









# Sheffield Elementary School

# Excellence in Achievement Excellence in Behavior Excellence in Culture

Creating a Culture of Excellence in Times of Change



#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### VISION

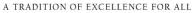
A Tradition of Excellence for All

#### MISSION

Every child, by name and by need, to graduation

#### GOAL

Excellence in Achievement, Behavior and Culture





### Indicators of Excellence

#### Achievement

- The principal plans opportunities for teachers to share strengths.
- Units of instruction include activities aligned to objectives.
- Teachers use a variety of instructional modes.
- Purposeful questioning strategies are used by teachers.
- Identification process for students in need of interventions and tiers of intervention are in place.
- Targeted intervention are monitored to ensure effectiveness.



- Transitions between instructional modes are brief and orderly.
- Teachers reinforce classroom rules and procedures by positively teaching them.

**Behavior Indicators** 

SHF



- Communication with parents about the importance of the curriculum of the home.
- Intra-generational associations among students.

SHF Culture Indicators

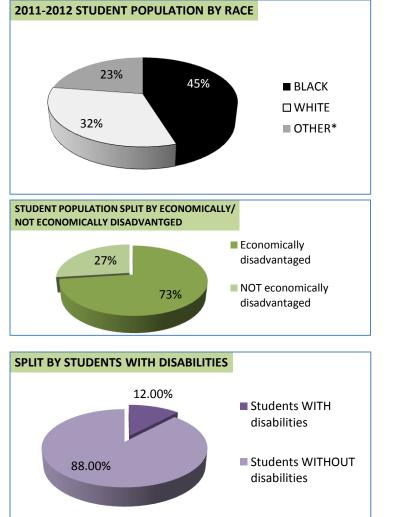
• Opportunities for parents to get involved and visit classrooms is outlined.

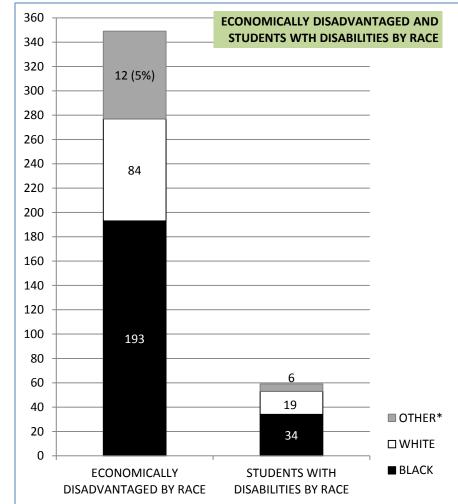




#### 2012-2013 School Improvement Plan **Sheffield Elementary School**

#### **Introductory Data**





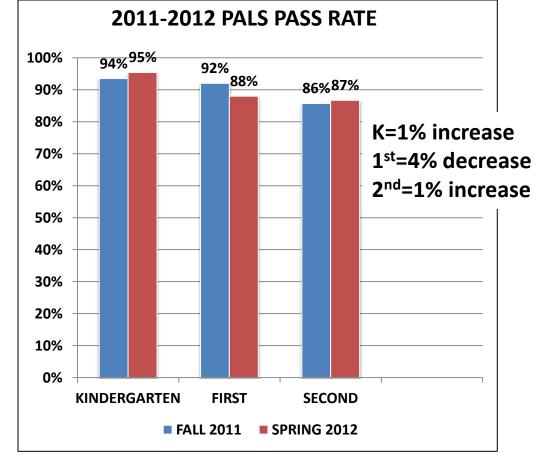
\*Includes Asian, American Indian, Hispanic, Hawaiian, and Mult-Ethnic, or Unspecified. In the 2010-2011 school year, the state required a change to ethnicity reporting, which allowed for additional subgroups. The data will show more significant changes in subgroups because someone who may have previously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



**Reading Achievement Data** 

LCS GOAL: By the end of 2<sup>nd</sup> 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.

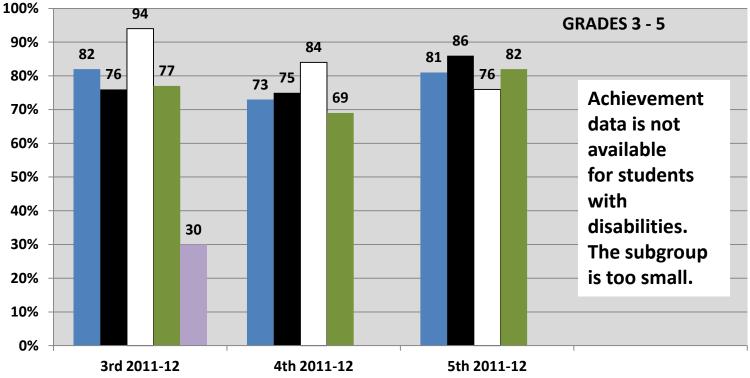




#### **Reading Achievement Data**

LCS GOAL: By the end of 2<sup>nd</sup> 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.



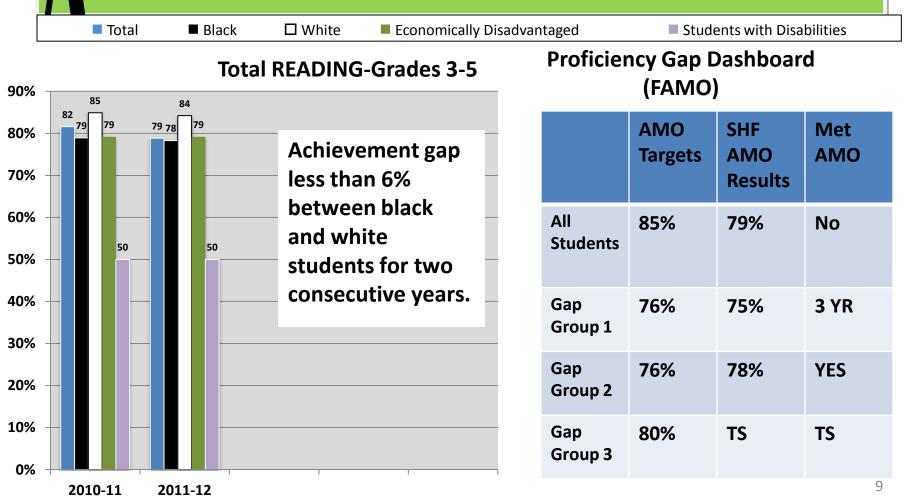


#### 2012 Spring SOL Reading Test



#### 2012 SOL Achievement Data

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.





#### 2012 SOL Achievement Data

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.

