

School Plan for Improvement

District Name:	School Name:	School Code:	Year:
New Hanover County Schools	Williston	650392	2015-2016
Principal Name (or Designee)	Ronald Villines	Principal Name (or Designee) Email	ronald.villines@nhcs.net
School Mission	To build and sustain a productive learning community, in which all members are challenged to achieve their highest academic potential.		
School Vision	The mission of Williston Middle School in collaboration with our parents and community, is to provide children an excellent education in a healthy and safe learning environment where they are prepared with the critical skills to reach their full potential in a twenty-first century global society		
Data Analysis: Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned from the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOG/EOC results, attendance, graduation rates, among other sources of data)			

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End of Grade Assessments: The School Improvement Team used results from the 2013-2014, and the 2014-2015 Williston EOG Ready Report. The data examined were the following: School Grade in 2014 was a D with an overall Achievement of 43. Achievement levels Reading, Math, Science, and Math I were: EOG Reading 42, EOG Math 36, EOG Science 59, and Math I >95 with Williston Middle reaching exceeded growth status. In the 2015 school year the school grade was a D, overall achievement was 43. Achievement levels for Reading, Math, Science, and Math I were: EOG Reading 41, EOG Math 35, Science 63, and Math I >95. After reviewing the data the Team determined that the plan for the 2016 school year would be to improve to an achievement level of 50, which is still a grade of D but it is realistic in meeting. EOG Reading will increase to an achievement level of 46, Math will increase to 40, Science will grow to 70, with Math I remaining at >95. We will use PLC's collaborative plans to strengthen data driven instruction. We will also implement two research based instructional programs to enhance instruction with the Williston 1.1 iPod initiative. The programs are Achieve 3000 for Reading, and IXL for Math. The plan will also have Williston achieving Exceeded Growth Status. Overall proficiency was also used to assist in improving achievement levels. The team analyzed proficiency levels for 2014 and 2025 school years. In 2014 proficiency for CCR was 31.7% and for GLP it was 40.6%. In 2015 proficiency was 34.6% for CCR and the GLP was 43%. Gains have been made for both years, but for 2016 we will like to increase both CCR and GLP by 5%. In 2016 instructional steps are in place to grow CCR to 40% and the GLP to 48%. In order to meet the achievement goals and proficiency goals the SIT team also analyzed Reading and Math proficiencies to establish realistic goals in both area to be achieved. For Reading in 2014 the proficiency was 32.8% and in 2015 it was 31.5%. In 2016 the goal will be to have a reading proficiency of 37.0% Math proficiency in 2014 was 29.2% and in 2015 it was 27.9%. The goal for 2016 for Williston will be 33.0%. Another data point used by SIT was student demographic achievements in efforts to provide better support for students in the areas of Reading and Math. Data from 2014 and 2015 was used to establish demographic goals for each AMO group. In 2014 Blacks had a proficiency of 17.9% in Reading and 16.7% in 2015. In Math for Blacks in 2014 the proficiency was 14.1% and 12.5% in 2015. The goal established for Blacks in Reading and Math in 2016 will be a proficiency of 21% in reading and 18% for Math. In 2014 Whites had a proficiency of 66.7% in Reading and 61.3% in 2015. In Math for Whites in 2014 the proficiency was 61.2% and 53.6% in 2015. The goal established for Whites in Reading and Math in 2016 will be a proficiency of 66% in reading and 58% for Math. In 2014 Hispanics had a proficiency of 28.6% in Reading and 24.4% in 2015. In Math for Hispanics in 2014 the proficiency was 24.4% and 29.9% in 2015. The goal established for Hispanics in Reading and Math in 2016 will be a proficiency of 29% in reading and 35% for Math. Having Highly Qualified Staff was analyzed by the team as a factor in the success of Williston. Williston has 66 certified teachers with 77% of them having over 5 years of teaching experience and 23% with beginning teacher status. The teacher turnover rate for Williston was 19% for the previous year. The SIT Team will study Teacher Working Condition Surveys from the previous two cycles, as well as pose probing questions to their content departments to determine the high percentage rate of teacher turnover. The team determined through data analysis that instruction during the 2014-2015 school year was not properly aligned with Common Core State Standards, and there will be a school wide focus in 2016 to align instruction with all standards. 2014-2015 EVAAS Data: Williston Middle had a growth measure of -5.6R. 8th Grade Math Teachers meet weekly with Math Met. The team determined the area of concern and focus will be 8th Grade Math which had a growth measure of -5.6R. 8th Grade Math Teachers meet weekly with Math Coach to address standards being taught during each nine weeks. To create improvements in student achievement the team will analyze and plan vertical content area meetings in Reading and Math with 5th Grade Teachers from the feeder schools to discuss strong and weak areas that students entering Williston have in order to determine the level of support needed for each student in the 6th Grade.

