction may be provided through:**

- \*Individual Education Plans or 504 Medical Plans
- \* Individual Language Acquisition Plans
- \* Speech and Language Plans
- \* Occupational Therapy
- \* Physical Therapy
- \* Counseling (group or individual)
- \* RTI Intervention Plans

## **Instructional Frameworks**

**Reading-** Our school will continue to implement the Three Tier Model of reading instruction. Tier one ensures that all students are provided with daily uninterrupted reading blocks which include whole group instruction on skills and small group instruction that is differentiated to meet individual student needs. Students in grades K-4 receive 90 minutes of uninterrupted instruction. Students in grade 5 receive 60 minutes of reading instruction from their homeroom teacher daily. Students who are identified as strategic or intensive will receive an additional 30-60 minutes of instruction daily. Students who are at or above grade level will be provided daily opportunities for literacy enrichment.

**Math-** Utilizing our core program as the foundation of our instruction, students receive at minimum 60 minutes of math instruction daily. Additional time is devoted daily for enhancements in the area of problem solving, fact practice, and cyclical review via differentiated practice and daily review opportunities.

**Language-** Students are provided with instruction in grammar and writing in the daily language block. The progression of lessons follows the core program and is enhanced with additional skill instruction in the 6+1 Writing Traits. Efforts to embed writing opportunities across the curriculum and connect vocabulary is key to our success and progress.

**Content Areas-** Eastern Pulaski Elementary utilizes a variety of resources and state approved textbooks to provide our students standard based instruction in the areas of science and social studies. Efforts to embed content area standards and informational text into reading, math, writing, and special areas continues to be a priority at our school.



**Citizenship-** Our school takes a proactive approach to student discipline. We believe that positive reinforcement of exemplar behavior results in decreased discipline referrals throughout the school year. We strive to ensure that school and class “procedures” clearly articulate what students are expected to do. We believe that practicing procedures and sharing common expectations allows students the visual and verbal cues to be successful. EPES has instituted a “positive referral” program where teachers send students to the office to share something positive. School data indicates that this program and our “Caught Being Good” incentives are motivating and celebrating students making great choices. We have also implemented a school challenge for classrooms to become “kind certified” by recognizing students for displayed acts of random kindness.

### **High Ability Programming**

Students who meet established criteria established by the Indiana Department of Education are placed in regular classrooms and are provided with learning opportunities that allow differentiation that challenges both pace and content. Eastern Pulaski Elementary utilizes state approved assessments to identify students for high ability programming.

### **Assessments**

Eastern Pulaski Elementary is committed to ensuring that all state mandated assessments are given in the established test windows. In addition to ISTEP+ and IREAD3, assessment data is gathered to inform instruction, monitor student progress and growth, and provide on-going feedback of progress towards school improvement goals.

- \* DIBELS (K-3)
- \* Reading TRC (K-2)
- \* NWEA
- \* Core Program Assessments
- \* WIDA
- \* CogAT- High Ability Assessment

## **Safe Learning Environment** I.C. 20-1+1+6.5 (I)

- \* Student and Staff Handbooks with Procedures and Expectations
- \* Fenced Playground Areas
- \* Emergency Security Features
- \* Intercom Entrance/Outside Speakers
- \* School Security Cameras
- \* Approved Volunteer Policy
- \* Collaboration with local law enforcement
- \* Radios for Communication
- \* Fob Entrance for Staff
- \* A sign-in system and visitor badges
- \* Full time counselor
- \* Full time school nurse
- \* Special education staff trained in crisis intervention
- \* Behavior Intervention plans for students with significant behavioral challenges
- \* Incentive programs to celebrate and recognize positive behavior and leadership
- \* Volunteers must submit to a criminal background check prior to helping

## **Technology Initiatives** (I.C. 20-10.2-3-5 (a) (8))

Technology at Eastern Pulaski Elementary is primarily a tool for enhancement to effective instruction. Each teacher has a desktop computer, classroom IPADs, projector, and an interactive teaching wand to provide meaningful opportunities for students to interact with educational opportunities outside the classroom. In addition each classroom is scheduled for 50 minutes each week in the computer lab for instruction in keyboarding, lessons in digital citizenship and Internet research strategies. Teachers have access to PIVOT, an online data source, for housing all student data.

