

Date: 10/14/14

Revised 12/1/14

DISTRICT: CHILDREN'S VILLAGE CHARTER	SCHOOL: CHILDREN'S VILLAGE ACADEMY	
NCSBE Goal	CVA District Target Priorities	CVA District Strategic Goals (54A)
<ul style="list-style-type: none">• NC public schools will produce globally competitive students.• NC public schools will be led by 21st Century professionals.• NC public school students will be healthy and responsible.• Leadership will guide innovation in NC public schools.• NC public schools will be governed and supported by 21st Century systems.	<ul style="list-style-type: none">• Target Priority 1-High Performance Students• Target Priority 2-High Performance Staff• Target Priority 3-High Performance Learning Environment• Target Priority 4-Safe and Orderly Learning Environment• Target Priority 5-Foster Community and Support	<ul style="list-style-type: none">• District Goal 1-Attain high academic achievement for all students to become globally competitive through rigorous instructional practices• District Goal 2-Provide engaging learning opportunities supported by 21st century systems• District Goal 3-Recruit, retain, and develop high quality teachers and administrators• District Goal 4-Provide and maintain a Safe and orderly learning environment to ensure the safety of our students, as well as, to develop healthy and responsible citizens.• District Goal 5- Increase community involvement to promote school culture

DISTRICT: CHILDREN'S VILLAGE CHARTER

SCHOOL: CHILDREN'S VILLAGE ACADEMY

Priority Goal 1 (*Aligned to District Goal 1*)

School Goal 1: Increase K-8 overall proficiency rate (composite score) on NC standardized assessments by 10-20 percentage points each school year from 2014-2017. By the end of the 2016-2017 school years, CVA will achieve High Growth and at least 70% proficiency in the areas of Reading, Math, and Science.

Objective 1: The rate of proficiency will increase by 10-15% on the Reading/Math EOG tests per year. Test results from 2013 indicate that CVA's overall proficiency rate is at 18.4% in Reading and 16.7% in Math.

Objective 2: The rate of proficiency will increase by 10-15% on the Science EOG tests per year. Test results from 2013 indicate that CVA's overall proficiency rate is at 21.7% in Science 5 and 25% in Science 8.

Objective 3: By the 2016-2017 school year, improve literacy through extensive opportunities in reading and written expression.

Performance Target:

- At least 60% of CVA students in grades 3-8 will achieve proficiency on the NC EOG Reading assessment
- At least 60% of CVA students in grades 3-8 will achieve proficiency on the NC EOG Math assessment
- At least 60% of CVA students in grades 5 & 8 will achieve proficiency on the NC EOG Science assessment .
- 100% of K-8 students will participate in intervention/enrichment activities during a scheduled 1 hr Reading/Math Extensions

Indicators of Measure:

- ❖ NC EOG data
- ❖ NWEA and SchoolNet Benchmark data
- ❖ NC School Report Card (Student Performance data)
- ❖ EVAAS
- ❖ Classroom Assessment Data
- ❖ K-8 Academic Portfolios
- ❖ Personal Education Plans (PEPs)
- ❖ Data Walls

block held 4x per week.

- 100% of K-8 students will demonstrate growth in reading and written expression each school year, as documented in their classroom Academic portfolios.

Milestone Date:

June 2017

Goal 1 Associated Strategies

Strategy 1: Implement intervention and enrichment opportunities to support student growth.		Timeline:	Status:
Action Steps	Identify students per grade level that need to be targeted for intervention in Reading, Math, and Science	<i>Ongoing</i>	<i>In progress</i>
	Tutoring opportunities (after school, 4X a week and Saturday Academy, 5X per year)	<i>Ongoing</i>	<i>In progress</i>
	Incorporate, implement and monitor an 1 hour School-Wide Intervention Block into the master schedule (K-5)	<i>Ongoing</i>	<i>In progress</i>
	Revised implementation of K-8 student Academic portfolios (includes Personal Education Plans (PEPs) and assessment data)	<i>Ongoing</i>	<i>In progress</i>
	Continued use of weekly professional learning communities (PLCs)...include professional development for common core standards/assessments	<i>Ongoing</i>	<i>In progress</i>
Strategy 2: Promote focus on literacy and writing skills		Timeline:	Status:
Action Steps	Develop and monitor K-8 Academic portfolio(s) (includes documentation of vocabulary enrichment and quarterly writing samples and assessments)	<i>Ongoing</i>	<i>In progress</i>
	Evaluate needs and purchase additional leveled readers for all classrooms that are aligned with Common core Standards and integrate thematic units	<i>Ongoing</i>	<i>In progress</i>
	Assign Lexile levels to classrooms and media center libraries	<i>Ongoing</i>	<i>In progress</i>
	Provide literacy tutoring and homework help through after-school and summer programs	<i>Ongoing</i>	<i>In progress</i>
	Provide information, training, and resources to parents to improve their ability to support reading and writing at home	<i>Ongoing</i>	<i>In progress</i>

