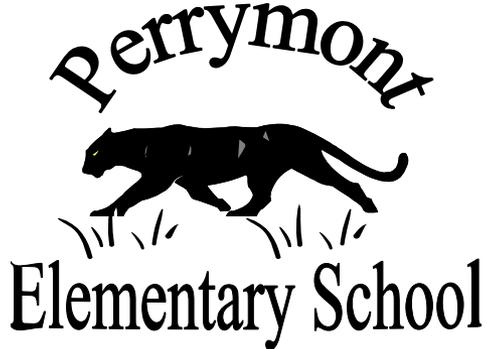


**2012-2013
School Improvement
Plan**



A TRADITION OF EXCELLENCE FOR ALL



LYNCHBURG CITY SCHOOLS

2012-2013 School Improvement Plan Perrymont Elementary School

VISION

A Tradition of Excellence
for All

MISSION

Every child, by name and by
need, to graduation

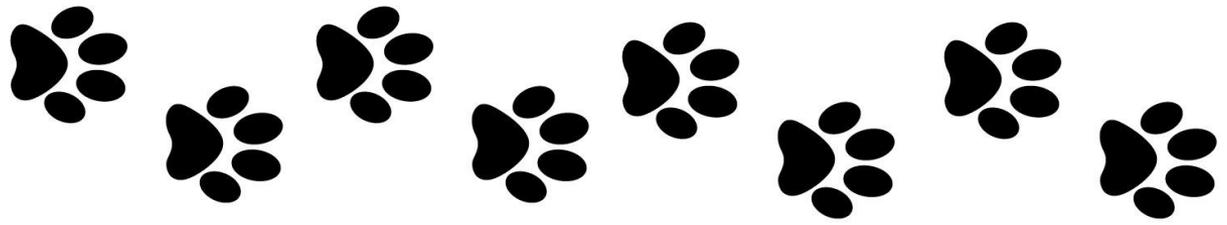
GOAL

Excellence in Achievement,
Behavior, Culture,
Operations and Personnel

A TRADITION OF EXCELLENCE FOR ALL



LYNCHBURG CITY SCHOOLS



Follow us down our path to

Excellence in Achievement

Excellence in Behavior

Excellence in Culture

Perrymont Elementary School

*Where We Take **PRIDE** In Learning!*

Participation, **R**espect, **I**ntegrity, **D**iscipline, **E**ffort

Indicators of Excellence

Achievement

PES Achievement Indicators

- Analysis of School Performance Data
- Analysis of Classroom Observation Data
- Analysis of Student Learning Data
- Mastery of Standards Based Objectives
- Yearly Learning Goals are Data Driven

Behavior

PES Behavior Indicators

- Implementation of School-Wide Behavior Plan PRIDE
- Development of a Community of Learners
- Focus on expectations for Successful Students
- Communication with Parents
- Positive Student Teacher Interaction

Culture

PES Culture Indicators

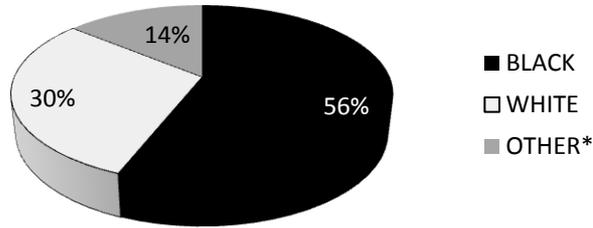
- Professional development to include Peer Observations
- Parent and Community Engagement
- Celebration of Student and Teacher Success



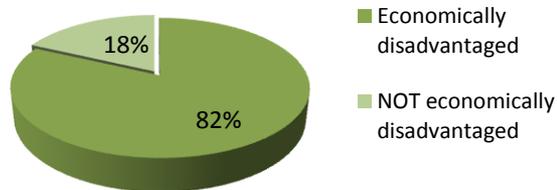
2012-2013 School Improvement Plan Perrymont Elementary School

Introductory Data

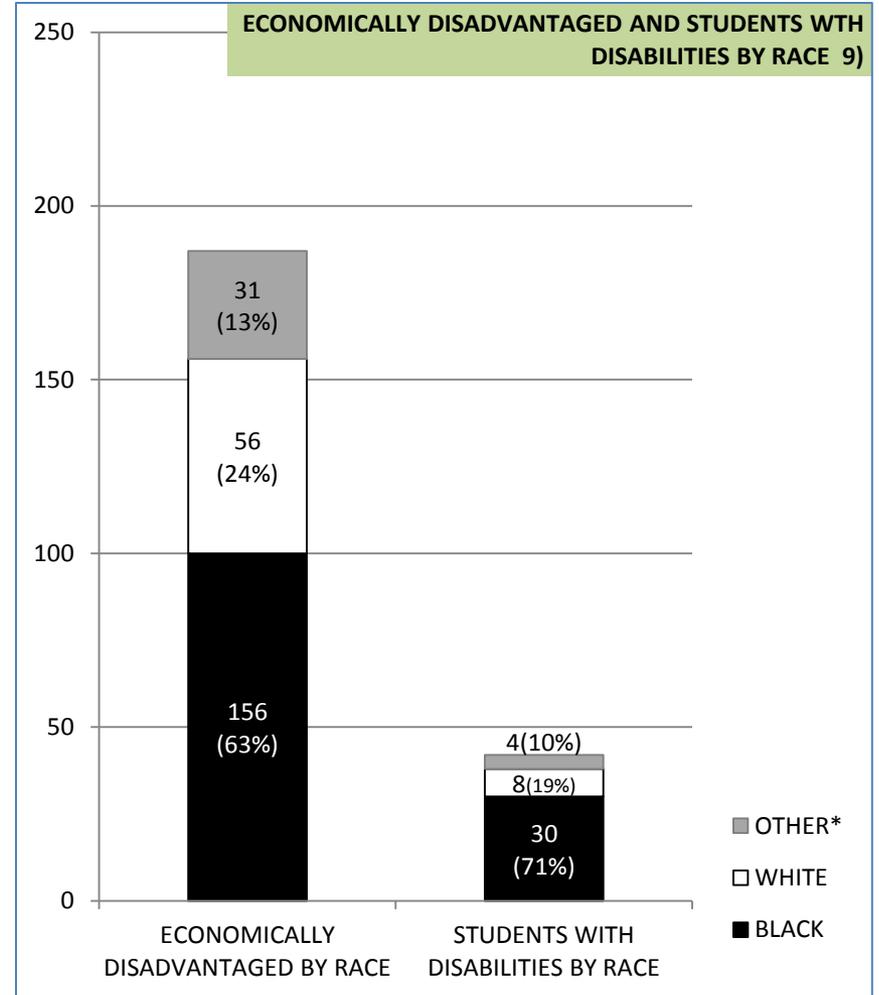
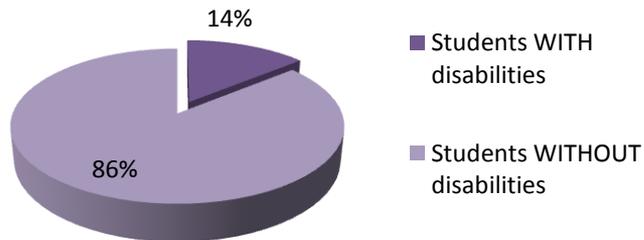
2011-2012 STUDENT POPULATION BY RACE



STUDENT POPULATION SPLIT BY ECONOMICALLY/NOT ECONOMICALLY DISADVANTAGED



SPLIT BY STUDENTS WITH DISABILITIES

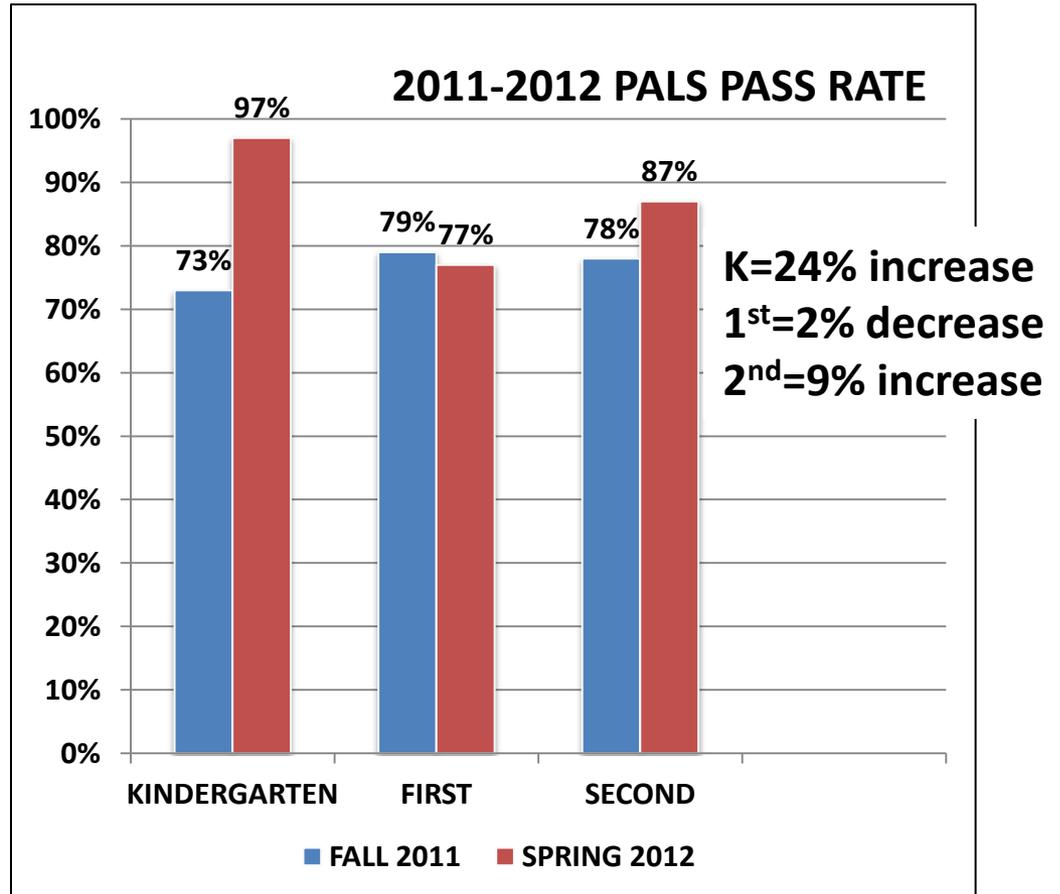


*Includes Asian, American Indian, Hispanic, Hawaiian, and Multi-Ethnic, or Unspecified. In the 2010-2011 school year, the state required a change to ethnicity reporting, which allowed for additional subgroups. The data will show more significant changes in subgroups because someone who may have previously been included in the white or black sub group, would transfer to the other subgroup.

