



LAUREL MILL ELEMENTARY SCHOOL

"SERVING EVERY CHILD WELL"

PRINCIPAL KIM FERRELL
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730 LAUREL MILL RD, LOUISBURG NC. 27459



**SCHOOL
IMPROVEMENT
PLAN
2005-2008**

**Laurel Mill Elementary School
Franklin County**

Principal

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2005-2008

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SCHOOL IMPROVEMENT TEAM

**Laurel Mill Elementary School
2005-2008**

**Kimberly A. Ferrell, Principal
Genie R. Faulkner, Assistant Principal
Debra S. Scarboro, Curriculum Resource Teacher
Lisa G. Whitley, Kindergarten
Jill Y. Dunn, First Grade
Lacy L. Pullen, Second Grade
Katherine H. Madison, Third Grade
Randy J. Lent, Fourth Grade
Nancy G. Alston, Fifth Grade
Jenny M. Renn, Media Assistant
Anita Torain, Exceptional Children
Robert Kantner, Physical Education
Jane W. Riggs, AIG
Judy W. Joyner, Parent
Shawnda A. Grant, Parent**

Voting Results

100 % of the eligible school staff voted to approve this school improvement plan.

Incentive Funds Distribution

The following is a description of how incentive funds will be distributed.

Incentive funds will be distributed in accordance with the general statutes passed by the Legislature annually.

SCHOOL PROFILE: Executive Summary

Laurel Mill Elementary School
2005-2008

This section of the school improvement plan is devoted to an overview of the characteristics of the school and its clientele. First and foremost is student data -- performance and demographic. Also included are community demographics, school characteristics, and our stakeholders' perspective.

Student Performance Data

Student Performance on ABC's

Laurel Mill Elementary School is currently designated as having no recognition. On Spring, 2005 End-of-Grade tests, percentages of Laurel Mill's students' scores at or above grade level were as follows:

Grade 3 Reading: 78.73%
Grade 3 Math: 76.6%
Grade 4 Reading: 71.7%
Grade 4 Math: 83.3%
Grade 5 Reading: 84.6%
Grade 5 Math: 78.8 %

Although we were designated with no recognition, our school was one of only two schools that showed growth from the previous year. We scored at 79.3%. One of our low areas was fourth grade reading, therefore that is a priority area for us this year. Our goal is to be a school of excellence.

Student Demographic Data

Laurel Mill Elementary School currently has 315 students enrolled in grades Pre-K through 5th. Our population consists of 45% Black, 38% White, 11% Hispanic, 4% Multi-Racial, 1% American Indian.

SCHOOL PROFILE:
Executive Summary

Laurel Mill Elementary School
2005-2008

The following is our population disaggregated by race and gender:

Black Male - 22%	Black Female - 22%
White Male -19%	White Female - 19%
Hispanic Male -8%	Hispanic Female - 2%
Multi-Racial Male - 1.0%	Multi-Racial Female -2%
American Indian Male - 0.6%	American Indian Female -0.3%

Of our 315 students at Laurel Mill, 258 of them receive either free or reduced lunch. That is a total of 83% of all Laurel Mill students who receive free or reduced lunch.

Community Demographic Data

Laurel Mill Elementary School is located in a rural farm community approximately eight miles northeast of Louisburg and four miles east of Centerville. Although our school is relatively small, our school district is rather large. Our school is comprised of several small communities such as Epsom, Shloss, Alert, Centerville, Wood, Moulton, Gold Sand, Kearney, and Oswego. Our population has remained consistent over the years. We are not located in a high growth area like other parts of Franklin County, but our enrollment has remained about the same.

Our students and their families participate in community activities where they live and also in Louisburg, which is our county seat. Louisburg is where most people shop and participate in recreational activities such as youth sports. The location of our communities makes it easy to shop in larger cities such as Henderson, Wake Forest, Raleigh, and Rocky Mount.

School Characteristics

Laurel Mill Elementary School was built in 1992 and was the product of two elementary schools that were merged; Gold Sand Elementary School and Epsom Elementary School. The school building has remained unchanged with the exception of the addition of four mobile units. We have increased the number of computers in each classroom as well as an updated computer lab.