Strategy 3: Increase utilization and analysis of student data to inform instruction.		Timeline:	Status:
Action Steps	Establish Data Teams and Data Rooms for staff to utilize to analyze student data to drive instruction (EVASS, Benchmark tests via Schoolnet, EOGs, mClass Reading, class grades, common assessments)	<i>Ongoing</i>	<i>In progress</i>
	Continue utilizing the NWEA and Schoolnet benchmark(s) and progress monitoring components of mClass Reading 3D/Dibels literacy program (K-2)	<i>Ongoing</i>	<i>In progress</i>
Professional Development:		Technology:	Artifacts:
<ul style="list-style-type: none"> • Literacy walk-through(s) • Collaboration with EC specialists • Collaboration with literacy/math coaches • Common Core Reading, Math, and Science standards and instruction • NC DPI modules • Data Literacy (bi-monthly) • Reading instructional tools (Reading Street, K-3 phonics, etc.) • New K-3 literacy assessments (mClass Reading 3D/Dibels, Schoolnet, etc.) and K-8 Academic portfolios • Strategies for integrating literacy into content areas and nonfiction comprehension • Building assessments using PowerSchool's Schoolnet and Open class and using benchmark data to improve instruction 		<ul style="list-style-type: none"> • Using SchoolNet (formative and standardized assessment for common core standards) • EVAAS data • Study Island • Scholastic reading inventory (SRI) • Open class • Study Island • Khan Academy • Carnegie Learning 	<ul style="list-style-type: none"> ❖ Intervention schedule ❖ NWEA Assessment Reports ❖ Reading 3D Reports ❖ HomeBase SchoolNet Reports ❖ PEPs ❖ PLC/Data Team Minutes ❖ Parent Communication (flyers, memos, etc.)
Evaluate Person(s) Responsible		Resources/Required Budget	
<ul style="list-style-type: none"> • K-8 teachers and teacher assistants • Instructional Coaches • All students/parents • Administrators • SIP Team 		<ul style="list-style-type: none"> • Staff development budget • Technology budget • 21st Century budget • Applying for grants & other monetary resources 	

DISTRICT: CHILDREN'S VILLAGE CHARTER

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Priority Goal 2 (*Aligned to District Goal 2*)

SIP Goal 2: Increase student achievement by engaging students and staff in 21st Century learning opportunities and infusing technology tools into daily instruction.

Objective 1: Utilize 21st Century learning tools to increase student engagement in daily instruction.

Objective 2: Gain NC STEM certification and become an accredited STEM school.

Objective 3: Implement and maintain a 1:1 technology device program.

Performance Target:

- 80% of CVA classrooms will operate under the technology 1:1 program
- 100% of teachers will become comfortable with integrating technology and using 21st Century learning tools in daily instruction.
- 100% of CVA students will participate in at least 3 STEM project-based learning opportunities per year between 2014-2017.
- 100% of CVA students will have access to learning opportunities offered in a STEM modeled lab.
- 100% of CVA classrooms will provide instruction on STEM modules from certified STEM programs, such as Engineering is Elementary and Kinetic City.