A

LCS GOAL: By the end of 2nd grade reduce the failure rate on the PALS by 10% each year and decrease the failure rate on the SOL Reading Assessments by 10% each year.

Percentage of students “passing” is calculated based on the number of students who met or exceeded the “summed score” or benchmark for their grade level.



**2012-2013 School Improvement Plan
 Perrymont Elementary School**

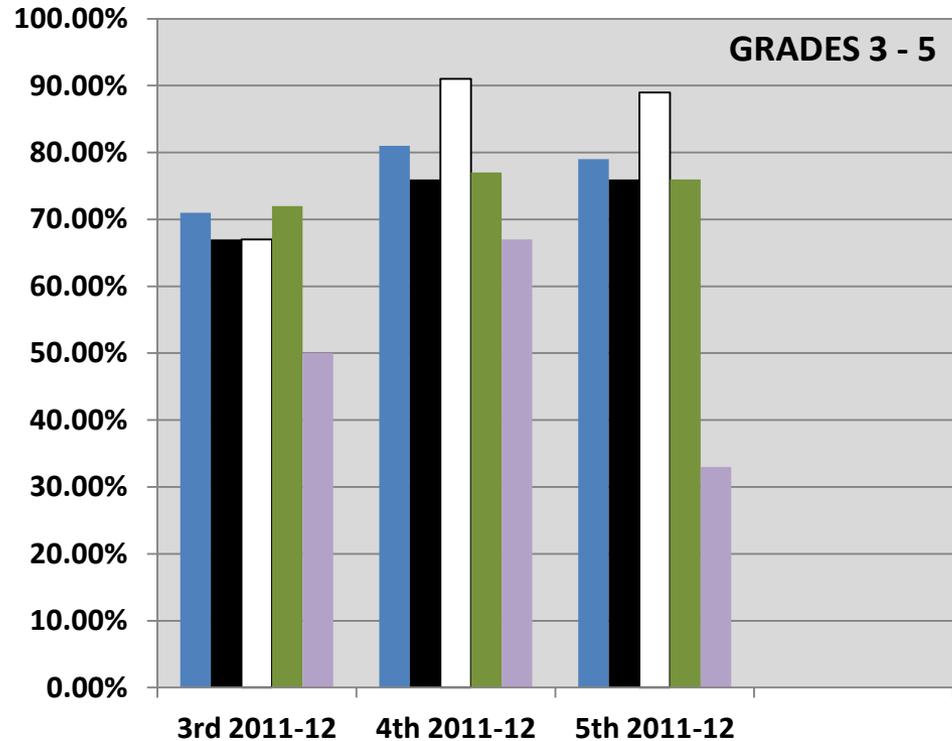
Reading Achievement Data

A LCS GOAL: By the end of 2nd grade reduce the failure rate on the PALS by 10% each year and decrease the failure rate on the SOL Reading Assessments by 10% each year.

■ Total
 ■ Black
 □ White
 ■ Economically Disadvantaged
 ■ Students with Disabilities

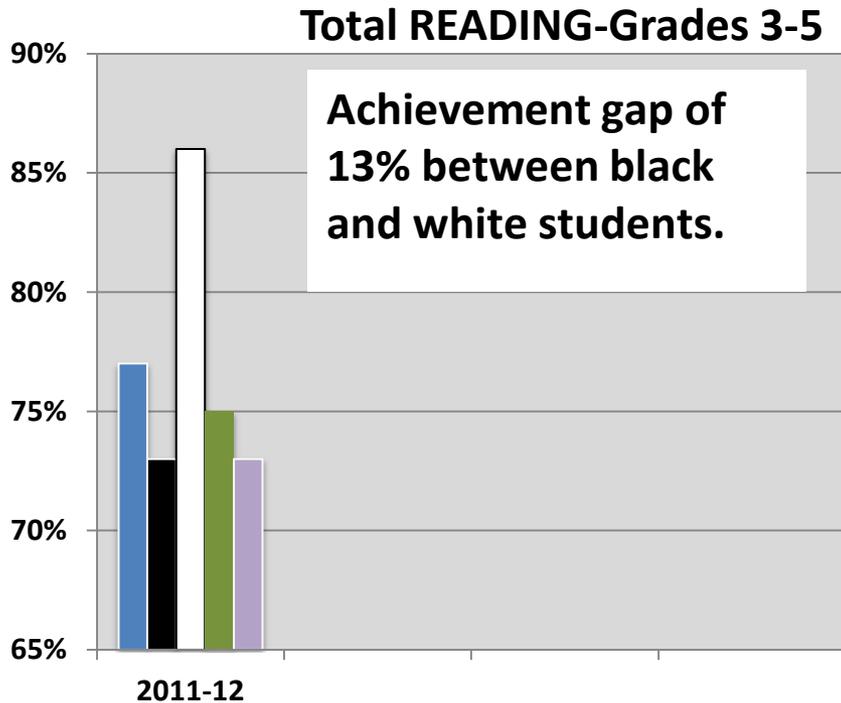
Achievement Gap exists between black and white students:
 3rd Grade=0%
 4th Grade=15%
 5th Grade=13%

2012 Spring SOL Reading Test



A LCS GOAL: All schools will be fully accredited and all subgroups will show positive progress each year toward meeting the Federal Annual Measurable Objectives on SOLs as determined by the Virginia Department of Education.

■ Total ■ Black □ White ■ Economically Disadvantaged ■ Students with Disabilities



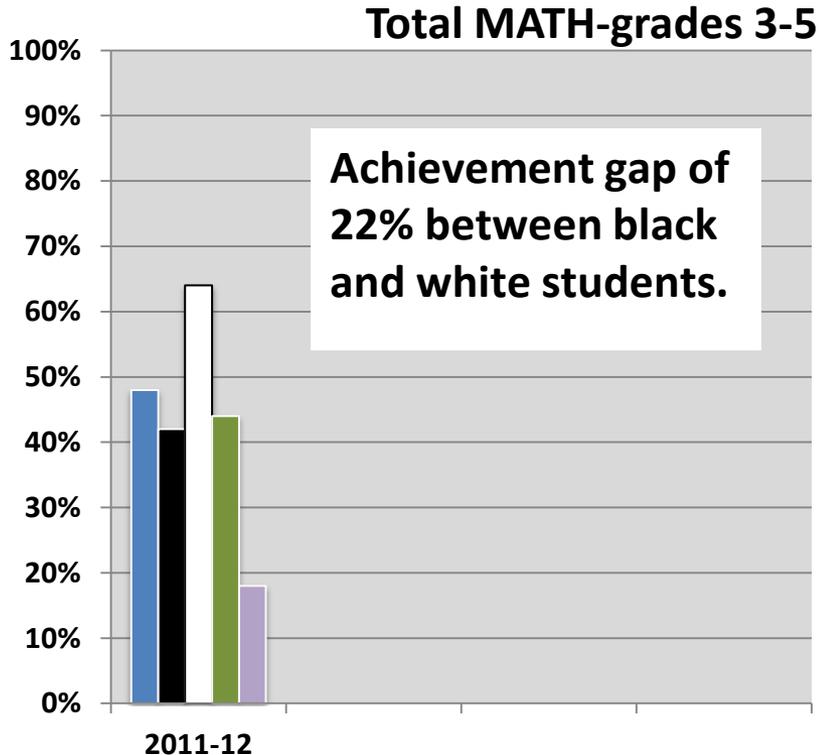
Proficiency Gap Dashboard (FAMO)

	AMO Targets	PES AMO Results	Met AMO
All Students	85%	77%	No
Gap Group 1	76%	75%	No
Gap Group 2	76%	73%	No
Gap Group 3	80%	<	TS

A LCS GOAL: All schools will be fully accredited and all subgroups will show positive progress each year toward meeting the Federal Annual Measurable Objectives on SOLs as determined by the Virginia Department of Education.