Stakeholder Perspective on the Quality of Education

Stakeholders include faculty, staff, parents, community, students, and other education-related professionals. Our goals as stakeholders is to have every child on grade level in reading and math by the end of third grade, safe and orderly schools, and closing the achievement gap. All stakeholders are important in achieving these goals.

This section of the school improvement plan is devoted to a brief description of the school's process for defining its vision, mission, and beliefs. The remainder of the plan is driven by the basic philosophies expressed herein.

School's Process for Defining Vision, Mission, and Beliefs

All staff were given the opportunity to participate in the development of the school's vision, mission, and beliefs. Input was gathered and compiled from all staff who chose to participate. Final choices were voted on by the staff by ballot.

Date of Staff Consensus: October 10, 2005

Vision

At Laurel Mill Elementary School, we will strive to meet our high expectations for student achievement through a cooperative working relationship with students, staff, parents, and the community.

Mission

At Laurel Mill Elementary School, we will work hard, respect ourselves and others, and be winners every day.

Beliefs

We expect that all students, faculty, and staff will:

- Work hard to succeed every day.
- Show respect for themselves and for others every day.
- Have high expectations for themselves and for others every day.
- Be winners every day.
- Strive for a cooperative working relationship with all stakeholders.

ANALYSIS OF CURRENT PRACTICES

**Laurel Mill Elementary School
2005-2008**

This section of the school renewal plan is devoted to a brief analysis of the school's current practices. This analysis is based upon review of strategies utilized and their impact on student achievement. Systematic analysis of practices provides sound support for effective planning.

General Narrative

Laurel Mill Elementary School is a traditional rural school with approximately 315 students located in the northern part of Franklin County. We serve students in Pre-Kindergarten through fifth grade. We have over 98% of our certified staff that are "highly qualified". Our paraprofessionals are in compliance with Federal No Child Left Behind Act of 2001. We are very excited to have our Pre-K class back at our school this year. This program is hugely beneficial to our children and gives them a stronger start when entering kindergarten. In an effort to transition our rising kindergarten students, we will host a parent and student orientation session to inform parents of expectations, procedures, curriculum. This orientation will also include a time for questions and answers.

We are proud to offer two computer labs, a media center, a computer in each classroom with internet access, a gymnasium, a music classroom, a Spanish classroom, and an art classroom.

Our road map for continuous improvement is governed by our six major goals.

Improving student performance in the areas of reading, writing, mathematics, and other academic areas and closing the achievement gap. Our comprehensive needs assessment for increasing student achievement consist of parent surveys, Compass Benchmark results, Reading First Assessment data-ITBS, TPRI, Quarterly DPI K-2 Assessments, attendance data, nine weeks grade analysis, report cards, K-2 Literacy Assessments, University Tutors, Study Island, Empowering Writers, Guided Reading, and the development of an Action Plan for AYP that indicate our priority areas and identify the target subgroups.

Increase parental involvement within the school environment. Laurel Mill Elementary School uses a variety of strategies which include monthly calendars, curriculum nights, Principal's newsletters, classroom newsletters, PTO newsletters, school webpage, parent surveys, Home School Connections, Home School Compacts, Parents Right to Know letters, Character Breakfast, Volunteer Luncheon, Fall and Spring Festival, and Parent Advisory Council. Our goal is to communicate effectively with parents so that there can be a strong home to school connection.

ANALYSIS OF CURRENT PRACTICES

**Laurel Mill Elementary School
2005-2008**

Provide a safe and orderly environment that is conducive to learning. At Laurel Mill the administration received a Crisis Management Handbook on procedures to follow when a crisis occurs that affects the school environment. Our staff has been trained in handling a "lockdown" situation. This year we implemented a School-Wide Discipline Plan that has worked very effectively. Providing an environment that is safe and orderly increases student achievement. Students at Laurel Mill feel safe and are able to work to their full potential.

Providing continuous learning and professional development in the areas of reading, mathematics, and writing for faculty and staff. Our professional development is geared toward our elementary initiatives. At Laurel Mill the focus is to increase student's performance in reading and math through implementing programs or strategies that are researched based. Guided Reading Workshops have provided our teachers with the support needed to develop model classrooms, implement Guided Reading strategies, and differentiate instruction during the reading block. Also the Reading First 80 hours of staff development has increased our kindergarten through third grade teacher's knowledge of the five components of reading. Last year's data showed that our kindergarten students increased from 60% developed in comprehension to 77% developed. First grade increased from 14% to 65% developed in comprehension over one year. Our second grade students increased from 48% to 83% developed in comprehension. The third grade students increased from 56% to 95% developed in comprehension. All of the teachers have been trained to implement Empowering Writers in their classrooms. At Laurel Mill we stress that students have to write everyday to be successful writers.