Indicators of Measure:

- ❖ Administrative Walk-Throughs
- ❖ NCEES data
- ❖ NCTWC Survey
- ❖ Technology Inventory
- ❖ Looking for Technology Integration (LoFTI)

Milestone Date:

June 2017

Goal 2 Associated Strategies

Strategy 1: Monthly staff developments sessions will be offered with a focus on specific technology tools, 21st century skills, and STEM programs		Timeline:	Status:
Action Steps	Provide staff development for using technology tools, 21 st century skills, and STEM modules.	<i>Ongoing</i>	<i>In progress</i>
	Supply staff and students with sufficient software, hardware, and 21 st century instructional techniques.	<i>Ongoing</i>	<i>In progress</i>
Strategy 2: Model, teach, and engage students in 21st century skills		Timeline:	Status:
Action Steps	Incorporate planning time for media and the technology facilitator and PLC teams to plan for technology integration.	<i>Ongoing</i>	<i>In progress</i>
	Set clear expectations and implement integrated STEM project based activities and 21 st century engaging techniques for students.	<i>Ongoing</i>	<i>In progress</i>
	Implement and incorporate STEM programs (Engineering is Elementary, Kinetic City, etc.) into daily K-8 instruction, after-school sessions, and summer camp.	<i>Ongoing</i>	<i>In progress</i>
	Design and utilize a STEM Lab on both CVA campuses to aid in engaging students in 21 st century skills.	<i>Ongoing</i>	<i>In progress</i>
	Teachers will incorporate Project Based Learning into curriculum units and lessons. Each teacher is required to engage students in at least 3 Project Based Learning projects per year.	<i>Ongoing</i>	<i>In progress</i>
Strategy 3: Enhance existing technology and usage by staff and students.		Timeline:	Status:
Action Steps	Integrate technology into engaging learning activities and instructional lessons.	<i>Ongoing</i>	<i>In Progress</i>
	Research new uses for existing technology to enhance instruction.	<i>Ongoing</i>	<i>In Progress</i>
	Use LoFTI to monitor and assess the integration of technology in the classrooms.	<i>Ongoing</i>	<i>In progress</i>

Strategy 4: Educate parents on the purpose and use of PowerSchool, Schoolnet, and Open Class.		Timeline:	Status:
Action Steps	Establish a time for parents to use on-campus computer labs, gain access to technology and use it to support their child's instruction (homework, online assignments, grades, etc.)	<i>Ongoing</i>	<i>In progress</i>
	Establish and/or strengthen relationship between parent, child, and teacher.	<i>Ongoing</i>	<i>In progress</i>
	Provided workshops to train parents on accessing and utilizing websites (PowerSchool, Schoolnet, etc.) to aid student achievement.	<i>Quarterly</i>	<i>In progress</i>
Professional Development: <ul style="list-style-type: none"> • Technology Integration • Monthly media training (PowerSchool, Open Class, Schoolnet, etc.) • Collaboration with Tech Facilitator/Media Coordinator • Collaboration with literacy/math coaches • Ongoing participation in county-based workshops on Common Core Reading, Math, and Science standards and instruction • Web 2.0 Tools 		Technology: <ul style="list-style-type: none"> • SMARTBoard and TVs • Study Island • Scholastic reading inventory (SRI) • Multi-media presentations; Hyper Studio; Animate; Blogging • Power point photo story/windows movie maker/PREZI • Socrates (online) Student response system • Schoolnet (formative and standardized assessment) • Open class • Khan Academy • Carnegie Learning • Star Fall • BrainPop • Ipad Applications 	Artifacts: <ul style="list-style-type: none"> ❖ Technology Plan ❖ LoFTI Forms ❖ STEM Modules/Lesson Plans ❖ Parent Night agenda/Attendance forms ❖ PD agenda/Attendance forms

Evaluate Person(s) Responsible

- K-8 teachers
- All students/parents
- Administrators
- SIP Team

Resources/Required Budget

- Staff development budget
- Technology budget
- Media center budget
- 21st Century budget
- Applying for grants & other monetary resources

DISTRICT: CHILDREN'S VILLAGE CHARTER

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Priority Goal 3 (*Aligned to District Goal 3*)

SIP Goal 3: Increase teacher effectiveness through highly effective and monitored professional development that strengthens and promotes teacher collaboration, lesson planning, and applying 21st Century instructional techniques and skills.