■ Total ■ Black □ White ■ Economically Disadvantaged ■ Students with Disabilities

Proficiency Gap Dashboard (FAMO)

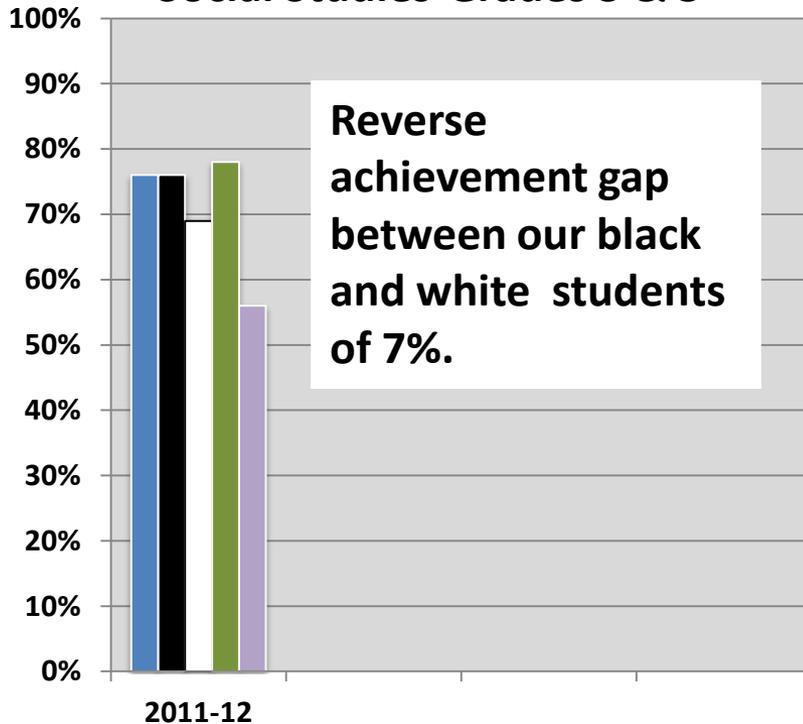


	AMO Targets	PES AMO Results	Met AMO
All Students	61%	48%	3 yr.
Gap Group 1	47%	44%	3 yr.
Gap Group 2	45%	42%	3 yr.
Gap Group 3	52%	<	TS

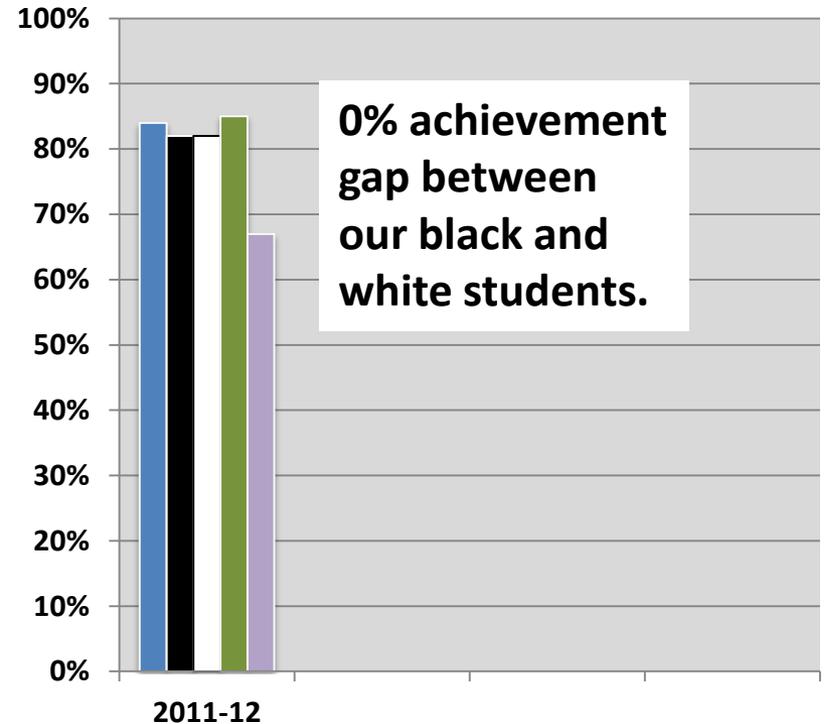
A LCS GOAL: All schools will be fully accredited and all subgroups will show positive progress each year toward meeting the Federal Annual Measurable Objectives on SOLs as determined by the Virginia Department of Education.

■ Total ■ Black □ White ■ Economically Disadvantaged ■ Students with Disabilities

Social Studies-Grades 3 & 5

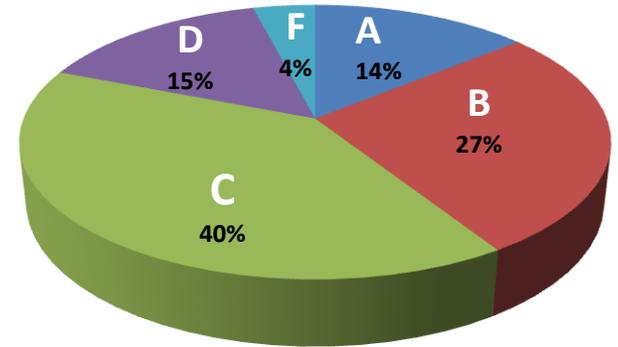
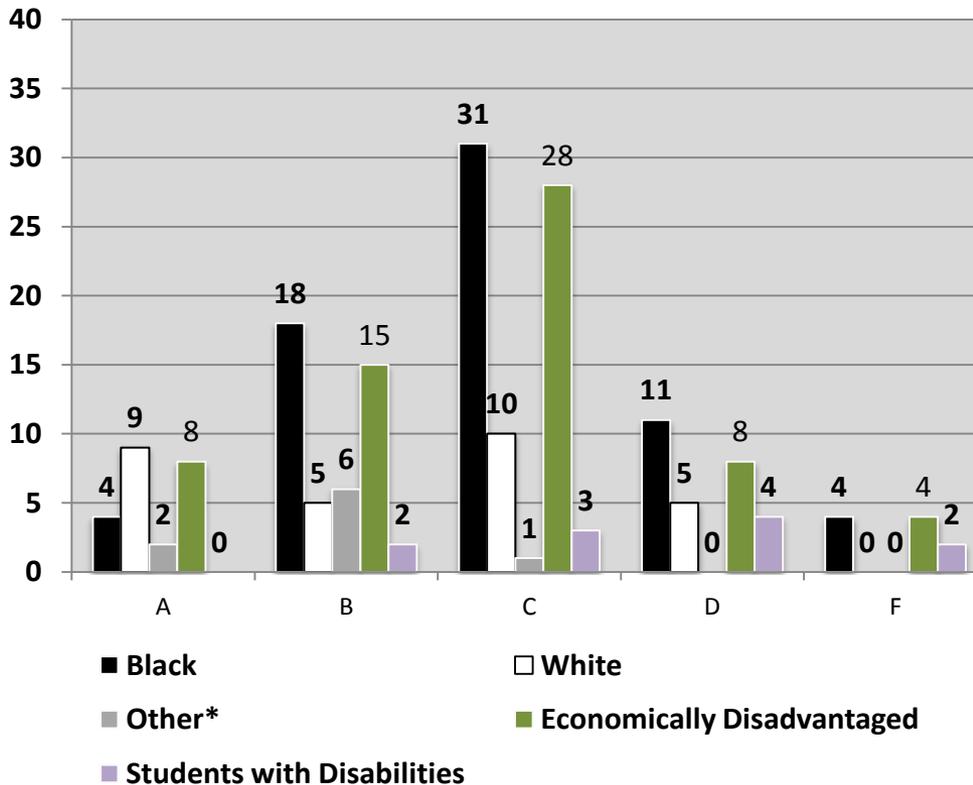


Science Grades-3 & 5



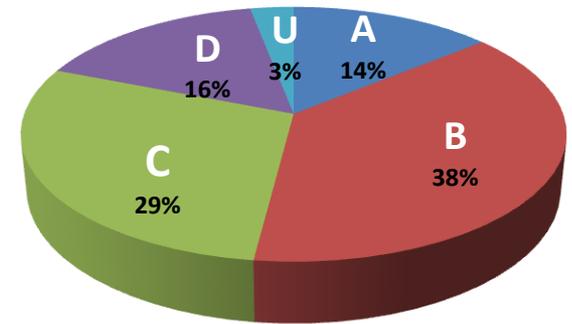
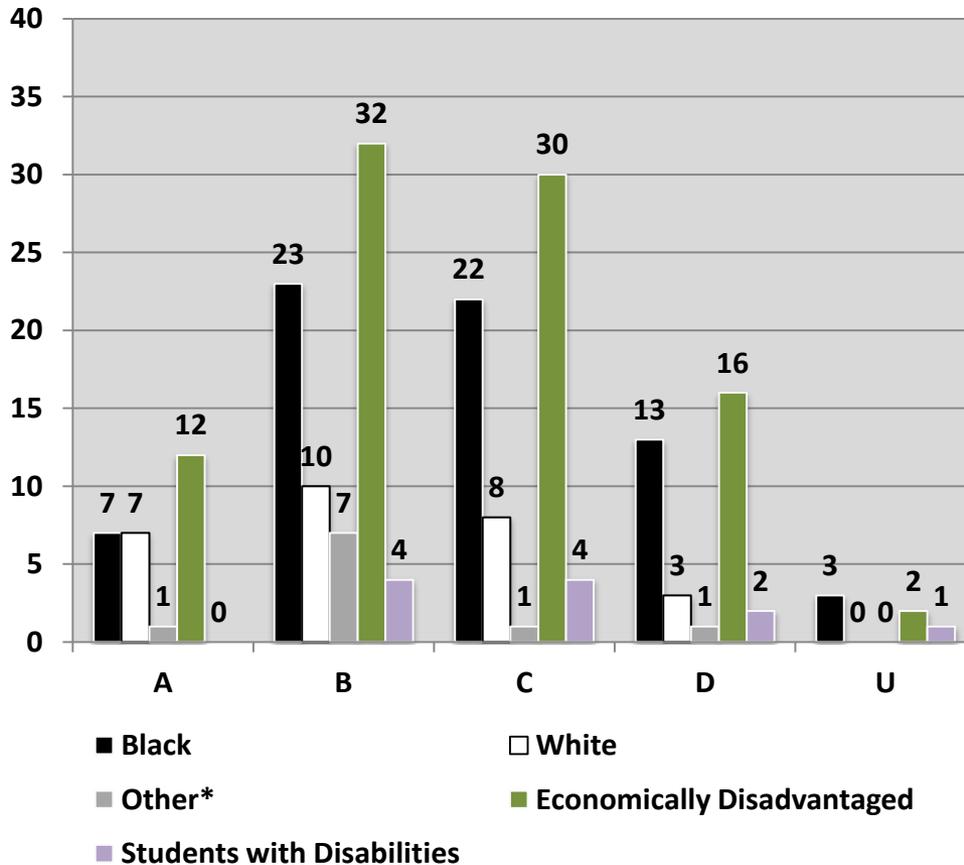
A LCS GOAL: Review grading practices and develop instructional strategies that encourage students to accurately demonstrate what they have learned.

