

Hillsmere Elementary 2010-2011

Goal Indicator 1: All students will reach high standards, as established by Anne Arundel County Public Schools and state performance level standards in **Reading, Math, and Science**. Achievement disparities among all student groups will be eliminated.

Statement of Need: According to the data on the 2010 MSA administration, while 57.5 % of White students scored advanced, the following student groups are in need of academic growth in Reading: African American students (16%), Hispanic students (50%), FARMS (18%), Special Education students (5.6%).

Annual Objective 1: Reading/LA By the end of the 2010/2011 school year, 67.5% of White students, 26% of African American students, 60% of Hispanic students, 28% of FARMS and 15.6% of Special Education students will score at advanced on MSA in Reading.

Statement of Need: According to the data on the 2010 MSA administration, while 67% of White students scored advanced, the following student groups are in need of academic growth in Mathematics: African American students (14.3%), Hispanic students (33.3%), FARMS (19.6%), Special Education students (5.6%).

Annual Objective 2: Mathematics By the end of the 2010/2011 school year, 77% of White students, 24.3% of African American students, 43.3% of Hispanic students, 29.6% of FARMS and 15.6% of Special Education students will score at advanced on MSA in Mathematics.

Strategy: Build teacher capacity by identifying and focusing on essential outcomes to improve student performance through collaboration, coaching, and job embedded professional development (PD).

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
Structure 2x month, focused Grade Group planning meeting		Administrator	Reading Teachers TD Math Teacher Rdg, ECI, and Math County SBRT	2x monthly leadership and Special Education team meetings-to monitor progress, next steps minutes	Review GG minutes Share best practices and artifacts Learning Walks 10% increase in Benchmarks and Advanced MSA 10% decrease in AA, Farms and Sped achievement gap	June 2011
Ongoing scoring and analysis of Assessments such as Benchmarks and BCR's to drive instruction		Reading Team Math Lead teacher	Classroom Teachers	Schedule PD	10% increase in Benchmarks and Advanced MSA 10% decrease in AA, Farms and Sped achievement gap	June 2011
Vertical teaming in Math occurs monthly		Administrator	Math TD Lead Teacher	Math SBRT Ongoing PD Calendar	Essential Outcomes are identified at each grade level	June 2012

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
A variety of instructional tools and research-based interventions to provide differentiated instruction for all targeted subgroups, i.e. Proficient-Advanced Learners, FARMS, AA, Special Education	EQ	Administration, Reading Teachers, Special Educators	Classroom Teachers Special Educators, Reading Teachers	Elements of Vocabulary Comprehensive Toolkit Read Source Thinking Maps 3 group instruction Manipulatives County approved Intervention programs Technology PD	2x month data analysis showing academic growth Schedules 10% increase on Benchmarks and Advanced MSA scores 10% decrease of sub group disparity as noted on MSA	June 2011
5 Days of Consultant 35 Days of a Coach to build teacher capacity and subsequent student achievement	EQ	Administration	Consultant, Pat Turner Coach, Karen Wootton	\$1800.00 Dispro Grant for Pat Turner 40 Substitute days from Title 1 \$25,000.00 Special Education support for school coach	Essential outcomes are observable and measurable through learning walks and artifact sharing 10% Increase in Advanced on MSA and Benchmarks 10% decrease in AA, Farms, and Special education disparity Common reading and Math language/strategies are observed	June 2011

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
Essential lesson outcomes are observable and measureable		Administration	Reading Team TD Teacher Consultant Coach SBRT's	Pacing Guides Substitute Time	Formal and Informal Observation and walk through Consultant and Coach feedback	June 2011
All students (3 rd -5 th) will take Science Benchmark Assessments		Classroom Teachers	Classroom Teachers, Special Educators	Benchmark Assessments, Achievement Series	Achievement Series to identify baseline, identify areas of need for instructional decision-making	June 2011

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Goal Indicator 2: Hillsmere Elementary will create a **safe learning environment** that promotes accelerated achievement for all student groups.