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<i>Increase career and college ready proficiency levels in Reading and Math by 5 percentage points each year for the next five years.</i>			
GOAL #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<p align="center">Goal 2: Every student has a personalized education.</p> <p>New Hanover County Schools will achieve 85% proficiency as measured by End of Grade and End of Course test results with in the next 3-5 years.</p> <p>F07 - The LEA/School sets goals for professional development and monitors the extent to which it has changed practice. (1698)</p>		
Progress:	<p align="center">SBE Goal Alignment:</p> <p>LEA Goal Alignment:</p> <p>Indistar Indicator: (if applicable)</p> <p>Progress Monitoring Status: Has Begun</p>		
<i>Williston will have 85% of Teachers integrating and utilizing 21st Century Technology daily in their instruction.</i>			
GOAL #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<p align="center">Goal 4: Every school district has up-to-date financial, business, and technology systems to serve its students, parents and educators.</p> <p>Over County Schools will have 100% of its classrooms utilizing 21st Century Technology within 104 - All teachers provide sound instruction in a variety of modes; teacher-directed whole-class; teacher directed small group; student-directed small group; independent work;</p>		
Progress:	<p align="center">SBE Goal Alignment:</p> <p>LEA Goal Alignment:</p> <p>Indistar Indicator: (if applicable)</p> <p>Progress Monitoring Status: Partially Implemented</p>		
<i>To increase Community involvement and volunteerism for all grade levels by 10%.</i>			
GOAL #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<p align="center">Goal 5: Every student is healthy, safe, and responsible</p> <p>New Hanover County Schools will establish Business and Community partnerships with 100% of our schools within 3-5 years.</p> <p>K04 - The LEA/School has engaged parents and community in the transformation process. (1649)</p>		
Progress:	<p align="center">SBE Goal Alignment:</p> <p>LEA Goal Alignment:</p> <p>Indistar Indicator: (if applicable)</p> <p>Progress Monitoring Status: Fully Implemented</p>		

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GOAL #1:	<i>Increase career and college ready proficiency levels in Reading and Math by 5 percentage points each year for the next five years.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>The School Improvement Team will regularly look at school performance data (disaggregated by subgroups) and aggregated classroom observation data to make decisions about school improvement and professional development needs.</i>		
Progress:	Progress Monitoring Status: Partially Implemented		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p><i>1) School Improvement Team Meets Monthly to discuss Short Cycle Assessment Data in Reading and Math. 2) School Improvement Team will analyze and compare the proficiency of Standards assessed during the Short Cycle Assessment with the proficiency of the same Standards on Quarterly Benchmark Assessments to determine if student growth had been made and</i></p> <p>Evidence: Short Cycle Assessment Data from School Link, Quarterly Benchmark Data. Teacher analysis (Identify documents and artifacts)</p> <p>Person(s) Responsible: School Improvement Team and the Williston Administrative Team</p> <p>Timeline: 1st week of each month</p> <p>Budget Amount: (if applicable) \$5,000 Budget Source: (if applicable) One Professional Development</p>		
Strategy #2: Describe the strategy that will support this goal	<i>Content Area Staff, Special Education Staff, Instructional Coaches, and Administrative Team will meet each week to collaborate instructional plans to serve Regular Ed. Students, Special Needs Students, and English as Second Language Students.</i>		
Progress:	Progress Monitoring Status: Fully Implemented		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p><i>1) Short Cycle Assessment Teams meets weekly to design, implement, and analyze teacher instruction based on student data. Content Teachers will work with each student on creating a data wall that tracks progress on each standard assessed in Reading and Math comparing the standards with classroom assessments, short cycle assessments, and quarterly benchmark assessments.</i></p> <p>Evidence: Short Cycle Assessment Data from School Link, Quarterly Benchmark Data. Teacher analysis (Identify documents and artifacts)</p> <p>Person(s) Responsible: Content Area Teachers, Instructional Coaches, Administration</p> <p>Timeline: Every Three Weeks</p> <p>Budget Amount: (if applicable) N/A Budget Source: (if applicable) N/A</p>		