Reading Grades 3-5



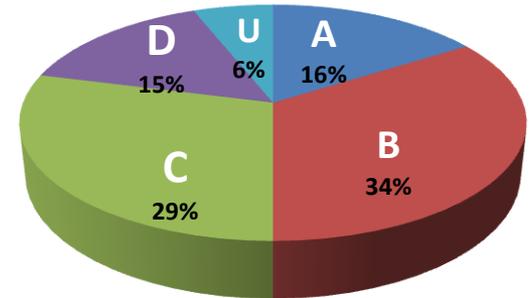
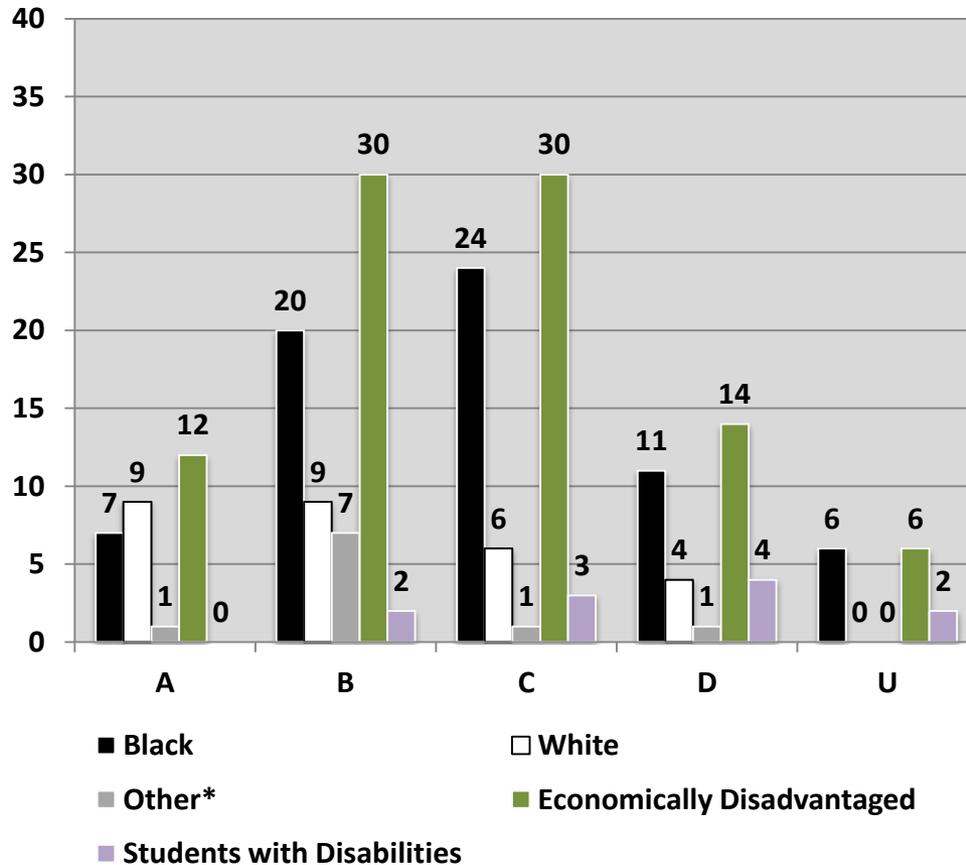
A LCS GOAL: Review grading practices and develop instructional strategies that encourage students to accurately demonstrate what they have learned.

Math Grades 3-5



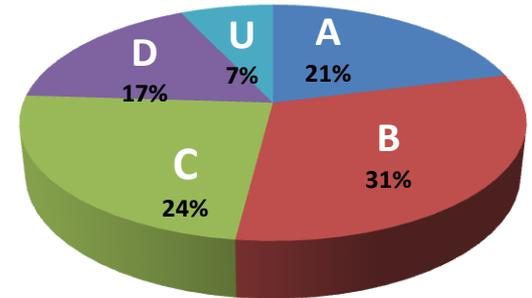
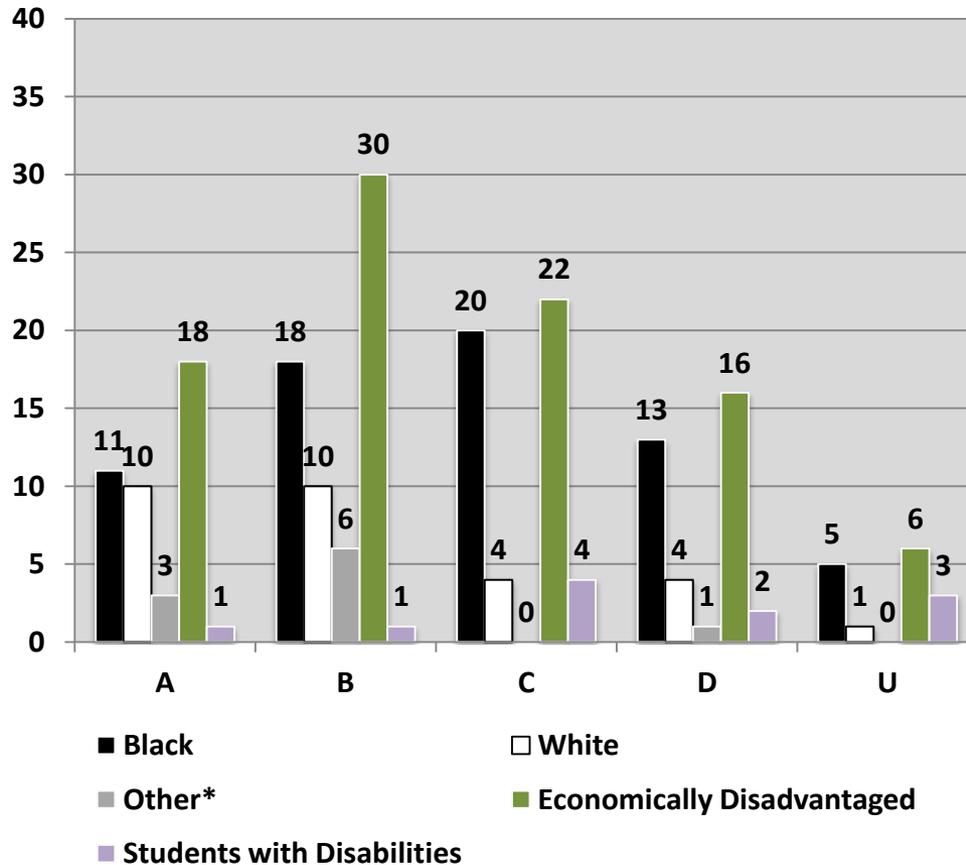
A LCS GOAL: Review grading practices and develop instructional strategies that encourage students to accurately demonstrate what they have learned.

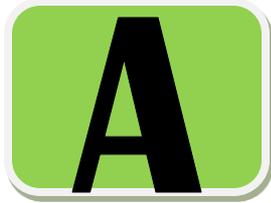
Science Grades 3-5



A LCS GOAL: Review grading practices and develop instructional strategies that encourage students to accurately demonstrate what they have learned.

Social Studies Grades 3-5





Excellence In Achievement



ID10 The school's leadership team will regularly look at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.



IF01 The principal will compile reports from classroom observations, showing aggregate areas of strength and areas that need improvement, without revealing the identity of individual teachers.



IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.



IIIB06 All teachers will systematically report to parents the student's mastery of specific standards-based objectives.





2012-2013 School Improvement Plan Perrymont Elementary School

A ID10 The school's leadership team will regularly look at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.

Strategies	Evidence of Completion/Evaluation	Responsibility
The principal and the administrative assistant will use the WUFOO short visit observation form to increase efficiency, provide immediate feedback to teachers, facilitate more frequent monitoring of classroom instruction, and provide data related to areas of strength and those that need improvement.	Completed WUFOO Observation forms for all professional staff members. Electronic monthly reports summarizing classroom observation data using the WUFOO report manager.	Karen Nelson Vivian Miller
The school leadership team will review the nine weeks assessment results and develop a grade level data analysis plan.	Completed data analysis plans for each nine weeks.	School Leadership Team Teachers in grades K-5
Following an analysis of the nine weeks assessments, the principal and the administrative assistant will review each teacher's Data Analysis Summary Notebook including the Student Data Summary Sheet and the Personalized Plan for Improvement.	Data Summary Notebooks including individual student summary sheets and personalized plans for improvement.	K-5 Teachers Karen Nelson Vivian Miller



2012-2013 School Improvement Plan Perrymont Elementary School

A

ID10 The school's leadership team will regularly look at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>The principal and the administrative assistant will review the nine weeks writing assessments for all students in grades K-5 according to a schedule established by the administrative team. The assessments will include evidence of pre-writing, the rough draft, evidence of revising/editing, the final draft, and the scored rubric.</p>	<p>Writing Folders containing writing assessments for all students in grades K-5</p>	<p>K-5 Teachers Karen Nelson Vivian Miller</p>
<p>The school leadership team will develop and review the 45 Day Pre-SOL Review and Remediation Plan to ensure that the written plans are correlated to the SOL blueprints, division nine weeks assessments, and previous SOL results.</p>	<p>Written 45 Day Pre-SOL Plans for 3rd, 4th, and 5th grade SOL Tests</p>	<p>School Leadership Team All 3rd, 4th, and 5th Grade Teachers</p>



2012-2013 School Improvement Plan Perrymont Elementary School

A

ID10 The school's leadership team will regularly look at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.

Strategies	Evidence of Completion/Evaluation	Responsibility
K-3 PALS data from 3 test administrations (beginning, mid-year, end) will be analyzed to identify students in need of targeted intervention in the area of reading (TA01).	K-3 PALS Summary Reports Use of data to track progress of intervention students .	School Leadership Team K-3 Teachers Title 1 Teachers
In grade 3, the school leadership team will use 2012 Spring SOL data to identify students in need of targeted intervention because they are at risk of failing the 2013 Spring SOL Math or Reading test (TA01).	EIMS Reports Use of data to track progress of 3 rd grade intervention students at risk of failing the 2013 SOL Reading or Math test.	School Leadership Team 3 rd Grade Teachers
In grades 4 and 5, the school leadership team will use 2012 Spring SOL data to identify students in need of targeted intervention because they are at risk of failing the 2013 Spring SOL Math or Reading test. (TA01)	EIMS Reports Use of data to track progress of 4 th and 5 th grade intervention students at risk of the 2013 SOL Reading or Math test.	School Leadership Team 4 th and 5 th Grade Teachers



2012-2013 School Improvement Plan Perrymont Elementary School

A

ID10 The school's leadership team will regularly look at school performance data and aggregated classroom observation data to make decisions about school improvement and professional development needs.