In our Whole Faculty Study Group meetings, teachers are able to discuss strategies that will help increase student achievement in reading, mathematics, and writing. At Laurel Mill we have five grouped that focus on reading instruction. This year we organized a math study group to assess our needs in math. The groups spend time collaborating, diagnosing, practicing, and reflecting on curriculum issues. One component that has been beneficial is looking at student work. Teachers are able to apply the twelve design qualities from Phillip Schlechty's book "Working on the Work" in their daily instruction. "Working on the Work" has helped our staff maintain an engaging environment in every classroom at Laurel Mill Elementary School.

Description of the Process for Desired Results for Student Learning

Process Followed for Defining Desired Results for Student Learning

LMES's present performance composite is 79.3% We will utilize student test scores to set our goal to exceed our present performance. Additionally, in May, 2001, school administration conducted a survey of faculty/staff to determine areas of needed and desired improvement.

ANALYSIS OF CURRENT PRACTICES

Laurel Mill Elementary School
2005-2008

Analysis of Student Learning Needs -- Measures and Current Level of Achievement

<u>Goal</u>	<u>Measures</u>	<u>Summary of Evidence</u>
Improve student performance in the areas of reading, writing, mathematics and other academic areas and closing the achievement gap.	EOG Test Scores Writing Scores Benchmark Test	Test Results
Increase parental involvement within the school environment.	PTO Meetings Parent surveys Parent volunteers	Sign-in rosters Results of survey Volunteer sign-in sheets
Provide a safe and orderly environment that is conducive to learning.	Parent Survey Emergency Crisis Plan Safe School Plan Student Survey	Results of surveys Plans on file
Provide continuous learning and professional development opportunities for faculty/staff.	Schedule of staff development opportunities	Professional development rosters
Improve student performance in the area of technology and computer skills.	Regularly scheduled computer lab instruction	Integration of technology in student work assignments

Desired Results for Student Learning and Indicators of Student Achievement

<u>Desired Results for Student Learning</u>	<u>Indicators</u>
Student achievement in reading, writing, and math will exceed or meet expected growth. LMES will set a performance goal of at least 80%.	Student EOG test results
Increased parental involvement	Number and frequency of parents who volunteer and/or participate in school activities.
Safe and orderly learning environment	Completed maintenance work requests Number of incidents of violence and/or disruptions in school environment Parent, student, and staff surveys

ANALYSIS OF CURRENT PRACTICES

Laurel Mill Elementary School
2005-2008

Quality educators who have knowledge of current instructional practices

Participation in staff development opportunities

Improved student performance in the area of technology and computer skills

Evidence of integrated technology in student work assignments

Priority Goals for Improving Student Learning

Improve student performance in the areas of reading, writing, and mathematics and closing the achievement gap.

Increase parent involvement within the school environment.

Provide a safe and orderly environment that is conducive to learning.

Provide continuous learning and professional development opportunities in the areas of reading, writing, and math.

Improve student performance in the areas of technology and computer skills.

Analysis of Instructional and Organizational Effectiveness

Process Followed for Analyzing Instructional and Organizational Effectiveness

Instructional and organizational effectiveness of programs in our school are analyzed through many assessments such as nine week benchmark tests, end of grade tests, Iowa Test of Basic Skills for K-3, Texas Primary Reading Inventory for K-3, Curriculum Based Measure for K-3, Study Island, K-2 Assessment, Math Quarterly Assessments, and Mock Writing Tests. This is also accomplished through weekly lesson plans that are turned in as well as observations by administration.

Discussion of our programs, initiatives, and teaching strategies are addressed in our Whole Faculty Study Groups. We have five Whole Faculty Study Groups that focus on reading, math, and Reading First data. Teachers meet twice a month to look at student work and discuss strategies and ultimately increase student achievement. We also have applied the twelve design qualities from Phillip Schlechty's book "Working on the Work" to maintain an engaging environment in every classroom at Laurel Mill Elementary School.

