

School:	Wilburn ES
Plan Year	2014-2016
LEA:	Wake County (920)

School Goal		By the end of the 2015-2016 school year all students will meet or exceed the Federal AMO targets, with a whole school composite score of 60.7% or greater in Reading as measured by the North Carolina End of Grade ELA Test.
Goal Manager		Tabitha Barnekow
Strategic Directive		Focus on Learning and Teaching
State Board of Education Goal		Globally Competitive Students
Data Justification for Goal Based on Comprehensive Needs Assessment		<p>Students scored on 2013-2014 EOG Reading tests as follows:</p> <p>Subgroup Targets by 2016:</p> <ul style="list-style-type: none"> • LEP 17.5% to 36.7% • ED 29.7% to 50% • White 48.1% to 69.5% • Black 23.6% to 47.8 % • Hispanic 28.6% to 50.1% • SWD 10.0% to 39% <p>Overall: 32.6% of Wilburn students are proficient in reading.</p>
1	Key Process	All instructional staff will participate in professional development on literacy best practices and implement into core instruction.
	Process Manager	Michelle Logan
	Completion Date	Jun - 2016
	Restrainers	Schedule Cost of professional development
	Resources	Leadership Team School Improvement Team WCPSS DPI We wish to utilize DPI flexibility with funds transfer.
	Measurable Process Check(s)	<p>1. Literacy committee will evaluate the effectiveness of the professional development by sending out a quarterly survey to determine implementation.</p> <p>2. Literacy committee will monitor instructional effectiveness using a school designed walk-thru tool on a monthly basis.</p>
	1 Action Step	Organize a Literacy Committee-July 7, 2014
	Timeline	From 6/2014 To 7/2014
	2 Action Step	Training IAs in literacy best practices- Ongoing 2014-2015
	Timeline	From 7/2014 To 6/2016

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3	Action Step	Create a quarterly survey- Prior to end of September 2014	
	Timeline	From 6/2014 To 9/2014	
	4	Action Step	Create a Walk-thru tool for literacy instruction
		Timeline	From 7/2014 To 6/2016
	5	Action Step	Literacy Committee will present walk-thru data/survey quarterly to staff.
		Timeline	From 7/2014 To 6/2016
	6	Action Step	Plan PAC night for parents to share literacy best practices
		Timeline	From 7/2014 To 6/2016
2	Key Process	All instructional staff will participate in professional development on differentiation and implementing small group instruction.	
	Process Manager	Kathryn Neil	
	Completion Date	Jun - 2016	
	Restrainers	Time Funding	
	Resources	PLT School Improvement Team WCPSS professional development Literacy Coach Leadership Team	
	Measurable Process Check(s)	1. Literacy committee will evaluate the effectiveness of the professional development by sending out a quarterly survey to determine implementation. 2. Literacy committee will monitor instructional effectiveness using a school designed walk-thru tool on a monthly basis. 3. Utilize mClass Universal Screening data	
	1	Action Step	Differentiated Professional Development in Literacy Instruction, guided reading vs. strategy groups, progress monitoring
		Timeline	From 7/2014 To 6/2016
	2	Action Step	Implement, share, and celebrate Pensieve Notebooks.
		Timeline	From 7/2014 To 6/2015
	3	Action Step	Targeted PAC Meetings on literacy instruction.
		Timeline	From 7/2014 To 6/2016

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	4 Action Step	Identify possible off-site meeting locations within our school community to have PAC meetings
	Timeline	From 7/2014 To 6/2016
	5 Action Step	Literacy Committee will present walk-thru data/survey quarterly to staff.
	Timeline	From 7/2014 To 6/2016
3	Key Process	PLTs will review and analyze benchmark data.
	Process Manager	Jasmine Barcelona
	Completion Date	Jun - 2016
	Restrainers	Time Schedule
	Resources	Grade level chairs Leadership Team PLT coordinator Administration WCPSS PLT support
	Measurable Process Check(s)	1. PLTs will evaluate comprehensive literacy data bi-weekly to effectively plan small group instruction. 2. Data Team will evaluate whole school literacy data on an ongoing basis to identify strengths in instruction and areas of growth
	1 Action Step	Develop a Data Team <ul style="list-style-type: none"> • Identify appropriate members to serve on the data team • Identify a structure for responding to the data
	Timeline	From 7/2014 To 6/2015
	2 Action Step	Utilize district resources to assist with providing professional development in disaggregating data.
	Timeline	From 7/2014 To 6/2016
	3 Action Step	Present data to stakeholders on a bi-monthly basis
	Timeline	From 7/2014 To 6/2016
	4 Action Step	Develop a PLT schedule that incorporates all stakeholders and allows for appropriate collaboration
	Timeline	From 7/2014 To 6/2016
	5 Action Step	Vertical Alignment meetings
	Timeline	From 7/2014 To 6/2016