Strategies	Evidence of Completion/Evaluation	Responsibility
In grades 4 and 5, the school leadership team will use 2012 Spring SOL data to identify students in need of targeted interventions because they failed the 2012 Reading or the 2012 Math SOL test (TA01).	EIMS Reports Use of datacation to track progress of 4 th and 5 th grade intervention students who failed the 2012 SOL Reading or Math test.	School Leadership Team 4 th and 5 th Grade Teachers
The school leadership team will develop and maintain an electronic progress monitoring form to analyze and document the progress of students identified as intervention students. (TA03)	Progress monitoring form will be completed as data is available each nine weeks and saved to the network folder.	School Leadership Team
Datacation will be used to monitor the progress of intervention students each nine weeks (TA03).	Data summary each nine weeks.	School Leadership Team



2012-2013 School Improvement Plan Perrymont Elementary School

A IF01 The principal will compile reports from classroom observations, showing aggregate areas of strength and areas that need improvement without revealing the identity of individual teachers.

Strategies	Evidence of Completion/Evaluation	Responsibility
The principal will create a WUFOO short visit classroom observation form aligned to the new teacher standards.	Revised and updated form.	Karen Nelson
The principal and administrative assistant will use the WUFOO short visit classroom observation form to collect data related to areas of strength and areas that need improvement.	Observation forms saved to WUFOO site Data reports saved to WUFOO site	Karen Nelson Vivian Miller
The principal will share the observation data at school improvement team and faculty meetings.	Faculty meeting agendas Data reports saved to WUFOO site	Karen Nelson



2012-2013 School Improvement Plan Perrymont Elementary School

A IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
Personalized plans for improvement will be developed based on nine week assessment results. These plans will be reviewed by the administrative team.	<p>Schedule for completion of review</p> <p>Personalized plans for improvement in reading and math for all students who fail the nine weeks assessment.</p>	<p>Karen Nelson</p> <p>Vivian Miller</p> <p>All teachers in K-5</p>
A 45 Day Pre-SOL Review and Remediation Plan will be developed for grades 3, 4, and 5 in all core subjects utilizing multiple data sources.	Written 45 Day Pre-SOL Plans for 3 rd , 4 th , and 5 th grade SOL Tests	<p>School Leadership Team</p> <p>All 3rd, 4th, and 5th Grade Teachers</p>
Data analysis plans will be developed and submitted for review following the nine weeks assessments for students in grades K-5.	Data analysis plans will be saved to a network folder	<p>All teachers in K-5</p> <p>Karen Nelson</p> <p>Vivian Miller</p>
The administrative assistant will generate PALS reports for use by the Leadership Team.	PALS Reports	<p>Vivian Miller</p> <p>School Leadership Team</p>



2012-2013 School Improvement Plan Perrymont Elementary School

A

IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
The administrative assistant will generate EIMS reports for use by the school leadership team.	EIMS reports	Vivian Miller School Leadership Team
All teachers will analyze data to develop SMART goals which support the school division's indicators for excellence in achievement, behavior, and culture.	SMART Goals will be saved to a network folder.	All professional staff members
Intervention students in grades 4 and 5 will participate in our After-School Tutorial Program for Reading using the Scholastic Guided Reading Program. (TA02)	Roster of students enrolled in reading program Running Record Data Nine Week Assessment Results	Vivian Miller ASP Teachers 4 th and 5 th Grade Teachers
Intervention students in grades 4 & 5 will participate in our After-School Tutorial Program for Math using SOL Coach. (TA02)	Roster of students enrolled in math program Nine Weeks Assessment Results	Vivian Miller ASP Teachers 4 th and 5 th Grade Teachers



2012-2013 School Improvement Plan Perrymont Elementary School

A

IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
Through our partnership with Lynchburg College’s Westover tutors, selected 3 rd grade students will be invited to participate in our 3 rd grade After School Tutorial Program (TA02)	Roster of students enrolled in reading program Running Record Data Nine Week Assessment Results	Vivian Miller 3 rd Grade Teachers Westover Tutors
Through our partnership with Quaker Memorial Church, selected 1 st and 2 nd grade students will be invited to participate in our Great Readers After School Reading Program (TA02)	Roster of students enrolled in reading program Running Record Data Nine Week Assessment Results	Vivian Miller 1 st and 2 nd Grade Teachers Quaker Memorial Great Readers Tutors
Guided reading intervention services will be provided for all students in grades K-5 using the Benchmark Guided Reading Program. A tiered intervention approach will target the individual needs of students based on their identification as below-level, on-level, or above level in reading (TA02).	Rosters of Benchmark groups Running Record Data Nine Week Assessment Results	All teachers in grades K-5 Karen Nelson Vivian Miller



2012-2013 School Improvement Plan Perrymont Elementary School

A

IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>The Title 1 team will implement the Leveled Literacy Intervention Program for identified students in grades K-3 for 14-18 weeks each semester. Student progress monitoring will be ongoing through the use of the intervention record (TA02).</p>	<p>LLI rosters of students served.</p> <p>LLI intervention record for each student enrolled in the program.</p>	<p>Title 1 Team</p>
<p>All students in grades 1-5 will participate in the Accelerated Reader Program. Individual goals will be established for each semester based on the student's zone of proximal development (TA02).</p>	<p>Accelerated Reader progress reports showing total points, % of tests passed, books within zpd.</p>	<p>Carol Hannah Teachers of students in grades 1-5</p>
<p>All students in grades K-5 will participate in the First in Math Program. Students progress at their own pace to master basic and advanced math skills from addition to algebra through immediate feedback and error correction (TA02).</p>	<p>First in Math progress reports</p> <p>Nine Weeks Assessment Results</p> <p>Grade Distribution in Math</p>	<p>All teachers in grades K-5</p>



2012-2013 School Improvement Plan Perrymont Elementary School

A IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>Students in grades 2-5 will utilize the FASTTMath program to improve and enhance speed and accuracy with addition, subtraction, and multiplication. FASTTMath establishes a baseline of math fact fluency, identifying exactly which facts need to be targeted for intervention. This adaptive program enables students to develop math fact fluency and automaticity by creating an individualized learning progression for every student based on the initial assessment. (TA02)</p>	<p>FASTTMath reports</p> <p>Nine Weeks Assessment Results</p> <p>Grade Distribution in Math</p>	<p>All teachers of students in Grades 2-5</p>



2012-2013 School Improvement Plan Perrymont Elementary School

A IID06 Yearly learning goals will be set for the school by the leadership team, utilizing student learning data.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>All students in grades K-5 will be enrolled in the ST Math Program. Individual progress will be monitored and documented using the class level reports. Interventions will be implemented for those students identified as at risk of not completing 75% of the grade level curriculum by May 2013. These interventions will include additional ST Math time, integration of games and visualizations during small group math, reordering content for specific students, incorporation of manipulatives and math aids to support syllabus progress and mastery of standards. (TA02)</p>	<p>Syllabus progress reports</p> <p>Student Data Summary Reports</p> <p>SMART Goals for all teachers in grades K-5 including SPED</p> <p>Nine Weeks Assessment Results</p> <p>Grade Distribution in Math</p>	<p>All teachers in grades K-5 including SPED</p>



2012-2013 School Improvement Plan Perrymont Elementary School

A

IIIB06 All teachers will systematically report to parents the student's mastery of specific standards-based objectives.

Strategies	Evidence of Completion/Evaluation	Responsibility
All teachers in grades K-5 will generate and distribute interims that detail each student's progress by standards taught.	Interims generated and issued to students according to schedule established by LCS.	All teachers in grades K-5
All teachers in grades K-2 will conduct a conference (phone or face to face) with the parents of students who receive a U in reading and/or math at the interim period of each nine weeks.	Interim conference log saved to network folder.	All teachers in grades K-2
All teachers in grades 3-5 will conduct a conference (phone or face to face) with the parents of students who receive a D or F in reading and/or math at the interim period of each nine weeks.	Interim conference log saved to network folder.	All teachers in grades 3-5



2012-2013 School Improvement Plan Perrymont Elementary School

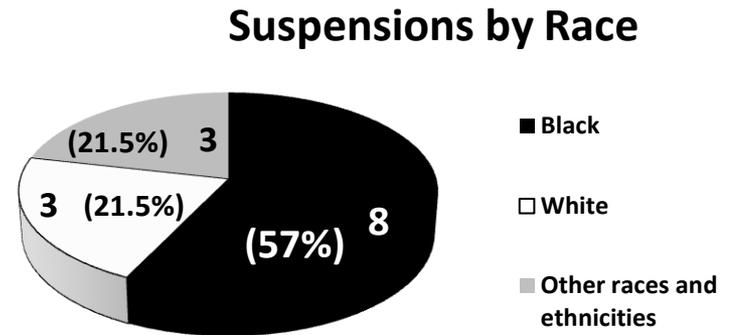
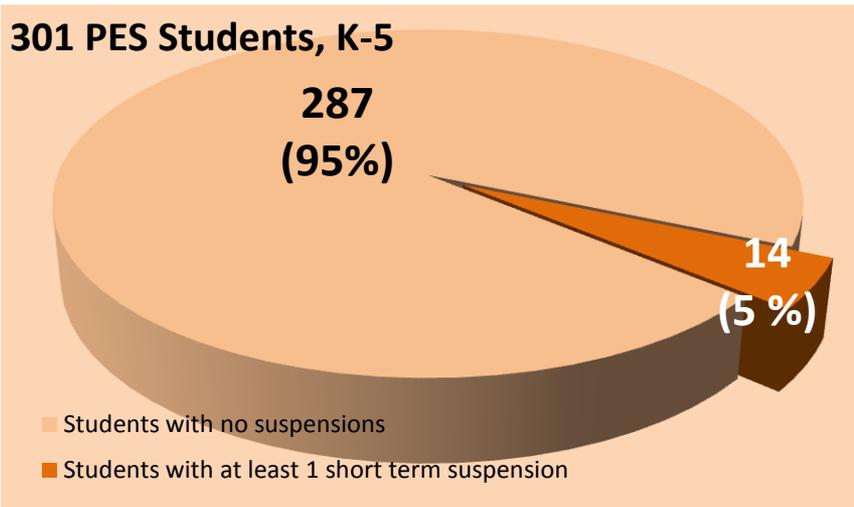
A

IIIB06 All teachers will systematically report to parents the student's mastery of specific standards-based objectives.