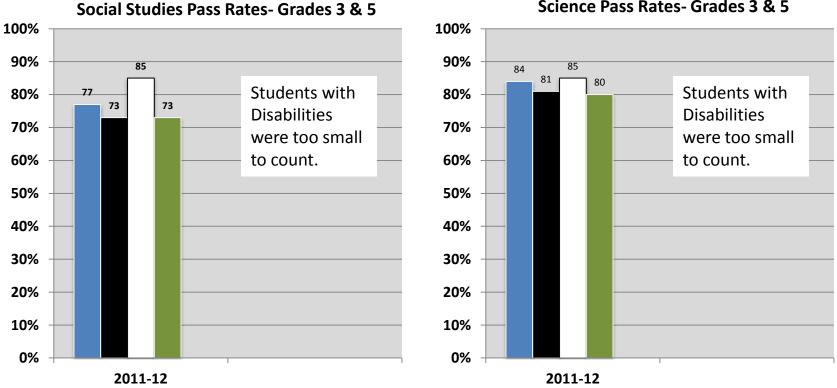
	Total	Black	🗆 White 🛛	Economic	cally Disadvantag	ed	Students with Di	isabilities
	P			roficiency Gap Dashboard				
100%		Tota	al MATH-Grad	es 3-5		(FA	MO)	
90% 80%	87 83 79 78		Achievemen gap betweer black and			AMO Targets	SHF AMO Results	Met AMO
70% 60%	% 64 white students: % 7010-11 8% 2010-11 8% 2011-12 23%		All Students	61%	39%	3 YR		
50% 40%			Gap Group 1	47%	31%	3 YR		
30% 20%			Gap Group 2	45%	29%	3 YR		
10% 0%				Gap Group 3	52%	TS	TS	
	2010-11 20	)11-12						10



#### 2012 SOL Achievement Data

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 Disabiliti
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Science Pass Rates-Grades 3 & 5



2011-2012 Grade Distribution

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

#### Grading Scale for 2011-2012 and previous years

Grading Scale for 2012-

K-2		3-5	
E	Exceeds (94+)	Α	94-100
Μ	Meets (80+)	В	86-93
Ρ	Partially Meets (70+)	С	78-85
U	Unsuccessful (69 and below)	D	70-77
	, , , , , , , , , , , , , , , , , , ,	U	69 and below

	2013		
K-2		3-5	
Е	Exceeds (94+)	Α	90-100
Μ	Meets (80+)	В	80-89
Ρ	Partially Meets (70+)	С	70-79
U	Unsuccessful (69 and	D	60-69
	below)	F	59 and below

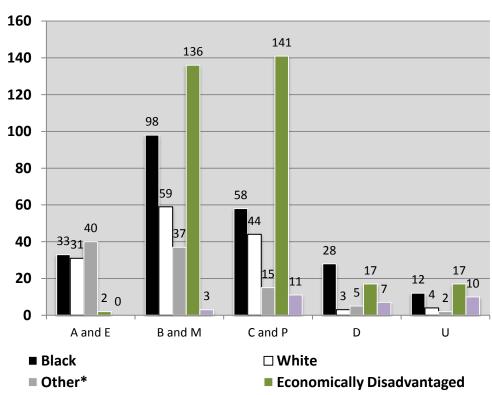
Scores on the following 4 slides are reflective of this grading scale.

**Scores currently being** tracked on school monitoring form are reflective of the current grading scale.

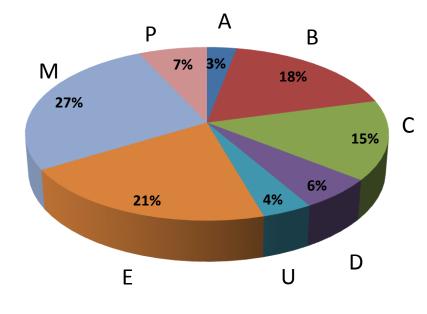


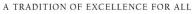
2011-2012 Grade Distribution

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



#### **Reading Grades K-5**

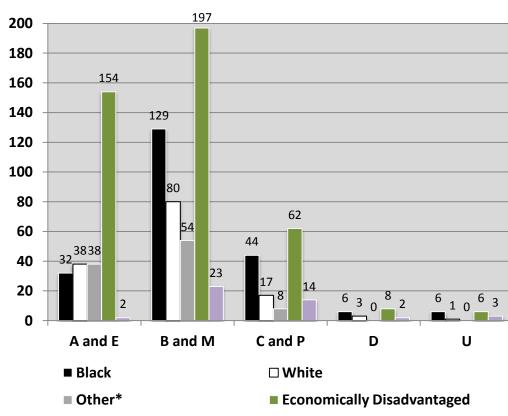




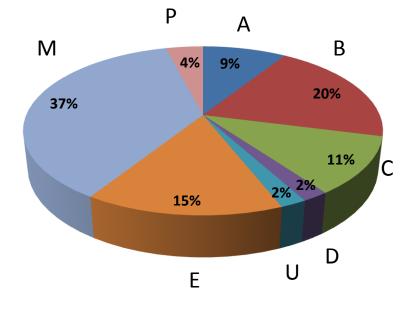


2011-2012 Grade Distribution

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



#### Math Grades K-5

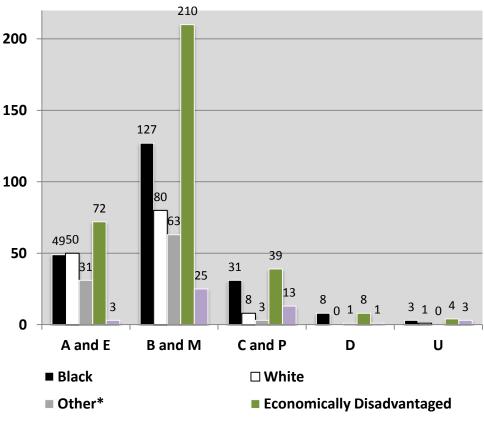


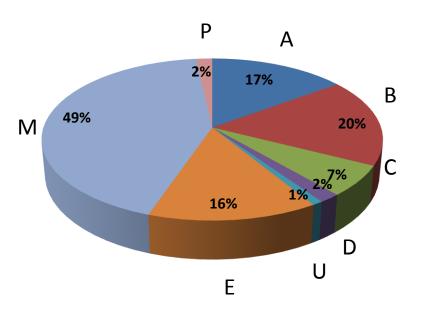


2011-2012 Grade Distribution

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

**Science Grades K-5** 

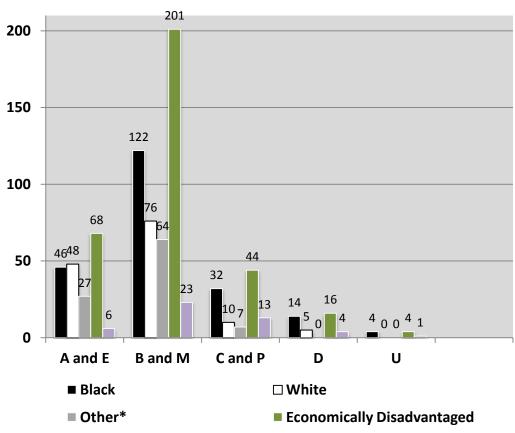




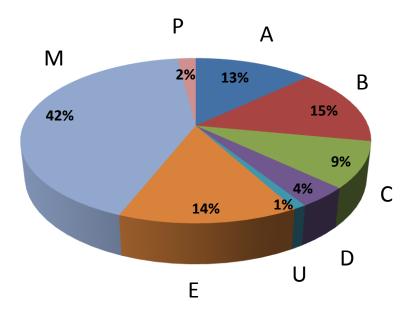


2011-2012 Grade Distribution

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



#### **Social Studies Grades K-5**









## **Excellence In Achievement**



IF10 The principal plans opportunities for teachers to share their strengths with other teachers.



IIC01 Units of instruction include specific learning activities aligned to objectives.



**IIC05** All teachers use a variety of instructional modes.



VB02 Staff members check students' understanding through purposeful questioning (such as formulating higher order questions).





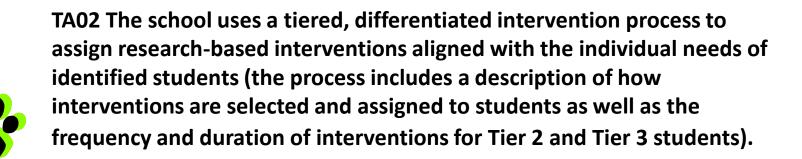
# A

## **Excellence In Achievement**



TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.







TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Best Practices will be shared by faculty at monthly faculty meetings.	Higher Level Thinking Strategies (Dana Johnson); Running an Effective AR Program (Suzanne Dolenti and Natasha Yeoman); Encouraging Good Homework Habits (Carin Crouse); Lesson Plan Templates (Kirsten Tiller); Analyzing Data (Terri Farley)	Diane Swain



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.





Running an Effective AR Program

Encouraging Good Homework Habits

Lesson Plan Templates

**Teachers share Best Practices at Faculty Meetings** 



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

Strategies	Evidence of Completion/Evaluation	Responsibility
2. Administrator will organize opportunities for peer observations and modeling to share areas of expertise.	Classroom teachers, Special Education Teachers, and Title I Teachers were scheduled for peer observations with Sheffield colleagues throughout the month of October. Special Education Teachers of Division-Wide classrooms and SHF based Resource Teachers were scheduled to observe in other schools throughout the system. Teachers completed a post-conference with the teacher they observed and then filled out a reflection form that was submitted to the building principal. William Marvin Bass teacher, Traci Tkacik spent 4 days with Sheffield fourth grade teachers . Instructional Specialist, Dr. Patty West, met periodically with 4 <sup>th</sup> and 5 <sup>th</sup> grade teachers to share Math ideas and materials.	Diane Swain



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

#### **Teacher Peer-Observation Schedule**

	Wednesday, Oct. 3 <sup>rd</sup>	Thursday, Oct. 4 <sup>th</sup>	Monday, Oct. 8 <sup>th</sup>	Tuesday, Oct. 9 <sup>th</sup>	Wednesday, Oct. 10 <sup>th</sup>	Thurs., Oct. 11
8:50-	Owen observes	Haden observes	Gettinger	Davis observes	Yeoman	Boardwine
9:40	Seipp and switch	Davis	observes Crouse	Tiller	observes Haden	observes
9:50-	Knight observes	Myers observes	Tiller observes	Mickles observes	Crouse observes	at Bedford Hills
10:40	Shack	Knight	Mickles	Yeoman	Gettinger	(8:50-11:00)
10:50-	Chafin observes	Perkins observes	Dolenti observes	Miller observes	Shack observes	
11:40	Miller	Chafin	Perkins	Dolenti	Knight	↓ ↓
11:50-	Brooks observes	Falls observes		Mull observes	Vandine	
12:35	Jackson	Vandine		Falls	observes Brooks	
12:35-	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1:05						
1:10-	Carroll observes	Daniels observes	Ferguson	Blankenship		Mattocks
2:00	Daniels	Mattocks	observes Carroll	Fer Teache	rs were sch	eduled
2:05-	Finke observes	Nolan observes	Johnston	opport	unities to o	bserve
2:45	Boardwine	Johnston	observes Nolan			
2:50-	Godsey observes	Boardwine		Jac	their peers.	
3:30	Gettinger	observes Finke		obs <del>erves iviui</del>	-	

Teachers, please complete the Observation Feedback Form following your peer observation and submit it to Ms. Swain.



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

Strategies	Evidence of	Responsibility
	Completion/Evaluation	
3. Faculty will be	Select teachers have attended the following	Diane Swain
encouraged to	conferences during the 1st semester: Ron Clark	
participate in	Exceptional Child Conference, Asking Higher	
professional	Level Thinking Questions, Smart Board	
development activities	Academy, Skillful Teacher, Dealing with	
that directly impact	Explosive and Angry Kids, English Curriculum	
their job	and Integration of all Curriculum, Virginia	
responsibilities.	Schools-University Partnership, Virginia Public	
	Schools and UVA, Sharing Ideas and Resources,	
	Dan Mulligan, SPED Management Monthly	
	Meetings, MANDT Training, Mind Research	
	Training (ST Math).	



#### 2012-2013 School Improvement Plan Sheffield Elementary School

IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

Strategies	Evidence of Completion/Evaluation	Responsibility
4. Select teachers will team with an administrator to observe their peers targeting specific Skillful Teacher strategies.	Specific criteria will be pre-determined that the teacher/administrator team will be looking for during observations.	Administrators and Faculty



#### 2012-2013 School Improvement Plan Sheffield Elementary School

**IIC01** Units of instruction include activities aligned to objectives.

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Teachers will implement plans for math with the required components.	Due to various teaching styles, modifications of the original lesson plan template have been allowed. The templates may differ, but each plan will include required components. We have discussed and shown suggested templates at a faculty meeting. (08/13/12) A suggested lesson plan template, per the collaboration of the IIICO5 and IICO1 indicator groups, was presented at a faculty meeting for discussion. (10/22/12)	Classroom Teachers



#### 2012-2013 School Improvement Plan Sheffield Elementary School

**IIC01** Units of instruction include activities aligned to objectives.

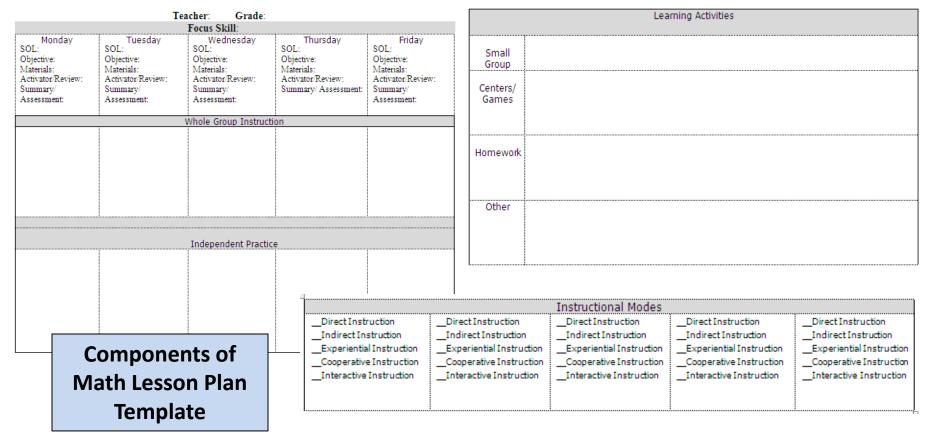
Strategies	Evidence of Completion/Evaluation	Responsibility
2. Teachers will implement plans for reading with the required components.	Teachers will use a template that has been shared at faculty meetings or create their own template with required components to use for reading.	Classroom Teachers
3. Walk-through observations by administrators will ensure compliance with lesson plan expectations.	Teachers are expected to have current lesson plans available for administrators to view at any time. Lesson plans are required to contain specific components that have been previously communicated to faculty.	Administration



#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### **IIC01** Units of instruction include activities aligned to objectives.

#### Math Lesson Plans for the Week of:





#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### **IIIC05** All teachers use a variety of instructional modes.

Strategies	Evidence of Completion/Evaluation	Responsibility
1. All math teachers include visuals, auditory, and kinesthetic instruction in each unit of study to address all learning styles.	Lesson plan checklist for teaching modes encourages teachers to plan for all learning styles throughout units.	Faculty
2. Teachers will use direct instruction in presenting new skill instruction and evidence will be documented in daily lesson plans.	Teachers are expected to model instruction for their students and to document it in lesson plans. Daily written lesson plans are a requirement.	Math Teachers



#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### **IIIC05** All teachers use a variety of instructional modes.