Statement of Need: In looking at data from minor and major referrals as well as suspensions, we continue to strive to have our students actively engaged in learning. We seek to reduce the number of discipline referrals and frequent absenteeism.

Annual Objective: During the **2010-2011** school year, Hillsmere Elementary will be in its third year as a PBIS school. It is our hope that by promoting positive behaviors, we will improve student performance and foster a safe learning environment. We continue to strive for a reduction in the total number of suspensions and specifically for a reduction in the number of suspensions for students in identified student groups.

Strategy: A school wide management program will be implemented and consistently enforced by all stakeholders. Paramount to academic achievement is a safe learning environment for all children.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
PBIS is implemented throughout the school to reduce discipline issues and increase student time on task and subsequent achievement.		Behavior Interventionist	Guidance Psychologist Interventionist	Training, materials, Incentives	Monthly data reviewed and analyzed	June 2011
Reward students for positive behaviors		PBIS Team	All staff		Referral data, teacher report, events, assemblies	June 2011
Support students with challenging behaviors through PBIS, Check In- check out and Learning Lab		PBIS Team	All staff	2 nd Step and Skill Streaming materials	referral data	June 2011

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Goal Indicator 3: Establish community partnerships to promote student achievement.

Statement of Need: Hillsmere Elementary recognizes that successful schools need to foster effective partnerships with parents, the community and local businesses. We continually seek to include the participation of all parents in the education of their children.

Annual Objective: By the end of the **2010-2011** school year, 95% of the students, parents, faculty and community members responding to an annual AACPS climate survey will indicate that the school communicates effectively and that school environment is welcoming. Hillsmere Elementary will also maintain the community partnerships that presently exist.

Strategy: Community partnerships at Hillsmere will continue to support academic achievement

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
Oyster gardening Project with the Eastport Yacht Club		Grade Teacher	5 th Grade	Support materials	Field Trips plans	June 2011
Enhance parent communication via the PTA E-newsletter- The Buzz		PTA Board	PTA Volunteer	None	Parent feedback	June 2011
Cluster event will showcase school		Administrator	Interested teachers		Attendance	October 2011
Coast Guard mentors will support identified Robinwood Students		Amanda Plumer	Coast Guard Interested staff	Time and materials Incentives schedules	Volunteer log Student monitoring data	June 2011
Chesapeake Connections		Ferrer, Hinson	School staff, Arlington Echo Staff	Planning & implementation of projects	Final Projects	June 2011
Chess Club Fall and Winter		Principal	Principal	Boards, pieces, clocks, handouts	Student and parent response	June 2011
Robotics		Andrea Byrne	Parent Volunteers	Robotics Kits and software	Final Products- Robots	June 2011
Black-eyed Susan		Denise Augustine	Denise Augustine	Nominated Books ordered	Students vote for their Favorite books	April 2011
Mighty Milers		PTA	Courtney Holtzman, Laura Gourley, Laura DeBerardinis	Snacks, Water	Track Meet	Nov. 16, 2010
Chesapeake Bay Foundation		Piper Hinson	Piper Hinson, Lisa Ferrer, Erin O'Wiley	Access to Chesapeake Bay Foundation	Meet 1x per week with second grade students in the spring	May 2011

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	End Date/Check off when completed
24 Club		Andrea Byrne, Laura Hendrickson	Staff, Parent Volunteers	24 cards	Final Competition	Mayb 2011
Family Fun Nights (Quarterly)		PTA	Parent, Staff Volunteers		Attendance	May 2011
Community Gardening		Lisa Ferrer	Staff, Parent Volunteers	Shovels, Rakes, Garbage Bags	Cleanup Days with Students, Community Cleanup	April 2011
Volunteers Parent Coordinators		PTA	Mrs. Carroll, Mrs. Schlager, Mrs. Penn	Video	Teacher Feedback	June 2011