Strategies	Evidence of Completion/Evaluation	Responsibility
All Kindergarten teachers will complete and distribute the checklist assessment each nine week period.	Checklist assessment will be included with Kindergarten Progress Reports.	All Kindergarten teachers
All 1 st grade teachers will complete and distribute the nine week assessment student progress reporting document each nine weeks.	Nine week assessment student progress reporting document will be completed and issued following completion of nine week assessment process.	All 1 st grade teachers
All teachers in grades 2-5 will generate and distribute the nine week assessment deficit skill report each nine weeks.	Deficit skill report generated and issued following completion of nine week assessment scanning process.	All teachers in grades 2-5
All teachers in grades K-5 will create and distribute a personalized plan for improvement for students who fail a nine week assessment.	Personalized plans for improvement will be completed by the classroom teacher and reviewed by the administrative team.	All teachers in grades K-5 Administrative Team

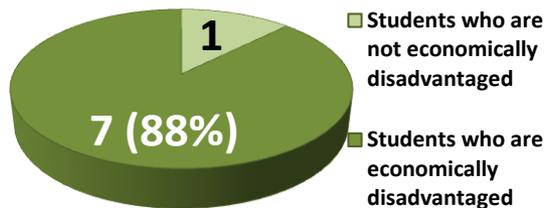
2012-2013 School Improvement Plan Perrymont Elementary School

B LCS Goal: Decrease suspensions by 5% per year.

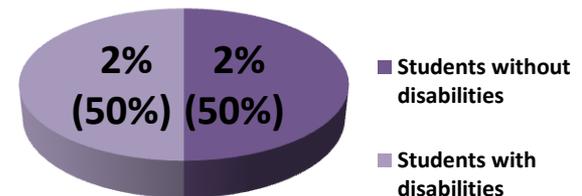


A CLOSER LOOK at the 8 black students with at least 1 short term suspension

How many are economically disadvantaged?



How many are students with disabilities?



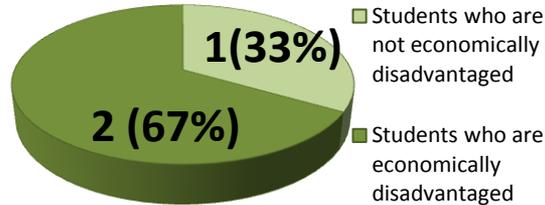
2012-2013 School Improvement Plan Perrymont Elementary School

B

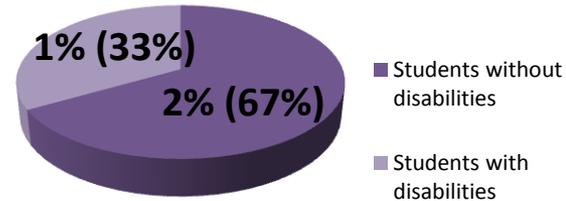
LCS Goal: Decrease suspensions by 5% per year.

A CLOSER LOOK at the 3 white students with at least 1 short term suspension

How many are economically disadvantaged?

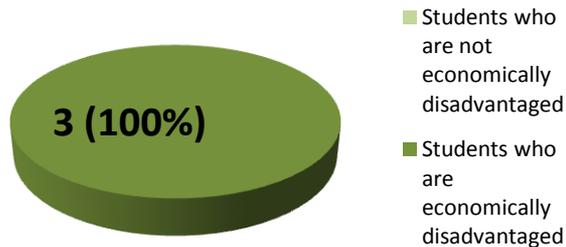


How many are students with disabilities?

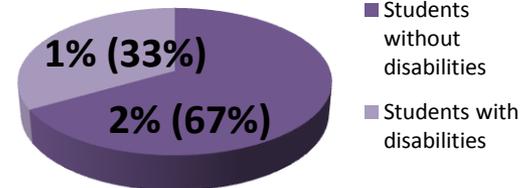


A CLOSER LOOK at the 3 other students with at least 1 short term suspension

How many are economically disadvantaged?



How many are students with disabilities?

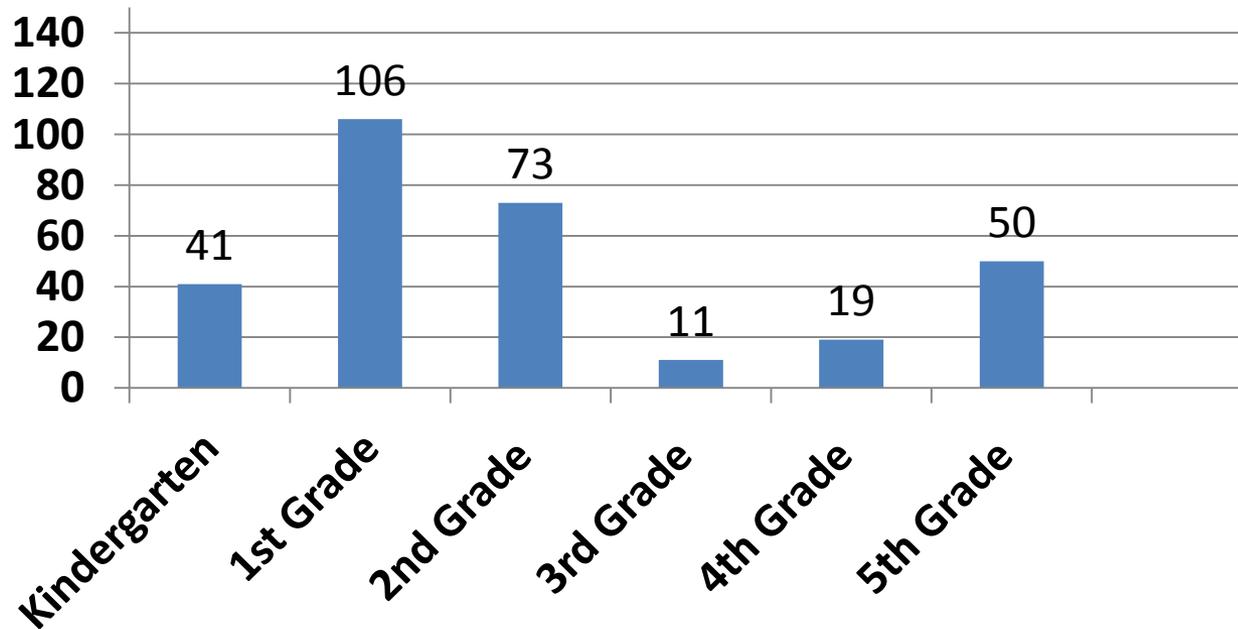


2012-2013 School Improvement Plan PerryMont Elementary School

B

LCS Goal: Decrease suspensions by 5% per year.

2011-2012 Disciplinary Referrals



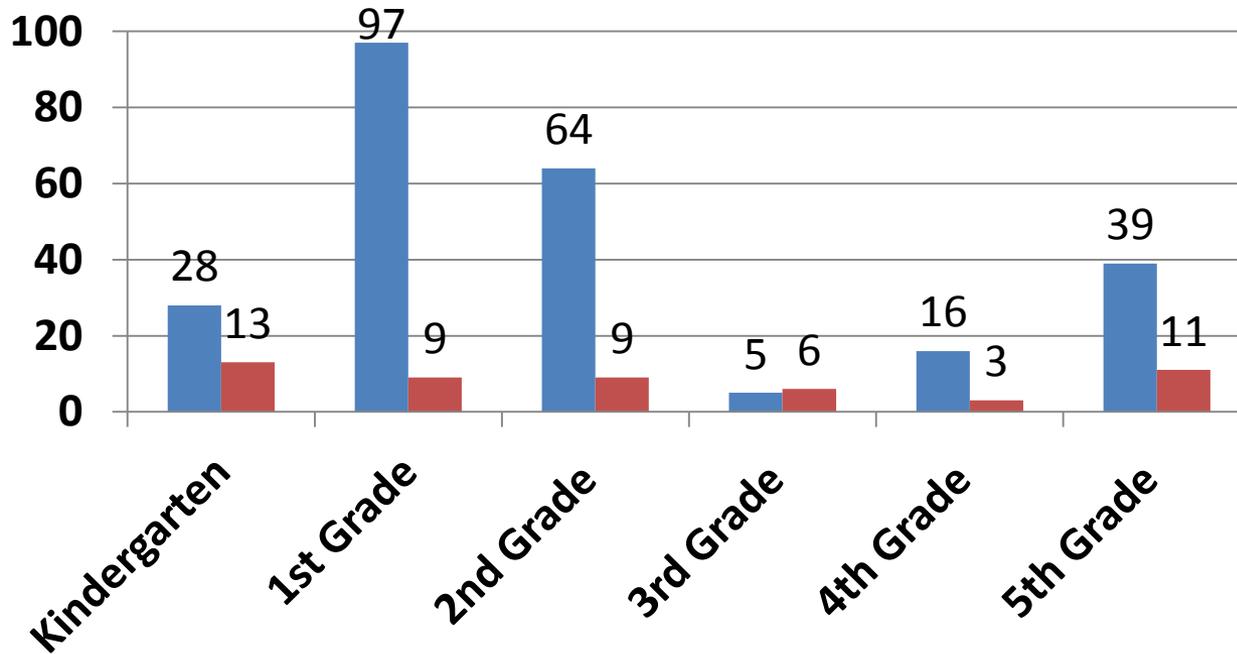
81 different students received a total of 300 disciplinary referrals during the 2011-2012 school year.

