

**Neosho R-5 School District  
George Washington Carver Elementary  
Building Improvement Plan  
2011-2012**

**Mission Statement:** To empower all students to be competent, productive, and responsible citizens.

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

**Objective 1:** The district will address areas of concern under the mandates of the No Child Left Behind Act as indicated on the Adequate Yearly Progress report by increasing the percentage of students scoring in the Advanced and Proficient levels on the MAP and EOC exams by at least 5% annually as the district strives to reach the Annual Proficiency Targets set for all subgroups.

**Strategy 1:** Teachers will use the District adopted reading and math series in the classroom. The district curriculum will be reflected in all teachers' lesson plans.

**Strategy 2:** Each grade level will administer common reading and math assessments to improve student performance.

**Strategy 3:** Teachers will use the NWEA, AR (Accelerated Reading) and STAR reading and math programs to increase comprehension, reading ability, and mathematical skills.

**Strategy 4:** English language services for all ELL students will be provided at the building level until the students are proficient in the English language and are exited from the program.

1. Action Step: The principal will observe SIOP strategies being used in the classroom during observations, noting content and language objectives.

**Objective 2:** District teachers and administration will meet during each school year to review assessment data, behavioral methods, revise and realign curriculum, discuss instructional methods, and develop common assessments.

**Strategy 1:** The principal will meet with every grade level to review testing data from the MAP and TerraNova assessments.

**Strategy 2:** All grade levels will meet weekly to collaborate and share effective strategies, analyze student performance, and consult with the principal.

1. Action Step: GW Carver teachers will participate in Professional Learning Communities (PLC) professional development to enhance collaboration time.
2. Action Step: GW Carver teachers will participate in PBIS (Positive Behavioral Interventions & Support) and Character Education to raise behavioral expectations through improved climate.

3. Action Step: George Washington Carver teachers will participate in anti-bullying activities, such as Anti-Bullying Week and counseling lessons.

**Strategy 3:** ESL teachers, classroom teachers, and administrators will meet to determine the best approaches and methodologies for providing English language instruction and academic content instruction for LEP, migrant, and immigrant students.

**Objective 3:** The district will put programs in place to increase the graduation rate by 2% annually.

**Strategy 1:** The George Washington Carver Drop-out Committee will meet quarterly to discuss strategies to improve the district graduation rate.

1. Action Step: George Washington Carver teachers will participate in Tassel Tuesday, Career Week, classroom activities to increase student awareness of the importance of graduating.

**Objective 4:** The district attendance policy will be implemented in order to keep the district attendance percentage equal to or greater than 93%.

**Strategy 1:** The district attendance policy will be implemented at the building level through cooperation with district personnel, the children's Division of Family Services, the Newton County prosecutor, and representatives from the Newton County Juvenile Office in order to improve students and attendance and hold parents accountable for keeping students in school so that the attendance rate for students in all subgroups will be equal to or greater than 93%.

1. Action Step: Each grade level will award weekly, quarterly, semester, and yearly perfect attendance.

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

**Objective 1:** District personnel will recruit, attract, develop, and retain highly qualified staff, as defined by the NCLB Act of 2001, in order to carry out the district mission, goals, and objectives.

**Strategy 1:** First and second year teachers will be assigned a mentor teacher in the building who will offer professional assistance.

**Strategy 2:** 100% of all building funds will be devoted to achieving Carver's school improvement and District goals.

**Strategy 3:** All professional development will reflect the district focus and teachers will share information at faculty meetings.

**Strategy 4:** Each building will submit nominations to the Asst. Supt. to recognize certified and non-certified staff at monthly Board of Ed. meetings and the local newspaper.

**Strategy 5:** All certified staff will do peer observations.

**Goal 3: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.**

**Objective 1:** The board and district administration will provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

**Strategy 1:** All District personnel will be provided collaboration time, on-site training, and appropriate and basic facility needs.

**Strategy 2:** The Facility Needs and Safety Committee will meet with the principal and develop the long term needs of Carver School based on the needs of students.

**Strategy 3:** Principal will review and approve the teachers' yearly supply requests and provide appropriate instructional resources.

**Strategy 4:** Building principal reports issues and concerns to district directors in order to maintain an appropriate teaching environment.

**Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.**

**Objective 1:** District personnel will continue to promote and encourage parent and community involvement in educational programs and activities.

**Strategy 1:** GW Carver staff will increase parental communication.

1. Action Step: All parents will be given a weekly newsletter from classroom teachers.
2. Action Step: All students and their parents will be presented goals and objectives of the district curriculum for each subject area at fall conference meetings.
3. Action Step: Parents, students, and teachers are provided a school compact to promote family-school partnerships.
4. Action Step: Parent nights are offered to provide information and strategies so parents can help their children work on academic areas at home.

**Strategy 2:** GW Carver staff will work to increase parent involvement.

1. Action Step: Parents of LEP students will be encouraged to participate in school activities and to serve on building committees.
2. Action Step: GW Carver will establish the WATCH D.O.G.S. program to increase participation of father figures in the school.

**Strategy 3:** GW Carver will seek opportunities to increase community involvement.

1. Action Step: Carver will continue to work with community business partners: Arvest Bank, Wildcat Corner, and The WiseStop.
2. Action Step: Carver School will utilize community resources to introduce various careers in conjunction with Tassel Tuesday activities to support the district initiative to increase graduation rate.
3. Action Step: Carver Elementary will maintain community involvement by participating in local field trips.

**Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.**

**Objective 1:** The school board will provide leadership and representation to sustain a learning environment that is conducive to improving student performance.

**Strategy 1:** Board reports will be provided to school Board members on a monthly basis to review activities at the building level.

**Strategy 2:** Quarterly academic reports will be provided to school board.