HAYWOOD COUNTY SCHOOLS
School Improvement Plan

SCHOOL NAME/NUMBER: Hazelwood Elementary
SCHOOL ADDRESS: 1111 Plott Creek Road Waynesville, NC 28786
PLAN YEAR(S):2022-2024
DATES PREPARED: June 13th, 2022

PRINCIPAL SIGNATURE: _____ **Date**: _____

SCHOOL IMPROVEMENT TEAM MEMBERSHIP

Committee Member	Signature	Position
Nathan T. Trantham		Principal
Bridgette Brooks		Assistant Principal
Ann Trader		Lead Teacher
Susanne Cauley		Title 1
Dawn Gudger		EC Teacher
Nick Smith		PE Teacher
Brooke Stonerock		Teacher
Karissa Ingle		Teacher
Mandy Williamson		Teacher
Ann Pope		Teacher Assistant
Anne Banks		Parent
Amy Bumgarner		Parent

NC Priority Goal 1: Eliminate opportunity gaps by 2025

Area for Improvement and Supporting Data

Objectives:	**Objective 1- Decrease the number of exclusionary discipline practices by subgroup (suspensions and expulsions)** **Objective 2- Improve school climate measures across all schools and grade levels** Objective 3- Increase percentage of 4-year old children enrolled in state Pre-K from 22% to 34% Objective 4- Decrease the high school dropout rate for each subgroup Objective 5- Decrease number of students taking remedial courses in college Objective 6- Increase the number of educators of color in schools across North Carolina Objective 7- Increase the number of charter schools providing equitable access to economically disadvantaged students or reflecting the LEA in which they are located

Objective:	Strengthen the non-academic component of MTSS by designing a school wide system to support a variety of student behaviors.
Action Steps needed to complete this objective:	● **Development of an early warning and intervention system to address non-academic concerns that include monitoring for both behavior and attendance.** ● **Schedule regular risk assessment meetings with the school safety team, including the SRO.** ● **Implement a Class-Based Reward Program for Attendance and Behavior that encourages positive behavior in the classroom.** ● **Detail specific strategies and communication expectations for classroom behavior.** ● **Implement improvements to the counseling program with specific expectations for classroom teachers and the school counselor focusing on developing empathy, problem solving skills and emotion management.** ● **Establish a school-wide monthly character focus. Provide resources/ professional development to enhance monthly topics.** ● **Develop and Implement a more comprehensive counseling plan that utilizes the services of a counseling assistant as a resource**
Specific Outcomes (Measurement):	● HES will develop a system for tracking non-academic tiered supports. ● HES will develop a counseling plan that focuses on students' Social and Emotional Needs
How will you measure your outcomes?	● Decrease in discipline referrals ● Decrease in student absenteeism ● Increase in students receiving appropriate mental health supports ● Increase in student academic growth

Goal 1 Progress Updates:		
BOY Progress Update	**SIT Team**	
	District Team	
MOY Progress Update	**SIT Team**	
	District Team	
EOY Progress Update	**SIT Team**	
	District Team	

NC Priority Goal 2: Improve school and district performance by 2025	
Area for Improvement and Supporting Data	
Objectives:	Objective 1- Allocate financial, business and technology resources according to State and Federal laws and State Board of Education policies **Objective 2- Increase the percentage of grades 3-8 math and ELA EOG subgroup test scores meeting the ESSA Yearly Measures of Interim Progress** **Objective 3- Increase the percentage of students proficient in math by subgroup**

	Objective 4- Increase the percentage of students proficient in reading by the end of 3rd grade Objective 5- Increase the percentage of high school reading subgroup test scores meeting the ESSA Yearly Measures of Interim Progress **Objective 6-** Increase the percentage of students proficient in science by subgroup **Objective 7-** Increase number of schools meeting or exceeding growth measure by subgroup
Objective:	Strengthen core instructional practices

Action Steps needed to complete this objective:	● **Monitor and Work to improve the school's overall average in both literacy and numeracy based on the modified ALF used by the School Improvement Team.**
	   ○ Develop professional development and PLC plans that support highly effective core instructional practices.
	   ○ Implement a Univeral Screener, Progress Monitoring, and an Intervention System within the Math Framework.
	   ○ Implement data decision rules (How do you determine if core instruction is effective?) (How do we determine academic risk at Tier 1, Tier 2, and Tier 3?).
	   ○ Develop a list of core intervention strategies for ongoing use with Tier 2 and Tier 3 students.
	● **Develop, Implement, and Regularly Use both a Scoreboard and Timeline for data analysis.** The scoreboard will include Literacy and Numeracy Metrics that monitor Proficiency and Growth.
	● **Develop a system that encourages teacher-led classroom visits.**
	● **Focus on Instructional Rigor in both instruction and assignments while completing administrative and teacher-led classroom visits.**
	● **Increase Instructional Rigor in daily classroom assignments and develop a system to monitor assignments for grade-level appropriate instruction.**
	● Implement School and District Literacy Intervention Plans.
	● Follow MTSS processes, procedures, and intervention protocols with fidelity.

Specific Outcomes (Measurement):	● Instructional Framework ● School Literacy Plan ● Professional Development Plan ● New Math Framework ● Accountability Scoreboard
How will you measure your outcomes?	● Increase proficiency and number of students showing appropriate growth in MCLASS and EOG measures. With the general expectation of High Growth in each classroom and a minimum of 68% of students proficient in Math and Reading.

Goal 2 Progress Updates:		
BOY Progress Update	**SIT Team**	
	District Team	
MOY Progress Update	**SIT Team**	
	District Team	
EOY Progress Update	**SIT Team**	
	District Team	

NC Priority Goal 3: Increase educator preparedness to meet the needs of *every* student by 2025

Area for Improvement and Supporting Data	
Objectives:	**Objective 1- Increase the number of culturally relevant, equity-focused resources for educators** Objective 2- Increase the number of mentors available to beginning educators **Objective 3- Strengthen relationships between educator preparation programs (EPPs), districts, and schools to foster collaboration and better teaching practice** **Objective 4- Increase opportunities for educator engagement inside and outside of school**

Objective:	Growing classroom level instructional leaders to build system-wide capacity
Action Steps needed to complete this objective:	**Develop Team-based opportunities for teachers to take an active role in the school leadership process.** **Grow and Develop Teachers as Instructional Leaders** - Highlight best practices. - Develop Model Classrooms. - Provide opportunities for teachers to visit other classrooms and watch high-quality instruction. - Provide training and resources to support evaluation standards. - Design effective PLCs that promote teacher leadership. **Continue to cultivate our relationship with Western Carolina University as an internship site through their educator preparation program.** **Develop new creative ways to recruit teachers and other staff to join our team.** - Continue to utilize spirit team to maintain a positive culture within the school.
Specific Outcomes (Measurement):	- Hire and Retain High-Quality Staff. - Build leadership capacity in the school.
How will you measure your outcomes?	- Teacher Working Conditions Survey. - Increase proficiency and number of students showing growth in MCLASS and EOG measures. - Professional Development records of attendance. - Log of Classroom visits. - Tracking Professional Development led by Hazelwood Staff.

Goal 3 Progress Updates:		
BOY Progress Update	**SIT Team**	
	District Team	
MOY Progress Update	**SIT Team**	
	District Team	
EOY Progress Update	**SIT Team**	
	District Team	