2012-2013 School Improvement Plan PerryMont Elementary School

B

LCS Goal: Decrease suspensions by 5% per year.

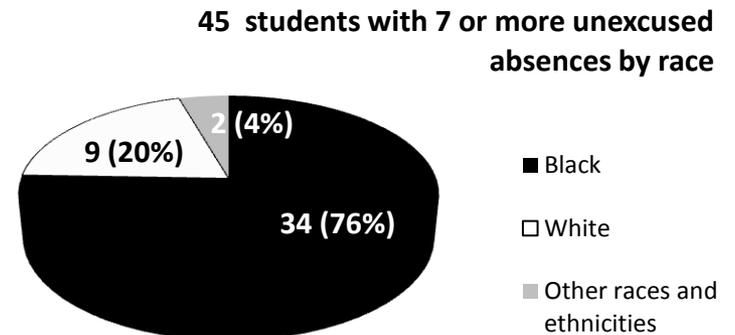
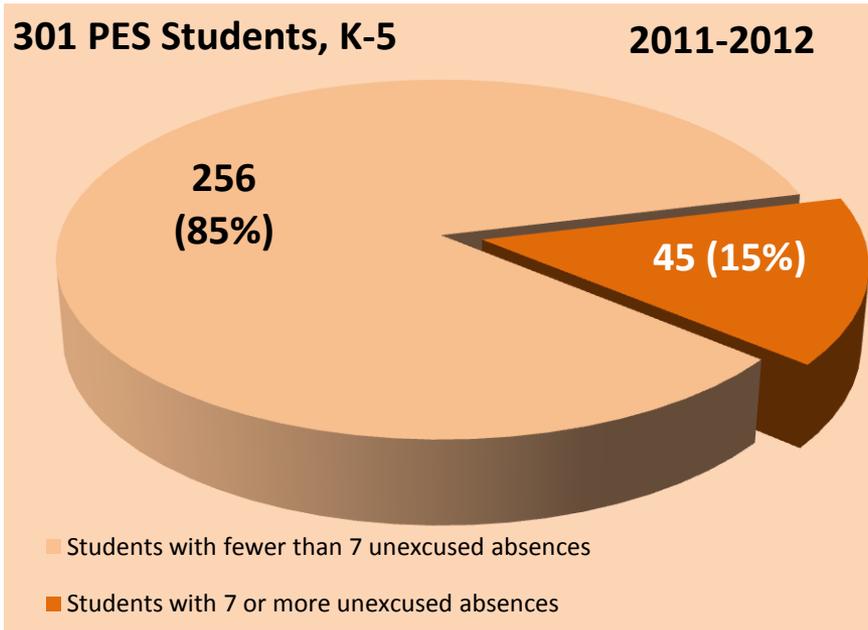
2011-2012 Disciplinary Referrals by Gender



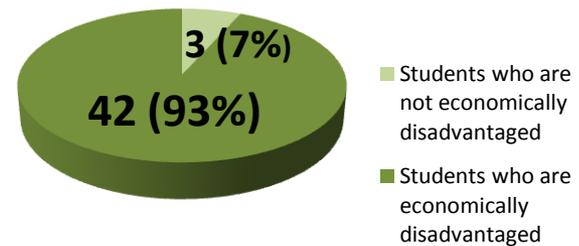
Blue=Males
Red=Females

2012-2013 School Improvement Plan Perrymont Elementary School

B LCS Goal: Reduce by 10% the number of students with 7 or more unexcused absences.



Of the 45 students with 7 or more unexcused absences, how many are economically disadvantaged?





Excellence In Behavior

IIIA33 All teachers will interact socially with students.

IIIC10 All teachers will reinforce classroom rules and procedures by positively teaching them.



2012-2013 School Improvement Plan Perrymont Elementary School

B IIC10 All teachers will reinforce classroom rules and procedures by positively teaching them.

Strategies	Evidence of Completion/Evaluation	Responsibility
All teachers will post classroom rules and procedures.	Rules and procedures will be posted in all classrooms.	All classroom teachers
All teachers in grades K-5 will develop and implement a grade level specific PRIDE behavior incentive plan.	Grade level plans will be developed for each grade level K-5. Parent letters will be written detailing plan for each grade K-5. Data analysis of disciplinary referrals .	All classroom teachers Administrative team
All teachers will facilitate the development of successful student characteristics.	Folder documenting teachers' efforts to facilitate development of expectations for successful students.	All classroom teachers
All teachers will provide evidence that they have taught classroom rules and procedures.	Lesson plans will be saved to a network folder.	All classroom teachers
A Dress for Success Day will be scheduled at the end of each nine week period.	Dress for Success flyers will promote "wear your best as we dress for success."	Kathy Abbott Wendy Pugh

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B IIC10 All teachers will reinforce classroom rules and procedures by positively teaching them.

Strategies	Evidence of Completion/Evaluation	Responsibility
Instructional assistants will be trained and will implement a recess program, Playworks, which is designed to involve all students, increase physical activity, teach conflict resolution, and reduce bullying.	<p>Professional development and training provided for instructional assistants in November.</p> <p>Site visit to determine effectiveness of implementation in December.</p> <p>Data analysis of disciplinary referrals at recess.</p>	<p>Instructional assistants</p> <p>Administrative Team</p>
The school leadership team will collaborate to develop and extend school-wide expectations for PRIDE to all routines and settings including arrival, dismissal, hallways, recess, cafeteria, restrooms, computer lab, field trips, assemblies, and buses.	<p>Expectations for routines and settings established by team.</p> <p>Data analysis of disciplinary referrals.</p>	<p>School Leadership Team</p> <p>All staff members</p> <p>Administrative Team</p>
All teachers will communicate with parents regarding student progress related to their grade level's PRIDE behavior incentive plan.	<p>Parent letters will detail process for reporting student progress.</p>	<p>All classroom teachers</p>



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B

IIIA33 All teachers will interact socially with students.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>A student leadership program will be implemented for students in grades 4 and 5. Students will volunteer at school to show their support for the Give Me 5 initiative.</p> 	<p>Student volunteer schedule.</p> <p>Bulletin board in 4th and 5th grade hallway</p> <p>Data analysis of disciplinary referrals .</p>	<p>All 4th and 5th grade students</p> <p>All teachers PreK-5</p> <p>Administrative Team</p>
<p>All teachers in grades K-5 will facilitate the development of a community of learners through a variety of classroom activities.</p>	<p>Lesson plans documenting community building activities.</p> <p>Data analysis of disciplinary referrals</p>	<p>All teachers in grades K-5</p> <p>All students in grades K-5</p> <p>Administrative Team</p>
<p>All teachers in grades K-5 will interact with students to develop an understanding of the expectations for the successful student.</p>	<p>Lesson plans documenting focus on expectations for successful students.</p> <p>Data analysis of disciplinary referrals .</p>	<p>All teachers in grades K-5</p> <p>All students in grades K-5</p> <p>Administrative Team</p>
<p>All teachers and students in grades PreK -5 will participate in our Dress for Success Days.</p>	<p>Dress for Success Calendar and Flyer</p> <p>% of class participation</p>	<p>School Leadership Team</p> <p>All staff members</p> <p>All students in grades PreK-5</p>

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B

IIIA33 All teachers will interact socially with students.

Strategies	Evidence of Completion/Evaluation	Responsibility
A mentor program will be implemented for all students in 3 rd , 4 th , and 5 th grade.	Mentor Assignment Document Data analysis of disciplinary referrals	All teachers PreK-5 Administrative Team
All teachers will support the Good Morning Perrymont Panthers Breakfast Program.	Teacher schedule saved to network folder. Data analysis of disciplinary referrals	All teachers in grades PreK-5 Administrative Team
All teachers and students will participate in our PRIDE Buddies Program.	PRIDE Buddies Calendar	All teachers in grades K-5 All students in grades K-5

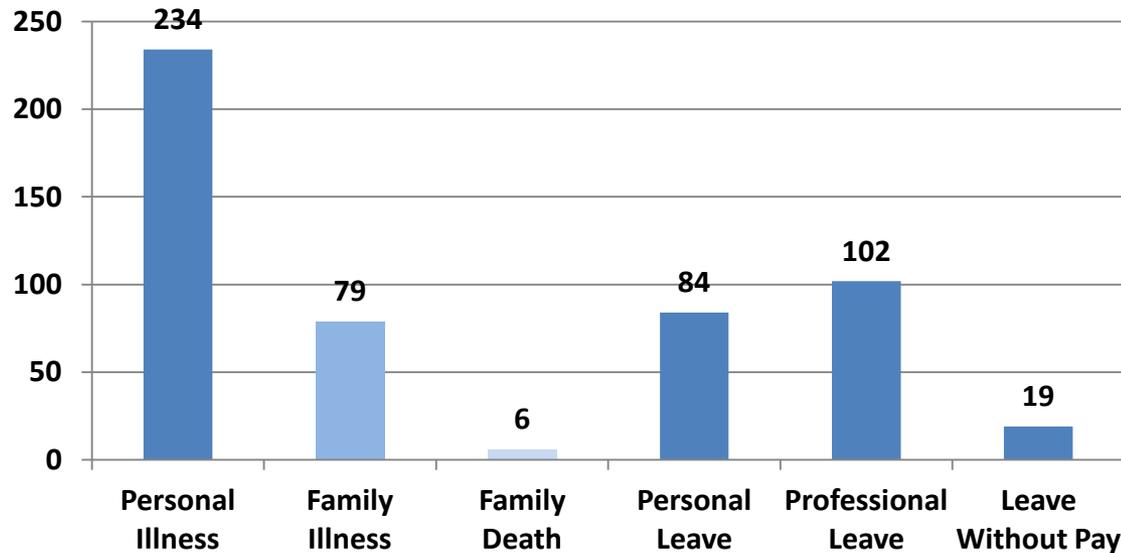


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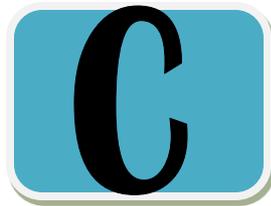
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LCS Goal: Reduce costs associated with staff absences.

