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DISTRICT: 048-913 GORDON PARKS ELEM.

Mission of Gordon Parks Elementary
Mission Statement: Acting on its conviction that every child has promise, Gordon Parks Elementary provides an enriched individualized academic program, particularly to educate at-risk, urban core children to reach their potential.

Local Needs: Information for a current analysis came from parent, student, and teacher yearly surveys, technology surveys, analysis of MAP and SAT10 test scores, and information gained from various committee meetings, data teams, and our 2009-10 Board/Faculty retreat. **SWOT Analysis:** Strengths: Highly trained, dedicated staff and Board, broad community support, technology resources, great volunteers and mentors, establishment of an uninterrupted literacy block, strong BIST program, active counseling program, addition of supplemental communication arts and math programs, a strong special education team, and a dedicated staff member to lead data teams. Response to intervention program is showing positive growth in students below grade level. Gordon Parks has developed a science curriculum, developed units of study for readers and writers workshops aligned with the GLE's. Current units of study are being developed for word study and social studies. Parent involvement is increasing. A new parent advisory committee is on board. Weaknesses: Students are not making AYP as shown on the 2009 MAP test or adequate growth when analyzed on a growth model. SAT10 scores, although they have shown some growth in the past, need improvement. There is also a need for an additional lab, more clearly defined classroom assessments, a technology curriculum infused with NETS. Our student population is transient. with a higher. Professional development committee must have representation from all areas: classroom teachers, special education, technology, PBS and specials teachers. Trend data in Special Education in Math & CA were below increases shown by non-special education students. The data can be greatly influenced by a single student. Opportunities: A strong student discipline system and classroom management skills allow teachers to focus their efforts on quality instruction and curricular development. An additional mobile computer lab will be purchased. We have identified SES providers to work with students after school. We have applied for e-rate to further our technology goals. Threats: The economy is in a decline and we receive 20% of our income from community donations and grants. We are also unsure at this time how this will affect our state and federal funding or if the funding we do receive will be able to offset the growing costs of personnel, energy and transportation. We have a high population of families who qualify for free and reduced lunch (95%) and a high minority population. The economy is placing more stress on these families which

oftentimes affects the school performance of students.

1. **Goal:** Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

1. **Objective:** By 2012, 40% of students will score proficient or advanced on Communication Arts and Math MAP tests.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Each year, review and revise common formative assessments for each unit of study in Communication Arts and Mathematics.

MSIP Standard:

Persons Responsible: Principal and Teachers

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

1. **Action Step:** Train new staff members in the Data Team process.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Action Step:** Teachers will work in grade level Data Teams once a week and in vertical and department Data Teams once a month.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** 3rd-5th grade students will receive MAP prep instruction during their weekly Library class.

MSIP Standard:

Persons Responsible: Principal and Teachers

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

3. **Strategy:** Implement the RTI model for reading, mathematics, and behavior by January 2011.

MSIP Standard:

Persons Responsible: Principal, Teachers, Behavior Team

Funding Source Name: Title I, TITLE IV.A, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, TITLE II.D, Title I School Improvement (a)

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

1. **Action Step:** Secure a minimum of two student computers for each classroom that are connected to the network and internet to determine effectiveness of reading and math interventions at the various tiers.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2.**Action Step:** Two mobile labs will be fully functioning with internet and wireless printing capabilities. Mobile labs and library labs will have all software loaded along with durable headphones for each computer.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

3.**Action Step:** Classroom teachers, Supplemental Reading and Math Teachers and tutors will provide tier two interventions for reading and math.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

4.**Action Step:** Special Education teachers and tutors will provide tier three interventions for reading and math.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

5.**Action Step:** Track Care Room data through School Insight behavior log.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

6.**Action Step:** Staff will send "Notice of Concern Letter" to parents and implement a Behavior Intervention Plan (BIP) when a student reaches three Care Room visits in a trimester.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

7.**Action Step:** The Behavior Team will work with the classroom teachers to provide intervention strategies and monitor progress of students on tiers two and three.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

4. **Strategy:** Each year, follow the Supplemental Educational Services guidelines as outlined in the No Child Left Behind Act.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Title I

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Objective:** By May 2012, 80% of students will read on or above grade level as measured by the STAR Reading Assessment.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Each year, all classroom teachers will be trained in Balanced Literacy. Balanced Literacy components are fully implemented in each classroom.