Objective 1: Recruit and retain 100% of highly qualified teachers (decrease teacher turnover)

Objective 2: Improve teacher collaboration and team building

Objective 3: Improve lesson and curriculum planning skills and techniques

Objective 4: Improve data literacy

Performance Target:

- 100% Teacher Retention
- 100% Staff Participation

Indicators of Measure:

- ❖ NCEES Evaluations
- ❖ NC Teacher Working Conditions (NCTWC) Survey
- ❖ Administrative Walk-Thru(s) and Observations
- ❖ Mentor Notes and Observations
- ❖ Attendance (Daily and Attendance)
- ❖ NC School Report Card (teacher turnover rate)

Milestone Date:

June 2017

Goal 3 Associated Strategies

Strategy 1: Provide highly effective and ongoing staff development to build highly qualified educators.		Timeline:	Status:
Action Steps	Develop a year-long staff development calendar for teachers and administrators.	<i>Ongoing</i>	<i>In Progress</i>
	Allot monthly dates into the Master Schedule for professional development sessions.	<i>Ongoing</i>	<i>In Progress</i>
	Provide professional development to teachers in the areas of common core teaching styles, revised blooms taxonomy, 21 st century instructional techniques, technology integration, and differentiated instruction.	<i>Ongoing</i>	<i>In Progress</i>
Strategy 2: Professional Learning Communities (PLCs) and Data Teams will collaborate and share successful and innovative strategies, ideas, and best practices.		Timeline:	Status:
Action Steps	PLC (Data Team) meeting will be held weekly for one hour to allow time for planning and collaboration.	<i>Ongoing</i>	<i>In Progress</i>
	Collaboration time will include data analysis of student benchmark, summative, and classroom assessments.	<i>Ongoing</i>	<i>In Progress</i>
	Teachers will share strategies and use formative and summative assessment results to develop lesson plans.	<i>Ongoing</i>	<i>In Progress</i>
Strategy 3: Teachers will design lessons that incorporate ELA, math, and science common core and/or essential standards, as well as, literacy skills.		Timeline:	Status:
Action Steps	Classroom walk-through and observation data will be collected by administration and curriculum staff, and will be shared with teachers.	<i>Ongoing</i>	<i>In Progress</i>
	All teachers will use a common lesson plan format which addresses literacy strategies, 21 st century instructional techniques, and technology integration. Lesson plans are submitted and reviewed on a weekly basis.	<i>Ongoing</i>	<i>In Progress</i>
	Teachers will incorporate Project Based Learning into curriculum units and lessons. Each teacher is required to engage students in at least 3 Project Based Learning projects per year.	<i>Ongoing</i>	<i>In Progress</i>

Strategy 4: Promote a positive school culture that encourages unity, recognizes teacher accomplishments, supports genuine efforts, and increases teacher moral.		Timeline:	Status:
Action Steps	Provide a teacher incentive (end of year) based on student growth and performance.	<i>Annually</i>	<i>In Progress</i>
	Promote teacher recognition (teacher of the month, teacher of the quarter, etc.)	<i>Quarterly</i>	<i>In Progress</i>
	Promote and support teacher empowerment by seeking teacher input and encouraging active roles of leadership.	<i>Ongoing</i>	<i>In Progress</i>
Professional Development:		Technology:	Artifacts:
<ul style="list-style-type: none"> • DuFour training/PLCs • Data Team workshops • Data Literacy • Collaboration with EC specialists • Collaboration with literacy/math coaches • Teacher Trainer workshops • NC DPI modules 		<ul style="list-style-type: none"> • Schoolnet (Assessment data) • EVAAS data • Remind.com • CVA Wikispace • Schoolnet (Lesson and Curriculum Planning) • Scholastic.com • Teachershelpingteachers.com • Khan Academy 	<ul style="list-style-type: none"> ❖ PLC/Data Team agenda/minutes ❖ TWC Survey ❖ Lesson/Curriculum Plans ❖ Non-Negotiable Submission Form ❖ 21st Century PD Training documentation (agenda, certificates, etc.)
Evaluate Person(s) Responsible		Resources/Required Budget	
<ul style="list-style-type: none"> • K-8 teachers and teacher assistants • Instructional Coaches • Administrators 		<ul style="list-style-type: none"> • Staff development budget • Technology budget • 21st Century budget • Applying for grants & other monetary resources 	

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Priority Goal 4 (*Aligned to District Goal 4*)

SIP Goal 4: Improve school safety and climate by improving safety procedures and practices, as well as, implementing a school-wide Character Education program that minimizes discipline referrals.