### **Current technology includes:**

- \* Two stationary labs
- \* Classrooms have additional Ipads for Digital Learning Stations
- \* Classrooms have interactive wands for the whiteboards
- \* All teachers have a desktop computer, Ipad, and overhead projector
- \* Harmony school management system
- \* Computerized library system
- \* Online resources from core programs

**Technology Evaluation and Assessment** : The appointed leadership council at Eastern Pulaski Elementary continues to serve as the liaison to provide guidance and suggestions to improve the implementation of technology as we strive enhance our instruction and provide additional opportunities to our students. It is our hope that we will continue to expand our ability to provide students daily opportunities to interact with technology and grow in their digital citizenship.

## **Vision**

We share with our community the responsibility of creating a safe and supportive learning environment. We strive to provide opportunities to challenge and motivate students to reach their highest potential. We are committed to teaching skills so that each student will have the opportunity to become a respectable, responsible, and successful member of society.

We believe in:

- P**romoting positive problem solving
- R**especting self, others, school and community
- I**nspiring responsibility
- D**esiring intellectual, social and physical success
- E**stablishing a safe and supportive environment

## **Mission Statements**

### **Eastern Pulaski Community School Corporation**

All students can learn: Therefore, all Eastern Pulaski Community School Corporation students shall be given the opportunity to learn and develop to their optimum.

### **Eastern Pulaski Elementary School**

Students and staff take pride in quality work, show continuous progress, and ultimately enjoy learning.

# Eastern Pulaski Elementary Belief Statements

1. We will strive to create a safe, supportive, and positive team learning environment where students safely enjoy learning and become lifelong learners.
2. Eastern Pulaski Elementary will provide explicit instruction that follows the state standards using our adopted core programs with fidelity. Student progress will be monitored continually.
3. Our school will ensure that all staff members maintain high expectations for students to achieve their best. Each student will be challenged and encouraged and efforts will be celebrated.
4. Eastern Pulaski Elementary Staff values parent collaboration and will strive to build a team approach for the academic success of every student.

**Standing firm in our beliefs, Eastern Pulaski Elementary School will continually make progress towards achieving 100% of the following achievement goals:**

- \* 90% + Students demonstrating mastery on IREAD3
- \* 90% + Students demonstrating mastery on ISTEP+/State Assessments
- \* 90% + Students demonstrating proficiency in writing by scoring 4+
- \* Creating a safe and productive school environment where discipline referrals continue to decline.

# **Eastern Pulaski Elementary Key Parent Participation Opportunities/and Communication Sources**

- \* Parent Visitation October -April
- \* Donuts with Dad- October
- \* Muffins with Mom- April
- \* Monthly Newsletter
- \* Musical Concerts
- \* EPCSC Webpage, Twitter and Facebook
- \* Harmony Student Management Access
- \* Preschool Family Nights
- \* Family Fitness Events
- \* Positive Referral Program
- \* Report Cards and Progress Reports
- \* Email and Phone Correspondence with all staff
- \* Remind 101—automated phone system
- \* RIF Community Read In
- \* Annual Book Fair
- \* Science Fair
- \* Opportunities for chaperoning and volunteering
- \* Attendance, Discipline, and Academic Letters
- \* Kindergarten Round Up

# Eastern Pulaski Elementary Key Findings

## Areas of Strength:

1. Eastern Pulaski Elementary has been a leader among the area in ISTEP+ scores in all content areas for 5 consecutive years.
2. Our school has achieved pass rates for IREAD3 above 90% for four consecutive years.
3. DIBELS data for our students in grades K-3 indicate that students are demonstrating foundational reading skills growth.
4. Parental participation rates for open house, meet the teacher, and conferences is consistently near 90% or higher.
5. Attendance rates at EPES have exceeded 97% for three consecutive years.

## Areas of Improvement:

**Special Note-** EPES recognizes that the spring 2016 assessment does not provide equitable results to previous data. We will continue to strive to obtain 90% plus mastery in each of the standard sub areas in all state assessments.

1. TRC data indicates that our students will benefit from additional instruction in comprehension strategies.
2. New ISTEP data indicates that all standard areas fell below our 90% target. We will continue to utilize all available assessment data to evaluate growth.

# Long Term Student Achievement Goals

## Goal 1-

Eastern Pulaski Elementary will maintain a school effectiveness grade of A.

## Goal 2-

Eastern Pulaski Elementary will maintain a school attendance rate that meets or exceeds 97.5%.