Strategies	Evidence of Completion/Evaluation	Responsibility
3. Technology will be used by all teachers to enhance and compliment instruction.	Classroom teachers have Smartboards in their classrooms and use them on a daily basis. ST Math is used in grades K-5 a minimum of two times per week to enhance math instruction. Ipods are used to supplement instruction in select classrooms.	Math Teachers
4. Teachers will follow pacing guides implementing the various instructional modes suggested on the guides.	Division-wide pacing guides are in place across the division.	Math Teachers





**IIIC05** All teachers use a variety of instructional modes.

#### Technology is an instructional mode that enhances instruction.



All classroom teachers integrate SMARTBoard into their lessons.



Ipods are used in select regular and special education classes.



#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### **IIIC05** All teachers use a variety of instructional modes.

Strategies	Evidence of Completion/Evaluation	Responsibility
5. Teachers will share instructional strategies within Professional Learning Communities (PLCs).	Units will share ideas, strategies, and materials with each other during weekly PLC meetings.	PLC Members
6. Instructional modes used will be documented on daily lesson plans.	Teachers have been doing this on written lesson plans for math and will include the practice on reading plans.	Math Teachers and Reading Teachers



#### 2012-2013 School Improvement Plan Sheffield Elementary School

**IIIC05** All teachers use a variety of instructional modes.

Teachers address all learning styles in lessons.







#### 2012-2013 School Improvement Plan Sheffield Elementary School

#### **IIIC05** All teachers use a variety of instructional modes.

Strategies	Evidence of Completion/Evaluation	Responsibility
7. Teachers may attend workshops/conferences emphasizing successful instructional strategies.	Select teachers have attended the following conferences that emphasize successful instructional strategies during the 1st semester: Ron Clark Exceptional Child Conference, Asking Higher Level Thinking Questions, Skillful Teacher, English Curriculum and Integration of all Curriculum, Virginia Schools-University Partnership, Virginia Public Schools and UVA, Sharing Ideas and Resources, Dan Mulligan, SPED Management Monthly Meetings, Mind Research Training (ST Math).	Principal



#### 2012-2013 School Improvement Plan Sheffield Elementary School

VB02 Staff members check students' understanding through purposeful questioning (such as formulating higher order questions).

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Teachers will receive a Critical Thinking Wheel and an EDL Core Vocabulary workbook.	Materials were given to teachers during pre-school workdays.	Libby Daniels
2. Provide an in-service for teachers on higher level thinking.	Mrs. Dana Johnson presented an in- service on Higher Level Thinking at a faculty meeting. (10/22/12)	Dana Johnson



#### 2012-2013 School Improvement Plan Sheffield Elementary School

VB02 Staff members check students' understanding through purposeful questioning (such as formulating higher order questions).

Strategies	Evidence of Completion/Evaluation	Responsibility
3. Teachers will choose words out of EDL Core Vocabulary to teach to students. Teachers will include words used in their lesson plans and/or turn in a list of words introduced in units following PLC meetings.	Will provide teachers with graphic organizers to assist with teaching vocabulary. Observations by administrators will give evidence of Higher Level questioning.	Libby Daniels

LYNCHBURG CITY SCHOOLS

#### 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Faculty will come up with an agreed upon monitoring form (spreadsheet) to compile scores of students who are failing or in danger of failing.	The School Improvement Team decided on the criteria for the monitoring form. Monitoring form was created and is accessible to faculty/staff on the school network. Faculty will continue to update the form quarterly for students who have been identified as failing or at risk of failing Math and/or Reading.	Faculty/Staff



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

A	В		С	D	E	F	G	Н		J	K	l	_	M	Ν	0	Р
			St	udent Ir	formatio	n					Intervent	ions			Readi	ngReport	Card
Last Nam	ne First Na	ame 1	Teache	er Ethnic	ity At-Ris		At-Risk Reading	G Failing g Readin		SPED	Retenti	on El	RI		1st	2nd	3rd
·		J	- 1														1
Q	R	S	T	U	V V	W	Х	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
Math	Report C	ard		Reading	DWAP	N	lath DW/	AP							PALSE	Benchmar	k
										Fall (	54)				Mid-Te	rm	
1st	2nd	3rd	1st	t 2n	d 3rd	l 1st	2nd	3rd	Word List	Spelling	-	Letter Sounds	Bench- mark	Word List	Spellin	Reading	Letter Sounds
AD	AE	A	F	AG	AH	AI	AJ	AK	AL	AM	AN	AO	A	\P	AQ	AR	AS
	PALS Benchmark STAR																
		Mid-	Term				Spr	ing BM (	65)		I	Fall		Mid-ter	m	Spri	ng
Bench- mark	Word List	Spe	lling	eading Level	Letter Sounds	Bench- mark	Word List	Spelling	Reading Level	Letter Sounds	IRL	ZPC	) IF	RL	ZPD	IRL	ZPD

Grade levels complete a network monitoring spreadsheet to track student progress in math and reading. The third grade template is shown here.



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
2. Teachers in grades K-2 will administer the PALS assessment in the fall and spring. Teachers in grade 3 will administer the PALS assessment in the fall.	Desegregated data from PALS assessment will be recorded on SHF monitoring form for students who have been identified as failing or at risk of failing.	Teachers in grades K-3
3. Teachers in grades K-3 will identify students who did not meet the PALS benchmark and document the disaggregated scores on the monitoring form.	Teachers are expected to have monitoring forms up-to-date with PALS scores following the testing window.	Teachers in grades K-3



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>4. All students in 1st grade</li> <li>will be given The</li> <li>Standardized Test for the</li> <li>Assessment of Reading</li> <li>(STAR) mid-year and at the</li> <li>end of the school. The</li> <li>Independent Reading Level</li> <li>(IRL) and The Zone of</li> <li>Proximal Development (ZPD)</li> <li>will be monitored.</li> </ul>	Teachers have recorded scores for failing students and students at risk of failing on the school's monitoring form. This form is reviewed after updates during PLC meetings and students are assigned to specific interventions as needed.	Classroom Teachers



### 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility	
5. All students in grades 2-5 will be given the STAR test five times during the school year. STAR will be administered at the beginning of the year, and at the end of each quarter. The Independent Reading Level (IRL) and Zone of Proximal Development (ZPD) will be monitored.	Teachers have recorded scores for failing students and students at risk of failing on the school's monitoring form. This form is reviewed after updates during PLC meetings and students are assigned to specific interventions as needed.	Classroom Teachers	



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
6. Teachers in grades K-5 will analyze and review report card grades in reading and math quarterly. Failing and near-failing grades will be posted on the Sheffield monitoring form.	The monitoring form is reviewed after updates during PLC meetings and students are assigned to specific interventions as needed.	Teachers in grades 3-5
7. Teachers in grades 3-5 will enter SOL scores of students who scored 425 or below in reading and/or math on the Sheffield monitoring form.	The monitoring form is housed in a network folder.	Teachers in grades 3-5



#### 2012-2013 School Improvement Plan Sheffield Elementary School

TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>8. Teachers in grades 1-5 will enter failing or at risk of failing in reading and/or math Division Wide Assessment Program (DWAP) scores on the Sheffield monitoring form.</li> </ul>	Teachers have recorded scores for failing students and students at risk of failing on the school's monitoring form. This form is reviewed after updates during PLC meetings and students are assigned to specific interventions as needed as described in TA02.	Teachers in grades 1-5