MSIP Standard:

Persons Responsible: Principal and Teachers
Funding Source Name: Local Funds, Basic Formula - State Monies
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

2. **Strategy:** Grades K-5 classroom teachers will use Teachers College Reading Inventory Assessment once per trimester.

MSIP Standard:

Persons Responsible: Principal and Teachers
Funding Source Name: Local Funds, Basic Formula - State Monies
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

3. **Strategy:** Grades 1-5 classroom teachers will use the Tim Rasinski's Increasing Reading Fluency Program three times each week.

MSIP Standard:

Persons Responsible: Principal and Teachers
Funding Source Name: Local Funds, Basic Formula - State Monies
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

4. **Strategy:** Grade K classroom teachers will use the Basic Animated Literacy Program by Jim Stone daily.

MSIP Standard:

Persons Responsible: Principal and Teachers
Funding Source Name: Local Funds, Basic Formula - State Monies
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

5. **Strategy:** Grades K-5 classroom teachers will use the Sitton Word Study Program daily.

MSIP Standard:

Persons Responsible: Principal and Teachers
Funding Source Name: Local Funds, Basic Formula - State Monies
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

6. **Strategy:** Each classroom will have a Smartboard for whole group literacy instruction by January 2012.

MSIP Standard:

Persons Responsible: Principal
Funding Source Name: TITLE II.D, Local Funds, Basic Formula - State Monies, Title I
Date to Implement Strategy: 07/01/2010
Date of Completion: 06/30/2013

7. **Strategy:** Install by August 2011: new wiring on ground floor, new firewall, new switches and second internet drop in each classroom.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

3. **Objective:** By May 2012, 80% of students will be on or above grade level in math as measured by the STAR Math Assessment

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Each year, all classroom teachers will be trained in the Math Investigations program.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Title I, TITLE II.A, Local Funds, Basic Formula - State Monies, Title I School Improvement (a)

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

4. **Objective:** By September 15 of each year, all Kindergarten students will be screened and appropriate services will be determined.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** During the Summer School program all Kindergarten students will be screened using the Brigance Kindergarten Screening.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** Students who score below the 5 year-old level on the Kindergarten screening will receive supplemental instruction from the K-2 Literacy Teacher, tutors, Vision Skills instructor, or Integrated Listening Systems instructor by October 1 of each school year.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Title I

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Goal:** Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

1. **Objective:** Each year, utilize MO Reap and Non-Profit Connect to recruit qualified

candidates.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Use a four-stage interview process.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

1. **Action Step:** All candidates must pass a written interview.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Action Step:** All candidates must pass a staff directed interview.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

3. **Action Step:** Candidates that pass the staff directed interview will be interviewed by the administration using the Haberman Star Teacher format.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

4. **Action Step:** Candidates that pass the administration interview will be required to teach a half-day and be observed by staff members.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Objective:** By May 2012, 100% of instructional staff will be Highly Qualified as measured by the No Child Left Behind Act.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Gordon Parks will pay costs of the Praxis Test in order for current teachers to become Highly Qualified.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: TITLE II.A, Local Funds, Basic Formula - State Monies, Title I

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** As a prerequisite to hiring, Gordon Parks School will ensure that all new hires meet the Highly Qualified requirements.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

3. **Objective:** Each school year, 50% of professional development will focus on urban education, students in trauma, and special needs students. The other 50% of professional development will focus on communication arts and mathematics.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** The professional development committee will develop a calendar and track professional development activities.

MSIP Standard:

Persons Responsible: Principal and PD Committee

Funding Source Name: Title I, TITLE II.A, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Title I School Improvement (a)

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

4. **Objective:** Principal/supervisor will conduct formal observations of each staff member at least once per trimester.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Teachers receiving a "Needs Improvement" mark on a formal observation will keep documentation in their portfolio to show effort towards improvement.