Objective 1: Reduce office referrals by 10% each year.

Objective 2: Provide a school-wide recognition and incentive program that rewards positive behavior.

Objective 3: Improve safety measures and plans to ensure continuous student and staff safety

Performance Target:

- 100% of staff will know and effectively follow safety procedures
- Decreased disciplinary infractions
- 100% of teachers will use effective classroom management strategies to manage and reduce behaviors

Indicators of Measure:

- ❖ NCTWC Survey
- ❖ Parent/Student Survey
- ❖ NC School Report Card (Discipline Data)

Milestone Date:

June 2017

Goal 4 Associated Strategies

Strategy 1: Maintain a safe and orderly environment		Timeline:	Status:
Action Steps	Safety committee meetings will be held to discuss concerns and school-wide safety issues. Safety policies (lockdown, evacuation, etc.) will be reviewed with staff annually.	<i>Quarterly</i>	<i>In progress</i>
	Safety procedures and drills (lockdown, evacuation, etc.) will be practiced and reviewed.	<i>Quarterly</i>	<i>In progress</i>
	Maintain safety with visitor sign-in and passes.	<i>Ongoing</i>	<i>In progress</i>
	Update door locks to ensure all doors are locked from the outside, except for office entrance.	<i>Ongoing</i>	<i>In progress</i>
	Have gates/fences installed in open campus area(s)	<i>Ongoing</i>	<i>In progress</i>
Strategy 2: Create a culture of high behavior expectations and maintain a caring learning environment.		Timeline:	Status:
Action Steps	Implement School-wide Character Education programs (Positive Action, Too Good for Drugs, etc.)...interventions to keep students in class and reduce behaviors.	<i>Ongoing</i>	<i>In progress</i>
	Establish weekly school-wide incentive/rewards program that recognizes positive behavior (rewards Tiger Bucks that students redeem at school store)	<i>Ongoing</i>	<i>In progress</i>
	Establish a reward room for students who follow behavior expectations (Electronic Game Room)	<i>Ongoing</i>	<i>In progress</i>
	Maintain Buddy system that assigns support staff and administrators to follow a group of students to monitor academic progress, behavior, and provide support.	<i>Ongoing</i>	<i>In progress</i>
	Students are recognized for positive behavior and academic progress through award ceremonies, Tiger Walks, field trips.	<i>Quarterly</i>	<i>In progress</i>
	Teachers will make quarterly phone calls home to report positive academic progress, as well as, address academic and behavior issues.	<i>Ongoing</i>	<i>In progress</i>

Strategy 3: Maintain a healthy learning environment		Timeline:	Status:
Action Steps	Plan health-care and community guest speaker presentations to increase student awareness (substance/alcohol abuse, nutrition, fire safety, Four H, etc.)	<i>Quarterly</i>	<i>In progress</i>
	Physical Ed and Health instruction will provide students with information about healthy living.	<i>Ongoing</i>	<i>In progress</i>

<p>Professional Development:</p> <ul style="list-style-type: none"> • Collaboration with local health agencies and safety enforcement (police department, health department, etc.) • Participation in county-based School Safety workshops • NC DPI modules • Character Education PD training (Positive Action, Too Good for Drugs, etc.) • Classroom Management strategies 	<p>Technology:</p> <ul style="list-style-type: none"> • BrainPop • CharacterEd.net • WatchKnowLearn.org • Khan Academy • Online video resources 	<p>Artifacts:</p> <ul style="list-style-type: none"> ❖ Visitor Login ❖ Office Referrals ❖ Classroom Crisis Folder(s) ❖ Lockdown/Evacuation Drill policies and procedures ❖ Fire Drill procedures ❖ Safety Handbook ❖ Character Ed. Modules ❖ Character Ed. PD training documentation
<p>Evaluate Person(s) Responsible</p> <ul style="list-style-type: none"> • K-8 teachers and teacher assistants • All students/parents • Administrators • SIP Team 	<p>Resources/Required Budget</p> <ul style="list-style-type: none"> • Staff development budget • 21st Century budget • Applying for grants & other monetary resources 	

DISTRICT: CHILDREN'S VILLAGE CHARTER

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Priority Goal 5 (*Aligned to District Goal 5*)

SIP Goal 5: To improve school culture by building relationships within the community and providing increased opportunities for parental/community involvement.

