

2014-2016 Brier Creek School Improvement Plan

Goal #1	By June 2016, all student subgroups, specifically economically disadvantaged students, black, and white subgroups will meet or exceed growth in ELA and math, and overall proficiency in math, ELA, & science will increase from 70.8% to 80% as by measured state assessments.
Key Process	<i>PLTs will plan a variety of opportunities for students to demonstrate proficiency of standards.</i>
How will we check to see if we are moving towards the goal?	Tracks 1,2,3,4 classroom teachers, specialists & instructional team will complete walkthroughs at each quaterly track in meeting to rate the level of opportunities ranging from compliance to opportunities.
	Administration will complete walkthroughs bi-weekly for each grade level. Walkthrough data will be shared and analyzed by PLTs following the walkthrough completion.
Action Steps	PLTs will integrate vocabulary strategies as opportunities for students such as; four square, words walls, thinking maps, etc. within the C.O.D.E framework in core instruction to master crucial concepts and retain new vocabulary.
	Provide professional development to all instructional support staff designing differentiated activities. Timeline: May 2014-August 2016
Key Process	<i>PLTs will plan visible thinking strategies to observe, provide specific feedback, and plan instruction for students.</i>
How will we check to see if we are moving towards the goal?	Tracks 1,2,3,4 classroom teachers, specialists & instructional team will complete a BCES developed walkthrough at each quaterly track in meeting to document visible thinking by rating the level of teacher to student talk.
	Administration will complete BCES developed walkthroughs bi-weekly for each grade level to collect data on visible thinking. Walkthrough data will be shared and analyzed by PLTs following the walkthrough completion.
Action Steps	PLTs will integrate vocabulary strategies as opportunities for students such as; four square, words walls, thinking maps, etc. within the C.O.D.E framework in core instruction to master crucial concepts and retain new vocabulary.
	Provide professional development to all instructional support staff in visible thinking strategies. Timeline: May 2014-June 2016

Key Process	<i>PLTs will embed questions above the knowledge level from Revised Bloom's Taxonomy in daily lessons across content areas.</i>
How will we check to see if we are moving towards the goal?	Tracks 1,2,3,4 classroom teachers, specialists & instructional team will complete walkthroughs at each quaterly track in meeting to document the types of questions asked by the teacher and/or students.
	Administration will complete walkthroughs bi-weekly for each grade level to collect questioning data. Walkthrough data will be shared and analyzed by PLTs following the walkthrough completion.
Action Steps	Provide professional development to all instructional support staff in Revised Bloom's Questions integrated in core instruction and homework. Timeline: May 2014-June 2016
Goal # 2	By June 2016, Brier Creek Elementary will retain high performing staff by offering differentiated professional learning to increase staff satisfaction from 76.9% to 81.6% as measured by Teacher Working Conditions Survey.
Key Process	<i>Instructional support staff will create and provide resources to action research teams based on staff professional learning survey which will meet on Early Release dates.</i>
How will we check to see if we are moving towards the goal?	Action Research Teams will create presentations at the end of each school year for the staff as a documentation of new learning and reflection of the process.
	Staff will complete a survey following each school wide professional development session in order for staff to reflect, offer feedback to faciliators, and celebrate new learning.
Action Steps	Instructional Support will create action research teams and support teams with recources as needed. Timeline: July 2014-June 2016