Summary of Strengths and Supporting Evidence for Instructional and Organizational Systems

LMES is a traditional rural school with approximately 315 students, 25 teachers, and support staff. As such, administrators are able to observe and document the happenings that occur within the school. Communication is simplified in such a school where administrators have an "open-door" policy. Teachers, parents, and students can easily access administrators on a daily basis. As a small school operating in a small school district, it is also relatively simple for stakeholders to access the appropriate central office personnel.

Summary of Limitations and Supporting Evidence for Instructional and Organizational Systems

ANALYSIS OF CURRENT PRACTICES

Laurel Mill Elementary School
2005-2008

Availability of resources are limited in the areas of budget, volunteers, support personnel, and outside agencies.

Analysis of the Overall Instructional and Organizational Effectiveness from a Systems Perspective

Priorities for Improvement

<u>System</u>	<u>Areas in Need of Improvement (Principles)</u>	<u>Evidence</u>
Student Performance	Student Performance in the areas of reading, writing, and mathematics	Test scores
Parents/Community	Parental Involvement	Documentation of parent involvement
School Climate	Safety of environment	Documentation of violence and disruptions Stakeholder perceptions of safety from survey
Professional development	Professional development for faculty/staff	Professional development rosters
Technology	Student Performance in the areas of technology and computer skills	Evidence of integrated technology in student work products

GOALS

**Laurel Mill Elementary School
2005-2008**

GOAL	DESCRIPTION
01	Improve student performance in the areas of reading, writing, mathematics, and other academic areas and closing the achievement gap.
02	Increase parental involvement within the school environment.
03	Provide a safe and orderly environment that is conducive to learning.
04	Provide continuous learning and professional development in the areas of reading and math for faculty/staff.
05	Improve student performance in the areas of technology and computer skills.

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

Objective: 01.01 Student test results will be raised annually in the areas of reading, writing, and math to meet or exceed state established performance growth.

01.01.01	Analyze test results to identify the levels of student performance for individual students, teachers, and for the grade level as a whole. This analysis will include disaggregation of data by goal summaries and performance levels longitudinally.	2005/08/25 2008/06/09	Test Information provided by Franklin County Schools Student Accountability Section	Franklin County Schools Accountability Personnel, administration, teachers	Documentation of data analysis
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01.01.02	The Discipline Committee will analyze discipline data and current discipline practices to contribute to a violence-free, disruption-free learning environment.	2005/08/25 2008/06/09	Discipline data, discipline committee	Discipline committee	Discipline Committee meeting documentation
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Revised

01.01.03	Provide incentives for students who attain Honor Roll and Perfect Attendance for each nine weeks grading period.	2005/08/25 2008/06/09	Funding for incentives	Special Events Committee, PTO	Documentation and publicizing of events
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ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION	
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
01.01.04	Provide remediation services and develop a Personalized Education Plan for students who scored at Levels I and II on the End-of-Grade test.	2005/08/25 2008/06/09	State Remediation 072 funding, PEP form	Administration, teachers, parents	Pre/post-test information, EOG results
01.01.05	Host parent meetings to discuss Student Accountability/Gateway standards.	2005/08/25 2006/06/09	Title I funding	Administration, Franklin County Schools Student Accountability	Attendance rosters
01.01.06	Provide nine weeks/benchmark tests. Students in grades 3-5 have the opportunity to practice End-of-Grade test skills and strategies.	2005/08/25 2006/06/09	Blast-Off, Competitive Edge, NC Reading and Math Coach, Compass, Curriculum Resource Teacher, Study Island	Administration, teachers	Monitoring teacher documentation, test results
New					
01.01.07	Target instructional strategies for students scoring at Levels I and II on End-of-Grade test(s).	2005/08/25 2006/06/09	Remediation Teachers, Cars and Stars Program, Compass Lab, SOS program, University Tutors, Study Island, PEP	Franklin County Schools Student Accountability	Test results
01.01.08	Integrate Art, Music, P.E., Spanish, Compass Lab, and computer skills with Reading/Writing curriculum.	2005/08/25 2006/06/09	Curriculum Integration Form	Teachers	Monitoring teacher documentation