Objective 1: Establish community partnerships with local agencies and/ or organizations.

Objective 2: Increase parental/communication involvement.

Objective 3: Increase communication within the school.

Performance Target:

- 60% of parents attend school functions and meetings (PTVO meetings, Curriculum Night, etc.)
- Establish at least 10 partnerships with local agencies and/ or organizations

Indicators of Measure:

- ❖ Parental participatin (attendance) at PTVO/Curriculum Nights
- ❖ NCTWC Survey
- ❖ Parent/Student Survey

Milestone Date:

June 2017

Goal 5 Associated Strategies

Strategy 1: Establish effective communication with the community and parents.		Timeline:	Status:
Action Steps	The Parent-Teacher-Volunteer-Organization will meet regularly to address concerns for improvement, plan fundraisers and culture building events, and recruit school volunteers.	<i>Ongoing</i>	<i>In progress</i>
	Remind.com messages will be sent to make school announcements and share information with parents. (Early-out, EOG testing schedule dates, report cards, etc.)	<i>Ongoing</i>	<i>In progress</i>
	The school's quarterly newsletter, website, Tweeter, Facebook, and other media outlets will be used regularly to publicize events at the school.	<i>Quarterly</i>	<i>In progress</i>
	Create and distribute annual parent-student surveys.	<i>Annually</i>	<i>In progress</i>
Strategy 2: Increase opportunities for parent/community involvement			
Action Steps	Create a Global Awareness Them Action plan designed to outline and schedule community activities and events that address global, economic, civic, and health literacy.	<i>Ongoing</i>	<i>In progress</i>
	Establish and maintain a school-wide parent/volunteer program.	<i>Ongoing</i>	<i>In progress</i>
	Increase fundraisers linked to local agencies and organizations (McDonalds Night, Wendy's School Night, etc.)	<i>Ongoing</i>	<i>In progress</i>
	Seek opportunities to partner with local agencies (field trip to local college, invite guest speakers from local health department, etc.)	<i>Ongoing</i>	<i>In progress</i>
Strategy 3: Increase participation at PTVO meetings and Curriculum Nights.			
Action Steps	Provide entertainment with curriculum sessions (game night, talent show, etc.)	<i>Quarterly</i>	<i>In progress</i>
	Provide childcare and food	<i>Quarterly</i>	<i>In progress</i>

Professional Development: Technology: Artifacts:		
<ul style="list-style-type: none"> • Monthly media training (PowerSchool, Open Class, SchoolNet, etc.) • Online communication tools (email, Facebook, classroom website, etc.) training • Classroom Management (Building parental relationships, etc.) 	<ul style="list-style-type: none"> • Remind.com • Facebook • Tweeter • School Website • HomeBase PowerSchool • Teacher Webpage 	<ul style="list-style-type: none"> ❖ School Newsletter ❖ Email Correspondence ❖ Remind.com Notifications ❖ Social Media (Facebook posting, tweet, etc.)documentation ❖ Event Sign-in (attendance) form ❖ PTVO/Curriculum Night agenda or attendence form ❖ Global Awareness Action Plan
<p style="text-align: center;">Evaluate Person(s) Responsible</p> <ul style="list-style-type: none"> • K-8 teachers and teacher assistants • All students/parents • Administrators • SIP Team 	<p style="text-align: center;">Resources/Required Budget</p> <ul style="list-style-type: none"> • Staff development budget • Technology budget • 21st Century budget • Applying for grants & other monetary resources 	

CHILDREN'S VILLAGE ACADEMY



SCHOOL IMPROVEMENT PLAN

2014-2017