MSIP Standard:

Persons Responsible: Principal or Supervisor

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** Teachers will do peer observations at least twice a year to support their individual Performance Plan Goals.

MSIP Standard:

Persons Responsible: Principal and Teachers

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

5. **Objective:** Create and implement a base salary scale and a performance based bonus plan by 2012-2013 school year.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Research local salary scales and create a Gordon Parks base salary scale.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2012

2. **Strategy:** Identify and adopt a new teacher evaluation system for performance based bonuses that includes multiple measures including, but not limited to, professional development and academic, behavioral, or emotional growth of students.

MSIP Standard:

Persons Responsible: Principal and Board of Directors

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

6. **Objective:** Each school year, the principal will participate in at least 30 hours of professional development including, but not limited to, charter school law, state compliance, best instructional practices, and school leadership.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** The principal will stay apprised of changes in educational laws and policies through professional readings and journals.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** The principal will participate in seminars, conferences, and workshops that are geared towards improving student achievement and will discuss new instructional strategies with teachers during professional development and classroom demonstrations.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

3. **Goal:** Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

1. **Objective:** Each year, provide at least three opportunities for families and community to interact with students and staff for the purpose of building positive relationships.

MSIP Standard:

Progress Measure:

Comments:

1. **Strategy:** Family Outreach Coordinator will plan multiple events throughout the school year and will have 70% of families attend at least one event.

MSIP Standard:

Persons Responsible: Principal and Teachers

Funding Source Name: Local Funds, Basic Formula - State Monies, Title I

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

1. **Action Step:** Hold monthly Parent Advisory Committee (PAC) meetings in order to involve parents in school decisions and provide parent training classes.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Action Step:** Annually, hold at least two Family Nights to inform parents about literacy, math or art activities for home use.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Strategy:** Develop a curriculum guide for parents at each grade level for Communication Arts and Mathematics by August 2011.

MSIP Standard:

Persons Responsible: Principal and Teachers

Funding Source Name: Local Funds, Basic Formula - State Monies, Title I

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

3. **Strategy:** Send home a weekly Principal's Newsletter that outlines school events and provides suggestions for ways parents can help their student(s) at home.

MSIP Standard:

Persons Responsible: Principal

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

4. **Strategy:** Volunteer Coordinator will work with parents and community members to provide 5,000 hours of volunteer service to the school each fiscal year.

MSIP Standard:

Persons Responsible: Volunteer Coordinator

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

1. **Action Step:** Provide an orientation process for all mentors and volunteers.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

2. **Action Step:** Evaluate volunteers annually.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

3. Action Step: Annually, hold at least two Family Nights to inform parents about literacy, math or art activities for home use.

Date To Implement Action Step: 07/01/2010

Date of Completion: 06/30/2013

5. Strategy: Each year the Gordon Parks Service Team students will participate in at least two community service activities.

MSIP Standard:

Persons Responsible: Principal and Volunteer Coordinator

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2010

Date of Completion: 06/30/2013

4. Goal: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

1. Objective: By January 2011, review board policies and procedures to identify areas of improvement and clarify the separation of powers and responsibilities for board members, administration, staff, and volunteers.

MSIP Standard:

Progress Measure:

Comments:

1. Strategy: The Board of Directors will approve changes to the board policies based on recommendations of the Executive Director by January 2011.

MSIP Standard:

Persons Responsible: Principal and Board Members

Funding Source Name:

Date to Implement Strategy: 07/01/2010

Date of Completion: 01/31/2011

2. Strategy: Roles and responsibilities of board members, administration, staff, and volunteers are clearly defined and delineated by January 2011.

MSIP Standard:

Persons Responsible: Principal and Board Members

Funding Source Name:

Date to Implement Strategy: 07/01/2010

Date of Completion: 01/31/2011

3. Strategy: A clear distinction exists between board policy and school procedures and the authority to change each is clearly outlined by January 2011.

MSIP Standard:

Persons Responsible: Principal and Board Members

Funding Source Name:

Date to Implement Strategy: 07/01/2010

Date of Completion: 01/31/2011