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<p>Strategy #3: Describe the strategy that will support this goal</p>	<p><i>At the beginning of each semester, students will take a research based universal screener that will determine their placement in STAR Intervention Remediation. Instructional Teams will review pre and post test to identify students who are in need of additional instructional support during STAR which is built into the Williston Master Schedule.</i></p>		
<p>Progress:</p>	<p>Progress Monitoring Status:</p>	<p align="center">Fully Implemented</p>	
<p>Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.</p>	<p><i>Continually revisit STAR student placement using classroom assessment and short cycle assessment data. Assessment of the instructional plans and practices used by teachers during STAR time to determine common core standard alignment.</i></p>		
<p>Evidence: (Identify documents and artifacts)</p>	<p>Short Cycle Assessment Data from School Link, Quarterly Benchmark Data. Teacher analysis and instructional collaboration of the proficiency percentage of the standards addressed</p>	<p>Content Area Teachers, Instructional Coaches, Administration</p>	<p>Every Three Weeks</p>
<p>Person(s) Responsible:</p>	<p align="center">Content Area Teachers, Instructional Coaches, Administration</p>		
<p>Timeline:</p>	<p align="center">Every Three Weeks</p>		
<p>Budget Amount: (if applicable)</p>	<p align="center">N/A</p>	<p>Budget Source: (if applicable)</p>	<p align="center">N/A</p>

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GOAL #2:	<i>Williston will have 85% of Teachers integrating and utilizing 21st Century Technology daily in their instruction.</i>		
Strategy #1: Describe the strategy that will support this goal	<i>Content Area Teams will develop technology enriched instructional plans centered around pedagogy.</i>		
Progress:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p><i>1) Instructional Teams will create weekly lesson plans that aligns Common Core and North Carolina Essential Standards with the usage of iPad Technology. Content Teachers will collaborate with the Williston Technology Specialist to comprehend and use instructional apps and websites aligned to common core standards.</i></p> <p>Evidence: (Identify documents and artifacts)</p> <p>1) Short Cycle Assessment Proficiency Data, 2) Classroom Informal Assessment Data, 3) Content Area Teacher Collaboration and Lesson Plans in Google Docs</p> <p>Person(s) Responsible: Content Area Teams, Instructional Coaches, Technology Specialist, Administration</p> <p>Timeline: Every Three Weeks</p> <p>Budget Amount: (if applicable) N/A</p> <p>Budget Source: (if applicable) N/A</p>		
Strategy #2: Describe the strategy that will support this goal	<i>All Teachers will collaborate on instructional strategies that creates a classroom environment that is interactive for all stakeholders.</i>		
Progress:	Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p><i>1) Content Area Teams will utilize Short Cycle Assessment Data to assess student comprehension to provide prompt and specific feedback to students. 2) Teachers will work with students to develop strategies to take ownership and set goals with their own Short Cycle Assessment Data. 3) Williston Technology Specialist will work with Teachers on up to date interactive instructional Apps for iPad usage.</i></p> <p>Evidence: (Identify documents and artifacts)</p> <p>1) Short Cycle Assessment Proficiency Data, 2) Classroom Informal Assessment Data, 3) Content Area Teacher Collaboration and Lesson Plans in Google Docs</p> <p>Person(s) Responsible: Content Area Teams, Instructional Coaches, Technology Specialist, Administration</p> <p>Timeline: Every Three Weeks</p> <p>Budget Amount: (if applicable) Goal 2 Strategy \$3,000,000 Page Budget Source: (if applicable)</p>		
			Williston PTA