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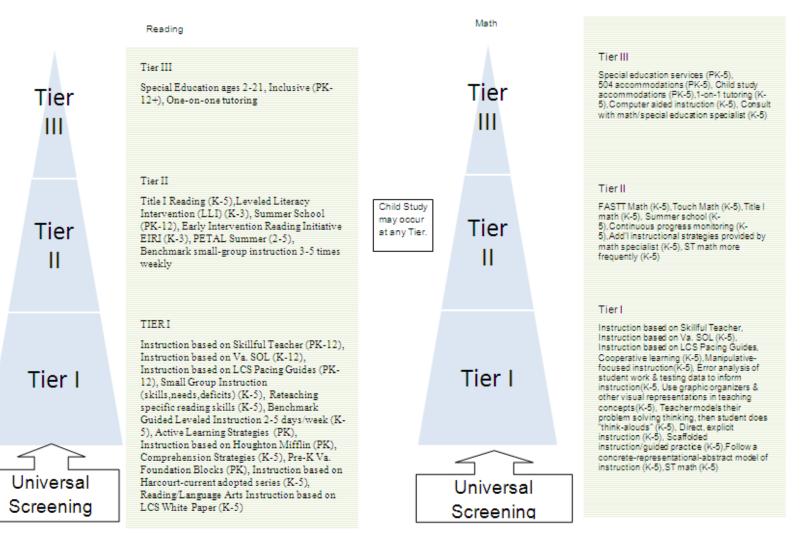
TA01 The school uses an identification process (including ongoing conversations with instructional leadership teams and data points to be used) for all students at risk of failing or in need of targeted interventions.

Strategies	Evidence of Completion/Evaluation	Responsibility
9. Training for accessing data information systems will be provided for teachers.	Teachers were trained to access Testing Information System (TIS) reports and analyze the data by IT Dart, Mrs. Withrow. (10/23/12 and 10/24/12)) Analyzing EMIS and PEM training was done by School Counselor, Mrs. Farley. (01/09/13) Mind Research Representatives provided required training for ST Math. (08/17/12 and 10/22/12)	Administration

description of how interventions are selected and assigned to students as well as the frequency [A02 The school uses a tiered, differentiated intervention process to assign research-based nterventions aligned with the individual needs of identified students (the process includes and duration of interventions for Tier 2 and Tier 3 students)



#### 2012-2013 School Improvement Plan Sheffield Elementary School







TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Students who are identified as failing or at risk of failing in math and/or reading will receive interventions throughout the school day.	Tier I programs and services will be available to K-5 students at all academic levels. Tier 2 programs and services will be available for select K-5 students who are failing or at risk of failing math and/or reading. Tier 3 programs and services will be available for select K-5 students who are failing and do not show adequate progress from Tier 2 interventions.	Faculty



TAO2 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>2. Students in kindergarten will receive a minimum of 60 minutes of ST math intervention per week.</li> <li>Students in grades 1-5 will receive a minimum of 90 minutes of ST math intervention per week.</li> </ul>	Teachers will review ST Math reports monthly to assess the progress of identified students.	Teachers in grades K-5



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).





ST Math is used as an intervention in grades K-5.



TAO2 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
3. Students who are identified as Tier 2 students will receive the following intervention: Benchmark Guided Reading is a reading intervention program that is used for students in grades kindergarten through fifth grades. Students who are identified as Tier 2 will receive 20 minutes of small group guided reading instruction three to four times per week with a classroom teacher.	Benchmark leveled reading groups have been in place, along with prescribed days of intervention. The assignment of Tier 2 interventions is in process.	Teachers in grades K-5



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>4. Select Tier 2 students will receive the following intervention:</li> <li>Instructional Assistants (Title I and Special Education) are utilized to provide additional small group reading support to identified students. Classroom teachers identify these students based on formative assessments and provide plans and materials to support this intervention.</li> </ul>	Title I push-in reading support by Instructional Assistants has been in place in fourth and fifth grade classrooms since 9/12/12.	Title I Instructional Assistants and Classroom Teachers



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).



Title I push-in for fourth and fifth grade reading for select Tier 2 students



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>5. Select Tier 2 students will receive the following intervention:</li> <li>-Leveled Literacy Intervention (LLI) is a reading intervention provided by the Title I reading specialists. This intervention is provided for identified students in grades 1-3 for 30 minutes per day for a minimum of 14 to 18 weeks. Students in kindergarten will receive services beginning in January.</li> </ul>	Students are identified to participate in LLI based on the LLI assessment administered by the Title I reading specialists. Students are evaluated every 6 days. If they meet the grade-level benchmark, they may be released from these services. LLI services began on 9/17/12.	Title I Teachers



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>6. Select Tier 2 students will receive the following intervention:</li> <li>Students who did not meet the PALS fall benchmark receive Early</li> <li>Intervention Reading Initiative (EIRI) services 20-30 minutes daily. The EIRI specialist utilizes Harcourt Primary</li> <li>Intervention Station materials which are approved and purchased by the school division.</li> </ul>	Students will receive a minimum of 2.5 hours of services per week, either all through EIRI or through a combination of EIRI and LLI.	EIRI Instructional Assistant



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Early Intervention Reading Initiative (EIRI) group for select Tier 2 students





TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>7. Select Tier 3 students will receive the following intervention:</li> <li>One-on-one tutoring provided by classroom teachers, Title I reading specialists, or Special Education teachers.</li> </ul>	Title I teachers are currently servicing select students in need of one-on-one tutoring as needed.	Classroom Teachers, Title I Reading Specialists, and Special Education Teachers





TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
<ul> <li>8. Select Tier 3 students will receive the following intervention:</li> <li>One-on-one tutoring provided by Instructional Assistants and/or volunteers.</li> </ul>	Practicum students from area colleges will be assisting in one-on-one tutoring under the guidance of a highly qualified teacher. Liberty University practicum students assisted in select classrooms during the fall semester and will begin late January for the spring semester.	Instructional Assistants and/or Volunteers



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).



One-on-one tutoring for select Tier 3 students



TA02 The school uses a tiered, differentiated intervention process to assign research-based interventions aligned with the individual needs of identified students (the process includes a description of how interventions are selected and assigned to students as well as the frequency and duration of interventions for Tier 2 and Tier 3 students).

Strategies	Evidence of Completion/Evaluation	Responsibility
9. Students in grades K-5 will participate in a weekly intervention block within the school day.	Intervention blocks will occur on Wednesdays during grade-level determined times. Blocks will last for 45 minutes. Topics for interventions covered will be flexible and dependent on student deficits as indicated by data and teacher observation. Tier 1 students will participate in activities geared towards enrichment, while Tier 2 students will participate in intervention	Faculty
	activities geared to their individual need. Grade levels will share students for the intervention block and will utilize other faculty (SPED teachers, Resource teachers, Title I teachers and instructional assistants) to assist in leading intervention groups as appropriate.	



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Teachers will monitor the progress of the identified interventions by analyzing student data (nine weeks assessments, formative assessments, PALS, STAR, and report card grades) quarterly. Adjustments will be made to interventions as needed.	Teachers will continue to track data for students who are failing or at risk of failing. For individuals who are not showing growth, interventions will be increased and/or changed. For interventions in place, administration and the School Improvement Team will monitor their overall effectiveness and make changes as needed.	Classroom Teachers



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.