2011-2012 Staff Absences



50 employees reported a total of 524 absences.
234=personal illness
79=family illness
6=family death
84=personal leave
102=professional leave
19=leave without pay



Excellence In Culture

IE10 The principal will celebrate individual, team, and school successes, especially related to student learning outcomes.

IE12 The principal will engage parents and community in the school improvement process.

IF04 Professional development for teachers will include observations by peers related to indicators of effective teaching and classroom management.



2012-2013 School Improvement Plan Perrymont Elementary School

C IE10 The principal will celebrate individual, team, and school successes, especially related to student learning outcomes.

Strategies	Evidence of Completion/Evaluation	Responsibility
The principal will recognize student academic achievement every nine weeks at our award assemblies.	Award assemblies every nine weeks Spreadsheet saved to network folder Certificates for student awards Panther PRIDE Showcase	All classroom teachers PreK-5 Karen Nelson
The principal will recognize student progress in the area of behavior/citizenship at our nine weeks awards assemblies.	Panther PRIDE Showcase Certificates for PRIDE Citizenship awards Spreadsheet saved to network folder.	All classroom teachers PreK-5 Karen Nelson
The principal will support the implementation of the PRIDE behavior incentive plan at each grade level.	PRIDE incentives every nine weeks Certificates for PRIDE awards every nine weeks. Spreadsheet saved to network folder.	All classroom teachers PreK-5 Karen Nelson

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C IE10 The principal will celebrate individual, team, and school successes, especially related to student learning outcomes.

Strategies	Evidence of Completion/Evaluation	Responsibility
The Panther PRIDE Award winners for each nine weeks will be featured in our Panther PRIDE Showcase via flat screen television in the front lobby of the school.	<p>Pictures will be taken and folders saved to flash drive for display on television in front lobby.</p> <p>Spreadsheet will be saved to network folder documenting award winners.</p>	<p>All Teachers in Grades PreK-5</p> <p>Steve Barnwell</p> <p>Carol Hannah</p>
The principal will recognize student achievement in the area of First in Math.	<p>Bulletin board in lobby</p> <p>WPES announcements</p> <p>End of the Year Awards Assembly</p>	<p>All Classroom Teachers K-5</p> <p>Steve Barnwell</p> <p>Sheila Rudder</p> <p>Kathy Abbott</p> <p>Karen Nelson</p>
The principal will recognize student achievement in the area of Mind Research (ST Math).	<p>A variety of incentives will be planned to document class level syllabus progress milestones.</p> <p>Class Level Syllabus Progress Reports</p>	<p>All Classroom Teachers K-5</p> <p>Karen Nelson</p>



2012-2013 School Improvement Plan Perrymont Elementary School

C IE10 The principal will celebrate individual, team, and school successes, especially related to student learning outcomes.

Strategies	Evidence of Completion/Evaluation	Responsibility
The principal will recognize student achievement in the area of Accelerated Reader.	Display in library WPES announcements End of Semester Awards Assemblies	All classroom teachers 1-5 Carol Hannah Steve Barnwell Sheila Rudder Kathy Abbott Karen Nelson
The principal will provide recognition to teachers by providing opportunities for them to share best practices identified during observations and walkthroughs.	Faculty Meeting Agendas	Karen Nelson
The principal will provide recognition to teachers by using email to send notes of appreciation for their contributions to the school.	Copies of emails will be saved to a folder.	Karen Nelson
The administrative team will provide recognition to teachers immediately following observations by leaving a note identifying at least one aspect of the lesson that was effective.	Panther Paws Applaud Our Teachers form will be created and distributed immediately following observations.	Karen Nelson Vivian Miller

2012-2013 School Improvement Plan Perrymont Elementary School

C IE12 The principal will engage parents and community in the school improvement process.

Strategies	Evidence of Completion/Evaluation	Responsibility
Parents and community members will be invited to serve on the school improvement team.	Names of participants will be added to team roster using Indistar.	School Improvement Team
The School Improvement Team will collaborate with the PTO to plan and schedule four school-wide events for students and their families during the 2012-2013 school year to include Open House and Dinner, Holiday Musical Program, Reading & Math Night, and Amazement Square Family Night.	Calendar of Events Attendance sheets for each event	School Improvement Team PTO Officers
PES will participate in American Education Week events including the LCS Get to Know Your Schools Program.	Calendar of Events Attendance sheets for event	All teachers grades PreK-5 PTO Officers Administrative Team
PES will partner with Lynchburg College to provide tutorial services to students during the school day through the LC Work Study Program.	Roster of LC students and classroom assignments.	Vivian Miller LC Work Study Program

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C IE12 The principal will engage parents and community in the school improvement process.

Strategies	Evidence of Completion/Evaluation	Responsibility
PES will partner with Lynchburg College to provide after school tutorial services to 3 rd grade students through our Westover Tutorial Program.	Roster of Westover Tutors and student assignments.	Vivian Miller Westover Tutorial Program
PES will partner with Quaker Memorial Church to provide after-school tutorial services to 1 st and 2 nd grade students through our Great Readers Program.	Roster of students participating Roster of volunteers	Vivian Miller Quaker Memorial Great Reader Volunteers
PES will partner with Amazement Square to plan and execute a family fun night at Amazement Square for students and their families.	Calendar of Events Attendance sheets for event	Title 1 Teachers PTO Officers Administrative Team
PES will partner with McDonald's on Old Forest Road to provide two family fun nights for students and their families.	Calendar of Events Attendance sheets for event	All teachers grades PreK-5 Administrative Team



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IE12 The principal will engage parents and community in the school improvement process.

Strategies	Evidence of Completion/Evaluation	Responsibility
PES will partner with Kroger on Ward's Rd. to schedule the PES Show Choir Holiday Performance for store patrons, community members, and PES families.	Calendar of Events	Alison Gaston
PES will partner with Centra Health to schedule a 3 rd Grade Musical Performance for patients, community members, and PES families at the Pearson Cancer Center.	Calendar of Events	Alison Gaston
PES will support the LCS Give Me 5 Initiative through our Parent Panther Power Incentive Program. <div style="text-align: right; margin-top: 20px;">  </div>	Parent Panther Power display in hallway. Parent Panther Power log book in office.	Vivian Miller PTO Officers



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IE12 The principal will engage parents and community in the school improvement process.

Strategies	Evidence of Completion/Evaluation	Responsibility
PES will plan and execute an outreach event for students and their families at the Birchwood Apartment Community Center.	Calendar of Events Attendance sheets for event	Title 1 Team PTO Officers
PES will plan and execute an outreach event for students and their families at the College Hill Apartment Community Center.	Calendar of Events Attendance sheets for event	Title 1 Team PTO Officers
Parents, students, and staff will be encouraged to complete the School Culture Survey to gather information about school practices.	School Culture Survey Results	Central office personnel School Improvement Team



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C IF04 Professional development for teachers will include observations by peers related to indicators of effective teaching and classroom management.

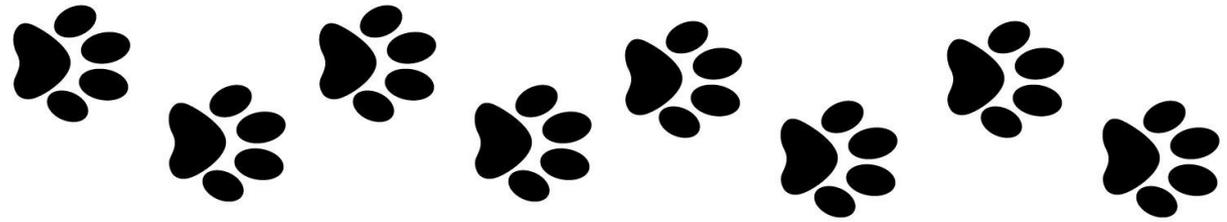
Strategies	Evidence of Completion/Evaluation	Responsibility
During the first semester peer observations, all teachers will collect data on their partner's efforts to implement the PRIDE behavior incentive plan.	Peer observation schedule and log saved to network folder PRIDE Checklist saved to network folder.	All teachers in grades K-5 including SPED and Title 1 School Improvement Team
During the second semester peer observations, all teachers will collect data on their partner's efforts to plan and deliver effective mathematics instruction.	Peer observation schedule and log saved to network folder Effective Mathematics Instruction Checklist	All teachers in grades K-5 including SPED School Improvement Team
The school improvement team will develop an effective mathematics instruction data collection form for use during the second semester peer observations.	Effective Mathematics Instruction Checklist will be created and saved to network folder.	School Improvement Team
All grade levels will develop a classroom management data collection form based on their PRIDE behavior plan for use during the first semester peer observations.	PRIDE Checklist will be created and saved to network folder.	School Improvement Team Members All teachers grades K-5 including Title 1 and SPED



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C IF04 Professional development for teachers will include observations by peers related to indicators of effective teaching and classroom management.

Strategies	Evidence of Completion/Evaluation	Responsibility
<p>Immediately following each observation, the observer will provide feedback to his/her partner by completing a brief reflection form.</p>	<p>Reflection form will be created and saved to network folder.</p>	<p>All teachers K-5 School Improvement Team</p>
<p>All teachers will participate in peer observations post-conferences once per semester. The post-observation conference will occur within 3 business days of the observation. Teachers will include the dates of their post-conference on the peer observation log in the network folder.</p>	<p>Peer observation conference log will be created and saved to network folder.</p>	<p>All teachers K-5 School Improvement Team</p>
<p>All teachers will share information from their peer observations during their grade level professional learning community meetings. Teachers will include the dates of these sharing sessions on the peer observation log in the network folder.</p>	<p>Grade Level PLC Log will be created and saved to network folder.</p>	<p>All teachers K-5 School Improvement Team</p>



Perrymont Elementary School

*Where We Take **PRIDE** In
Learning!*

**Thank you for allowing us to
share our path to excellence
in achievement, behavior
and culture!**