School Improvement Plan

Summary of Goals, Key Processes and Action Steps

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6 Action Step	Utilize Pensieve Notebook on a monthly basis within PLT conversations
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	School Goal	By the end of the 2015-2016 school year, Wilburn Elementary will have fostered an atmosphere of respect, support, and encouragement between students, staff, and community members
	Goal Manager	Megan Lingenheld, Megan Ethridge
	Strategic Directive	Focus on Learning and Teaching
	State Board of Education Goal	21st Century Professionals
	Data Justification for Goal Based on Comprehensive Needs Assessment	Based on the data we have gathered 68% of the staff has a growth mind set. Based on the data we have gathered 32% of the staff has a fixed mind set. Based on the data we have gathered from the TWC, 5.1e Managing Student Conduct was a priority area with a score of 53.3%.
1	Key Process	Wilburn school community will provide Professional Development for all staff in crucial conversations, Mindset, and Diversity, and Effective Teacher Framework.
	Process Manager	Emily Edmonds
	Completion Date	Jun - 2016
	Restrainers	Teacher turnover Subjective survey Schedule
	Resources	Professional Development Book study Administration PLT's Leadership Team DPI professional development Mindset Survey Pulse Committee Effective Teacher Framework Grade Level Chairs Character Education Plan Healthy Active Children Policy (K-8)
	Measurable Process Check(s)	1. Pulse committee will analyze results of mindset survey quarterly. 2. Administration will analyze walk through data on implementation of the Effective Teacher Framework. 3. Grade level chair will check in on crucial conversations with team members monthly. 4. Administration will check in with grade level chairs monthly.

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1	Action Step	Create a rubric to measure the present level of mindset per grade level.	
	Timeline	From 6/2014 To 6/2016	
	2	Action Step	Create a mindset survey.
		Timeline	From 6/2014 To 6/2016
	3	Action Step	Schedule day and time of grade level/administration monthly meeting.
		Timeline	From 6/2014 To 6/2016
	4	Action Step	Create job descriptions for grade level chairs and signed document of accountability for grade level chairs.
		Timeline	From 4/2014 To 6/2016
2	Key Process	Wilburn school community will provide opportunities to build staff relationships.	
	Process Manager	Cynthia Levinson	
	Completion Date	Jun - 2016	
	Restrainers	Time Schedule Funding Mindset	
	Resources	School Improvement Team Outside professional development Leadership team Administration WCPSS Grade Level Chairs Pulse Committee Wilburn Community Duty Free Lunch and Planning Safe and Orderly Schools Plan	
	Measurable Process Check(s)	The SIT will evaluate climate surveys quarterly to determine effectiveness of team building activities.	
	1	Action Step	Grade levels present a team building activity at each staff meeting that the whole staff will participate in
		Timeline	From 7/2014 To 6/2016
	2	Action Step	Pulse committee develop a monthly social event for staff members
		Timeline	From 7/2014 To 6/2016

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3 Action Step	Quarterly staff family nights
Timeline	From 7/2014 To 6/2016

3 Key Process	Wilburn community will continue to implement PBIS daily to improve student academic, personal, and social success.	
Process Manager	Tina Gault	
Completion Date	Jun - 2016	
Restrainers	Time Schedule	
Resources	PBIS Committee Counselor Social Worker Psychologists	
Measurable Process Check(s)	1. PBIS Committee will send out survey at the end of every quarter to check on daily implementation of PBIS.	
	1 Action Step	Create Quarterly Survey for PBIS
	Timeline	From 9/2014 To 6/2014

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School Goal		By the end of the 2015-2016 school year all students will meet or exceed the Federal AMO targets, with a whole school composite score of 59.7% or greater in Math as measured by the North Carolina End of Grade Math Test.
Goal Manager		Michelle Ehrhart
Strategic Directive		Focus on Learning and Teaching
State Board of Education Goal		Globally Competitive Students
Data Justification for Goal Based on Comprehensive Needs Assessment		Based on the data we have gathered, students scored on the Math EOG 2013-2014 as follows Subgroup Target by 2016 <ul style="list-style-type: none"> • LEP 32.5% to 42.3% • ED 31.1% to 49.3% • White 50.0% to 67.6% • Black 23.6% to 45.6% • Hispanic 34.5% to 52.8% • SWD 10.0% to 38.8% The overall math proficiency is 34.8%.
1	Key Process	All teachers will attend Professional Development (school based & district) on Math Common Core Standards to meet the needs of the teachers and their individual understanding of the curriculum.
	Process Manager	Ashley Haines
	Completion Date	Jun - 2016
	Restrainers	Time Schedule Assessments
	Resources	Master Teachers Math Coach Literacy Coach Leadership Team School Improvement Team PLT's
	Measurable Process Check(s)	1. PLTs will review Common Formative Assessment data to determine effectiveness of instruction on a bi-weekly basis 2. Math Coach will use a non-evaluative walk-thru tool to identify areas of strength and areas of growth within classroom instruction on a bi-monthly basis.
	1 Action Step	Provide training on developing Common Formative Assessments
	Timeline	From 5/2014 To 6/2016

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2 Action Step	Teachers will peer observe highly effective teachers in the Mathematical subject area to see efficient ways of teaching the Common Core Math Standards-ongoing as needed
Timeline	From 7/2014 To 6/2016
3 Action Step	PLT's will collaborate and plan differentiated Math instruction and Common Formative Assessments to meet needs of all students in subgroups. - monthly
Timeline	From 7/2014 To 6/2016
4 Action Step	School staff will provide on-site professional development during early release day(s) or at other times as needed.
Timeline	From 7/2014 To 6/2016
5 Action Step	Math coach will be available to model effective methods and teach teachers how to teach math.- ongoing 2014-15 school year
Timeline	From 7/2014 To 6/2015
6 Action Step	Plan Math and Technology PAC night for parents to share best practices and strategies.
Timeline	From 7/2014 To 6/2016