Strategies	Evidence of Completion/Evaluation	Responsibility
2. Students in grades K-3 who did not make the fall benchmark will be administered the mid-year PALS assessment.	Teachers have completed mid-year assessments for students who did not meet the fall benchmark. These results are being used to monitor growth and determine if the interventions currently in place are being effective.	Teachers in grades K-3
3. Professional Learning Communities (PLC) will meet to adapt instructional practices and grouping for intervention with identified students.	Professional Learning Communities meet weekly for a minimum of 30 minutes. Their meeting minutes are turned into the building principal.	Sheffield Faculty



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.

Strategies	Evidence of Completion/Evaluation	Responsibility
4. The School Improvement Team will monitor the implementation of the Sheffield School Improvement Plan.	The School Improvement Team and administration are currently making checks to ensure that the interventions described in the School Improvement Plan are being carried out with fidelity.	Sheffield School Improvement Team
5. Datacation will be purchased and utilized to monitor the progress of intervention students and the interventions to which the students are assigned.	Datacation was purchased for Sheffield in December 2012 and shows a completion date of December 20, 2012.	Administration and Teachers



## 2012-2013 School Improvement Plan Sheffield Elementary School

TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.

#### **Strategies** Evidence of Responsibility **Completion/Evaluation** The IT Dart assigned to Sheffield will Administration 6. Division technology staff will provide an in-service for faculty. provide training to selected staff members on the use of Datacation including the creation of groups, establishing metrix and conditions, and extracting progress monitoring reports. Datacation is a program that assists Faculty 7. Beginning with second schools in breaking down complex quarter of 2012-2013, student data. It allows faculty to view, Datacation will be used to assess, and cross-reference any data monitor the progress of you choose. students and interventions outlined in TA01 and TA02.



## 2012-2013 School Improvement Plan Sheffield Elementary School

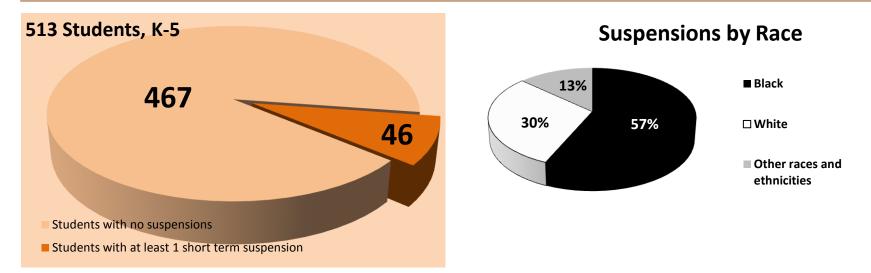
TA03 The school uses a monitoring process (including a multidisciplinary team that meets regularly to review student intervention outcome data and identifies "triggers" and next steps for unsuccessful interventions) for targeted intervention students to ensure fidelity and effectiveness.

Strategies	Evidence of Completion/Evaluation	Responsibility
8. The school leadership team will develop and maintain an electronic progress monitoring form (ARS list) to analyze and document the progress of students identified as intervention students.	ARS list will be completed as data is available each nine weeks and saved to the network folder	School Leadership Team
9. Datacation will be used to monitor the progress of intervention students each nine weeks.	Data summary each nine weeks	School Leadership Team

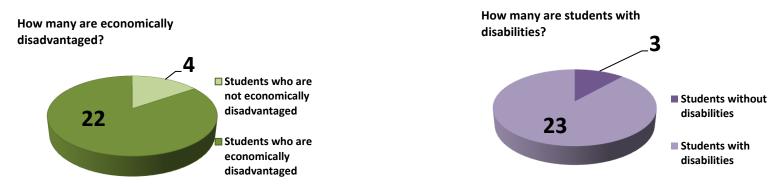


## 2012-2013 School Improvement Plan Sheffield Elementary School

LCS Goal: Decrease suspensions by 5% per year.



#### A CLOSER LOOK at the 26 black students with at least 1 short term suspension

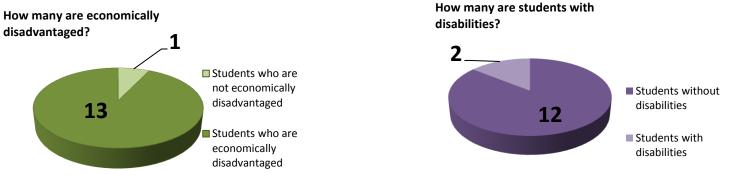




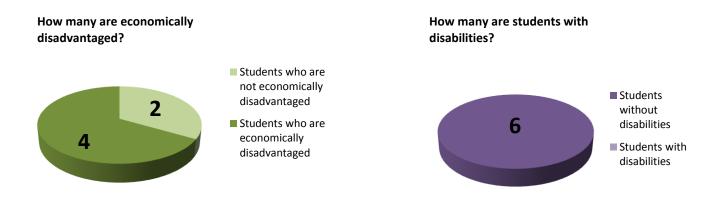
## 2012-2013 School Improvement Plan Sheffield Elementary School

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

#### A CLOSER LOOK at the 14 white students with at least 1 short term suspension



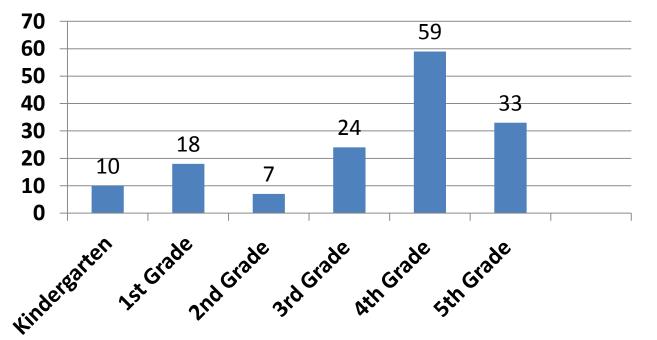
#### A CLOSER LOOK at the 6 other students with at least 1 short term suspension





2012-2013 School Improvement Plan Sheffield Elementary School

LCS Goal: Decrease suspensions by 5% per year.



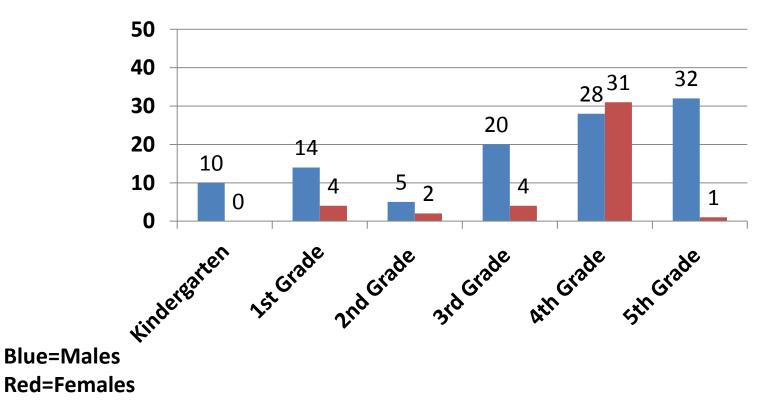
#### 2011-2012 Disciplinary Referrals

63different students received a total of 151 disciplinary referrals during the 2011-2012 school year.



LCS Goal: Decrease suspensions by 5% per year.