## Goal 3-

Eastern Pulaski Elementary will achieve 90%+ of our students meeting or exceeding established benchmarks in all state and local assessments including:

- \* IREAD3
- \* ISTEP
- \* MCLASS TRC
- \* NWEA

## Goal 4-

Eastern Pulaski Elementary will maintain parental participation rates at 90%+ for Meet the Teacher Night, Parent Teacher Conferences and Open House

## Benchmarks for Student Progress

1. Students in K-3 will be administered the MCLASS assessments in reading in compliance with the DOE established test windows. Teachers will utilize progress monitoring data to continually evaluate student progress between test windows. We will strive to maintain or exceed 90%+ of our students achieving grade level benchmark status on each assessment. Any areas that fall below 90% will increase at a rate of 2+% annually until goal obtainment.

2. Students in grades 3-5 will be administered the DOE state assessments in compliance with DOE established test windows. We will strive to maintain or exceed 90%+

of our students achieving grade level benchmark status on each assessment and standard area. Any areas that fall below 90% will increase at a rate of 2+% annually until goal obtainment.

3. Attendance rates will be monitored at the end of each semester through Harmony reporting. We will continue to strive to maintain attendance rates that exceed 97.5% through ongoing communication with parents and outside agencies as concerns arise.

4. Student discipline data will be monitored at the end of each semester. We will see a reduction in discipline reports by 5% each school year. We will utilize Harmony reporting to monitor progress.

5. Parent participation rates will meet or exceed 90+% on Meet the Teacher, Parent Teacher Conferences, and Open House.

## **Eastern Pulaski Elementary Action Plan**

**Strategy 1-** Students will be provided daily opportunities to engage in differentiated small group instruction in reading and math that provides access to higher level text questioning in both informational and literary text genres as well as problem solving strategies.

**Strategy 2-** Students will continue to be recognized on the daily announcements for meeting individual and grade level targets for math fluency progress.

**Strategy 3-** Students will be provided daily instruction in research based, 6+1 Writing Traits. Teachers will ensure that one trait is identified as the "FOCUS" trait each week and will utilize individual student conferencing to identify student need and plan for instruction. We will continue to recognize students on our "Writing Wall of Fame"



**Strategy 4-**Content Area instruction will be enhanced with the utilization of graphic organizers, vocabulary instruction, and implementing a clear scope and sequence of skills based on instructional resources provided by the DOE.

**Strategy 6-** Students will be provided clear expectations and a detailed classroom management plan that celebrates student progress and keeps parents abreast of individual student progress.

**Strategy 7-** We will continue to host literacy, preschool, and fitness events that provide opportunities for parents and student to engage in fun learning and fitness activities. We will continue to utilize social media and monthly newsletters to ensure that parents are aware of the many events planned to help keep them involved in their child's education.

**Strategy 8-**We will provide parents with a user friendly report of their child's progress on all assessments following each assessment window.

**Strategy 9-** We will utilize a student support tool for each student as they prepare to transition to a new teacher/school. This tool will provide the new teacher with information on the individual child's strengths and challenges and help foster long-term ownership into their growth and progress.

### **Professional Development Focus**

#### **Grade level collaboration time will focus on:**

1. New State Assessment and State Standard Compliance
2. Student motivation- Maintaining a culture of personal best effort
3. High Ability Differentiation

#### **Instructional Coach/Building level leadership professional development collaboration sessions will focus on:**

1. New Staff mentoring
2. 6+1 Writing Trait Development
3. Text Complexity and Comprehension Strategies
4. Utilizing a variety of learning styles to meet student needs
5. Providing a variety of opportunities for study groups and collaborative professional development sessions
6. Ensuring that all educational data is utilized to monitor growth and progress at the individual student level.

**Technology Integration Specialist Professional Development will focus on:**

1. Utilizing available technology to enhance and differentiate instruction.
2. Other topics as requested/suggested

**Timeline for Implementation of goals and strategies:**

2016-2019 School Years

**Evaluation for Effectiveness will involve:**

Classroom Data  
Classroom Observations  
Harmony Data  
Department of Education Data  
Parent Involvement Participation Rates

**Review Process:** Data will be reviewed at the conclusion of each assessment window at the student, class, and school level to evaluate progress towards goals.

**Statues and Rules to be Waived**

At this time, this is not applicable to Eastern Pulaski Elementary School.