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Strategy #3: Describe the strategy that will support this goal	All Teachers will use a variety of instructional modes (Direct Instruction, Guided Practice, Collaborative Groups, Student Independent Practice).				
Progress: Describe the action steps that will be taken to support this strategy.	Progress Monitoring Status:	Partially Implemented			
Tasks/Action Steps:	<i>Collaboration between content area teachers to plan creative instructional lessons that will allow students to use our 1:1 iPad initiative to demonstrate Student Active Participation using the format of ME (Direct Instruction), WE (Guided Practice), TWO</i>		1) Short Cycle Assessment Proficiency Data, 2) Classroom Informal Assessment Data, 3)	Content Area Teacher Collaboration and Lesson Plans in Goole Docs	
Evidence:	(Identify documents and artifacts)			Content Area Teams, Instructional Coaches, Technology Specialist, Administration	
Person(s) Responsible:	Timeline:			Every Three Weeks	
Budget Amount: (if applicable)	Budget Source: (if applicable)			N/A	

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GOAL #3:	<i>To increase Community involvement and volunteerism for all grade levels by 10%.</i>		
Strategy #1: Describe the strategy that will support this goal	Business and Community partners will support the expectation of academic excellence at Williston Middle, as well as reinforce classroom expectations and procedures followed under the PBIS model set for the school.		
Progress:	Partially Implemented		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p>1) Teachers and Staff select a Rotary Club Citizen of the Month based on exemplary student behavior. 2) School to make use and encourage Watch D.O.G.S.(Dads of Great Students) as a positive male example of appropriate behavior, 3) Monteith Construction's nonprofit (Camp Schriber) tutoring and mentoring.</p> <p>Evidence: (Identify documents and artifacts)</p> <p>1) Monthly Citizen Award Attendance, 2) Watch D.O.G.S. volunteer list, 3) Tutoring schedule and attendance report.</p> <p>Person(s) Responsible: Administration, Student Support Staff</p> <p>Timeline: Jun-16</p> <p>Budget Amount: (if applicable) N/A</p> <p>Budget Source: (if applicable) n?a</p>		
Strategy #2: Describe the strategy that will support this goal	Business and Community partners will work assist the school in providing early and intensive intervention for students.		
Progress:	Progress Monitoring Status: Has Begun		
Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.	<p>1) Communities in Schools, STAR intervention classes. 2) Williston 10 Foundation, Rotary Club, UNCW, ESL Partner Tutoring. 3) 100 Black Men National Organization for social and academic intervention.</p> <p>Evidence: (Identify documents and artifacts)</p> <p>Volunteer Log, Business and Community Field Trips for all grade levels, Student Recognition from Business and Community</p> <p>Person(s) Responsible: Administration, Teachers, Student Support Staff</p> <p>Timeline: Jun-16</p> <p>Budget Amount: (if applicable) N/A</p> <p>Budget Source: (if applicable) N/A</p>		

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<p>Strategy #3: Describe the strategy that will support this goal</p>	<p><i>Business and Community partners will interact socially with students and families at school- based activities and events in order to foster and support the enrichment opportunities for students that will lead to an increase academic achievement and to improve public image.</i></p>		
<p>Progress:</p>	<p>Progress Monitoring Status:</p>	<p align="center">Partially Implemented</p>	
<p>Tasks/Action Steps: Describe the action steps that will be taken to support this strategy.</p>	<p><i>1) Partner with UNCW Poetry Project, UNCW free ESL Professional Development for Staff, Williston Alumni partnership. 2) Community support for school academic events such as Science Olympiad, Bilingual Night, and Rock the Test Fest. 3) Wilmington Evidence: Volunteer Log (Identify documents and artifacts)</i></p> <p align="center">Administration, Student Support Staff</p> <p align="center">Jun-16</p>		
<p>Person(s) Responsible:</p>	<p align="center">Administration, Student Support Staff</p>		
<p>Timeline:</p>	<p align="center">Jun-16</p>		
<p>Budget Amount: (if applicable)</p>	<p align="center">.</p>	<p>Budget Source: (if applicable)</p>	