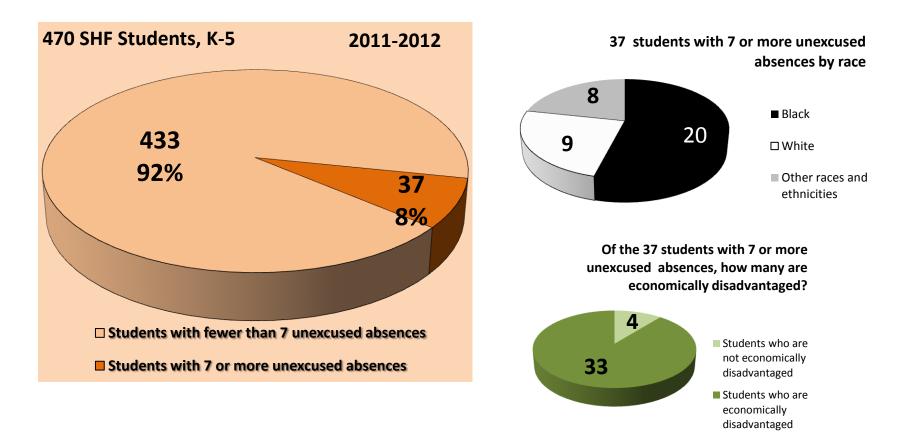
#### 2011-2012 Disciplinary Referrals by Gender





## 2012-2013 School Improvement Plan Sheffield Elementary School

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











**IIIC02** Transitions between instructional modes will be brief and orderly.



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





IIICO2 Turnett

## 2012-2013 School Improvement Plan Sheffield Elementary School

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B IIIC02 Transitions between instructional modes will be brief and orderly.		
Strategies	Evidence of Completion/Evaluation	Responsibility
1. School-wide transition expectations will be modeled, implemented, and enforced. Teachers will monitor students during transitions.	Teachers are upholding expectations for student behavior in the hallways and restrooms. Classroom teachers across from restrooms report that distracting behaviors of other classes have decreased. Faculty and staff will continue with these expectations.	Faculty and Staff

•



## 2012-2013 School Improvement Plan Sheffield Elementary School

B IIICO2 Transitions between instructional modes will be brief and orderly.		
Strategies	Evidence of Completion/Evaluation	Responsibility
2. Morning Announcements will include correct time. Because building clocks show different times, the correct time will be announced so that faculty and staff can set watches and clocks.	Morning announcements include a statement of the exact time over the intercom system on a daily basis. This has enabled all staff to operate on the same schedule. Students going to intervention classes begin and end at scheduled times. This practice will continue to be emphasized.	Office Staff

LYNCHBURG CITY SCHOOLS

K



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

Strategies	Evidence of Completion/Evaluation	Responsibility
1. School-wide rules will be posted throughout school.	Follow directions. Respect yourself and others. Be prepared. Do your best.	Faculty/Staff
	Rules are posted in classrooms and hallways. Bucket Filler behavior incentive is	
2. School rules, rewards, and consequences will be communicated with parents.	used school-wide. A letter was sent home communicating school expectations. Parents were requested to sign in acknowledgement.	Lisa Lee



2012-2013 School Improvement Plan Sheffield Elementary School

B

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

School-wide rules are posted in classrooms and throughout the school.

# **SHF Rules:**

- 1. Follow directions.
- 2. Respect yourself and others.
- 3. Be prepared.
- 4. Do your best.

## SHF Consequences:

- Reminder
- Time out
- Parental contact
- Referral

# SHF Rewards:

- Praise
- Recognition
- Special privileges
- Incentives





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

1	am a Bucket Filler	6
-	This certificate is awarded to:	
	in recognition of being a bucket filler by:	12
and Served of	Congratulations!	
	Signed	
et Fillers	Date	

Bucket Filler Incentives have been used as a positive reinforcement.



LYNCHBURG CITY SCHOOLS

#### 2012-2013 School Improvement Plan Sheffield Elementary School

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

Strategies	Evidence of Completion/Evaluation	Responsibility
3. Tiger and Tiger Paw logos will be added to display of school rules to enhance presentation of expectations.	Painting or FAT Head with new school logo will be displayed in central hallway. Morning announcements will show logo with school expectations. New logo will be incorporated into rewards for Good Citizen Assemblies.	Terri Farley

A TRADITION OF EXCELLENCE FOR ALL



2012-2013 School Improvement Plan Sheffield Elementary School

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



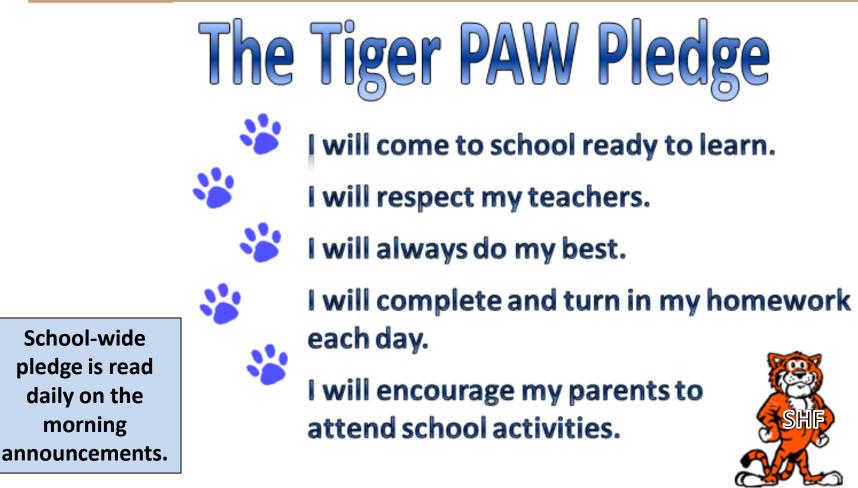
- P- Parental Involvement
- **A** Attitude
- W- Work Ethic
- **S** Strong in Character

Updated school-wide expectations are being introduced to students. A TRADITION OF EXCELLENCE FOR ALL



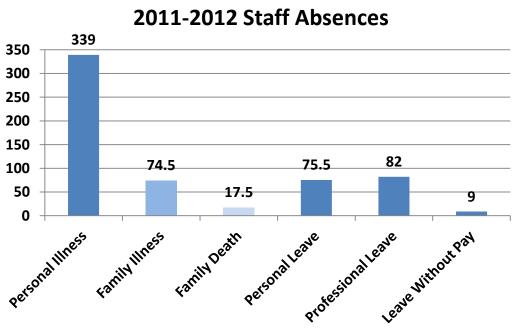
2012-2013 School Improvement Plan Sheffield Elementary School

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





LCS Goal: Reduce costs associated with staff absences.



70 employees reported a total of 515.5 absences (professional leave not included)

339=personal illness

(2 staff members on maternity leave and 3 staff members with catastrophic illnesses) 74.5=family illness 17.5=family death 375.5=personal leave 82=professional leave

9= leave without pay







## **Excellence In Culture**



IVA06 The school regularly and clearly communicates with parents about its expectations of them and the importance of the "curriculum of the home."



IVD01 The school provides "intragenerational associations" in which students of different ages are brought together to learn.



IVD05 The school has a friendly document that outlines the group rules for parent visits to classrooms.





IVA06 The school regularly and clearly communicates with parents about its expectations of them and the importance of the "curriculum of the home."

Strategies	Evidence of Completion/Evaluation	Responsibility
1. Revise and distribute School, Parent/Guardian, Student Compact to define "curriculum of the home."	The "curriculum of the home" is defined in the School, Parent/Guardian, Student Compact. Include expectations during SOL testing window. School web pages will be utilized for communication. There will be continued communication with agenda, notes, phone calls, scheduled conferences, email, PTO, and the Parent Advisory Council (PAC).	Spencer Cross



IVA06 The school regularly and clearly communicates with parents about its expectations of them and the importance of the "curriculum of the home."

		Lynchburg City Schools Sheffield Elementary
Compact defines the		GUARDIAN, STUDENT COMPACT Therefore, the connection between the school and the home is essential to school whool Improvement
responsibilities	Stue_nt's Name	School
associated with	The school, parent of guardians, and students are responsi high aca demic standard.	ble for developing a partnership to ensure that all students a chieve the state's
the "curriculum of the home."	School/Teacher Responsibilities       P         • Read daily with children.       •         • Provide appropriate instruction in a supportive and caring environment.       •         • Communicate with parents/guardians about academic andbehavioral progress (Friday folders, report cards, interims, agendas, teacher webpage).       •         • Provide opportunities for parents to be involved.       •         • Initial agenda daily to verify homework assignments are written       •	<ul> <li>arent/Guardian Responsibilities</li> <li>he "Curriculum of the Home"</li> <li>courage leisure reading at least 15</li> <li>tutes per day.</li> <li>ait the amount of non-educational mology in which my child engages.</li> <li>nitor homework by checking agenda for gmments and initialing when npleted</li> <li>ticipate in school activities and support colinitiatives.</li> <li>Dress interest in my child's academic gress and efforts.</li> <li>Student Responsibilities</li> <li>Read daily for at least 15 minutes.</li> <li>Complete and return homework daily.</li> <li>Bring supplies to school.</li> <li>Show good behavior by making wise choices.</li> <li>Do my best. Expect to be successful.</li> </ul>
	Sheffield Elementary, 2012 - 2013 <b>Teacher, Parent/Guardian, Student Signatures:</b> Teacher Parent/Guardian Student	Date



IVA06 The school regularly and clearly communicates with parents about its expectations of them and the importance of the "curriculum of the home."

Strategies	Evidence of Completion/Evaluation	Responsibility
2. Provide parents with opportunities to offer feedback and to provide ideas for school.	Title I meetings, Principal's Advisory Council (PAC), Parent/Teacher Organization (PTO), Volunteer Committee, teacher conferences, suggestion box, Wufoo online surveys. Parents are encouraged to participate in "Give Me Five."	Administration
3. Offer parental involvement activities throughout school year.	Fall Parent Academy (11/13/12), Book Fair (11/13/12), cross-generational activities (on-going), Read-Across America (spring), Community involvement/school partners, Spring Parent Academy (March 2013), Talent Show, School dances, Behavior Incentives.	Spencer Cross and Title I Team



IVA06 The school regularly and clearly communicates with parents about its expectations of them and the importance of the "curriculum of the home."



Parental Involvement activities are offered throughout the school year.



IVD01 The school provides "intragenerational associations" in which students of different ages are brought together to learn.			
Strategies	Evidence of Completion/Evaluation	Responsibility	
1. ELL students may be paired with "host" students to work on reading or vocabulary flash cards.	Leveled ELL students may be assigned a student in their homeroom to assist them with activities to learn English.	Melinda Wheeler/Classroom teacher	
2. Classroom teachers will be assigned a "classroom buddy."	Teachers in upper grades were paired with teachers in primary grades.	Kay Mason	



IVD01 The school provides "intragenerational associations" in which students of different ages are brought together to learn.



"Classroom Buddies" have been paired throughout the school.



IVD01 The school provides "intragenerational associations" in which students of different ages are brought together to learn.			
Strategies	Evidence of Completion/Evaluation	Responsibility	
3. Partnered teachers meet to discuss how the partnering will work, how often, when, where, content, and the students who will be involved.	Teachers of buddy classrooms have the flexibility to choose activities that will best meet their student needs for intervention and acceleration.	Classroom Teachers	
4. Classroom buddies will pair for learning activities quarterly.	The minimum expectation is that there will be at least one activity between classroom buddies per quarter. This could be whole class or small group.	Classroom Teachers	



IVD05 The school has a friendly document that outlines the group rules for parent visits to classrooms.		
Strategies	Evidence of	Responsibility
<ol> <li>Get feedback from administration and teachers on ideas for document.</li> </ol>	teachers and administration offered feedback.	Lisa Lee
2. Record ideas in a parent-friendly document.	A document with ideas for getting involved and for protecting instructional time was developed. Students took home a copy of the form at the close of the first week of school. Parents signed the bottom portion of the form and returned it to school with their child. Teachers have posted a copy of the document outside of their classroom door. A copy is posted in the main office next to the check-in computer. Faculty and staff adhere to and enforce the expectations of the policy.	Lisa Lee



IVD05 The school has a friendly document that outlines the group rules for parent visits to classrooms.			
Strategies	Evidence of Completion/Evaluation	Responsibility	
3. Copies of the Parent Classroom Visitation Policy will be handed to	Include a copy of letter in volunteer information packet.	Lisa Lee	
parents/guardians who register children throughout the school year.	Families that register students throughout the school year will receive a copy of the policy.		
	This will be maintained in future school years.		

#### **Classroom Visitation Policy** The Classroom 2012-2013 How can I get involved? **Visitation Policy** Read to your child's class! has been Join the PTO! Sign up to be a SHF Volunteer! communicated Eat lunch with your child! Discuss your child's day with them each evening! with parents. Read with your child! Assist your child with their homework! Be a room parent! Parents play a huge role in their child's education! We want you to be a part of our educational team! Guidelines: Our school day begins at 8:40 a.m. Students should be dropped off at school no earlier than 8:30 a.m. To respect the instructional efforts of our teachers, we ask that parents drop their child off at the front. fover if their child is a car rider and allow them to walk to class on their own. Conferences will only occur during non-instructional times. Our staff will be happy to assist you in scheduling a conference. Due to their responsibilities to supervise students, teachers are not available for impromptu meetings. All visitors to the building must check in at the main office and get a badge. Parents wishing to eat lunch with their child should check in at the office and then wait outside of the cafeteria for their child prior to their scheduled lunch time. Visits to classrooms need to be approved by a building administrator. Please refrain from talking on cell phones while in areas populated by students. We ask that you assist us as we aim to protect instructional time, safety, and the confidentiality of our students. Volunteers must complete a background check. Background checks are required before a parent can attend a field trip or volunteer throughout the school. Yearly updates are required. Dismissal is at 3:35 p.m. Early dismissals are strongly discouraged. Families with car riders that cannot be picked up on time need to make other arrangements. Please sign and return the bottom portion of this handout with your child to school. Thank you. I have read the SHF Classroom Visitation Policy. Parent Signature Student Name Grade / Teacher



#### **Sheffield Elementary School**

# "Creating a **Culture of Excellence** in Times of Change"





### **Sheffield Elementary School Improvement Team Members:**

**Diane Swain** Lisa Lee Terri Farley Kay Mason **Spencer Cross** Dana Johnson Kathy Brooks **Kirsten Tiller** Libby Daniels **Becky Chafin** Barb Gettinger Cathy Knight Melinda Wheeler Carol Cross Leonard Brownfield Keith Anderson Wyllys VanDerwerker

Principal Admin. Assistant, Indistar Process Manager School Counselor Librarian Title I Specialist Teacher-Special Education Teacher- K *Teacher- 1<sup>st</sup> grade* Teacher- 2<sup>nd</sup> grade *Teacher- 3<sup>rd</sup> grade Teacher-* 4<sup>th</sup> grade *Teacher- 5<sup>th</sup> grade* Teacher- FLL Parent Representative Parent Representative Community Representative Division Consultant to School