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
01.01.09 Follow North Carolina Standard Course of Study/Pacing Guides and Reading First Pacing Guides for K-3.	2005/08/25 2008/06/09	NC Standard Course of Study/FCS Pacing Guides	Administration, teachers	Test Results: EOG, Writing, K-2 End-of-Year Assessment, observations by administration, Iowa Test of Basic Skills, Texas Primary Reading Inventory, Curriculum Based Measure, Reading First Coach and Coordinator, North Carolina Department of Public Instruction
01.01.10 Utilize Compass Lab in grades K-5 to supplement classroom instruction.	2005/08/25 2008/06/09	Compass program	Administration, teachers	Compass lab reports
01.01.11 Utilize Microsoft Lab in grades K-5 to teach computer skills according to grade level curriculum.	2005/08/25 2008/06/09	Microsoft lab	Administration, teachers	Observation by administration
01.01.12 Elect a school representative to the Superintendent's Advisory Council to increase communication between the Central Office and the school.	2005/08/25 2008/06/09	Teacher election	Administration, teachers	Summary of minutes

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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	<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
	01.01.13 Emphasize and promote the Accelerated Reader and Accelerated Math program in each classroom.	2005/08/25 2008/06/09	Accelerated Reader program, books, tests, training	Administration, teachers, media specialist	AR reports, Star literacy reports
New					
	01.01.14 Provide staff development in the area of classroom management to contribute to a violence-free, disruption-free learning environment.	2005/08/25 2008/06/09	Staff development opportunities	Administration, curriculum resource teacher	Staff development rosters
	01.01.15 Maintain the Student Support Team as support for students who are referred by teachers and parents for being "at-risk".	2005/08/25 2008/06/09	Student Support Team, teacher referrals, parent referrals	Student Support Team, teachers	Student Support Team documentation
	01.01.16 Provide staff development opportunities that address improving instructional practices, such as Accelerated Reader, Accelerated Math, Math Matters, Investigative Math, Guided Reading, and Reading First.	2005/08/25 2008/06/09	Workshops and conferences, Staff Development Fund, Reading First Grant, State Staff Development Fund/State Instructional Fund	Administration, teachers	Staff development rosters
New					
	01.01.17 Establish a model classroom for Guided Reading.	2005/08/25 2008/06/09	Leveled books, pacing guide, standard course of study, Reader's notebook, Guided Reading leveled bookroom	Administration, curriculum resource teacher, central office, teachers	Observation
New					

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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	<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
	01.01.18 New Implement strategies from Math Matters and Investigative Math in the classroom.	2005/08/25 2008/06/09	Strategies from staff development and Math Study Groups	Administration, teachers, curriculum resource teacher	EOG results, K-2 assessment
	01.01.19 Utilize weekly Math Essentials in grades K-5.	2005/08/25 2008/06/09	North Carolina Department of Public Instruction, Math Essentials, blackline masters	Administration, curriculum resource teacher, teachers	K-2 assessments, observation
	01.01.20 Assess students with the Star Literacy Test to establish reading levels.	2005/08/25 2008/06/09	Star Literacy Test, computer	Curriculum resource teacher, teacher	Accelerated Reading goals, reading levels
	01.01.21 New Utilize Reading First to teach reading in our K-3 classrooms through a balanced literacy program.	2005/08/25 2008/06/09	Open Court Reading, Voyager, literacy centers, Texas Primary Reading Inventory, Iowa Test of Basic Skills, Curriculum Based Measure	Administration, Reading Coach, Reading First Director	Texas Primary Reading Instrument, Iowa Test of Basic Skills, Curriculum Based Measure
	01.01.22 New We will implement strategies in "Working on the Work" (WOW) to improve student achievement.	2005/08/25 2008/06/09	"Working on the Work" book, staff development	Administration, teachers	Student performance

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
01.01.22 New Utilize Guided Reading to teach reading in our 4th and 5th grade classrooms.	2005/08/25 2008/06/09	Literacy Centers, Reader's notebook, Guided Reading leveled books	Administration, curriculum resource teacher, teachers	EOG, reading levels, teacher made test
01.01.23 New We will use classroom "walk throughs" to give feedback to teachers to improve classroom instructional strategies.	2005/08/25 2008/06/09	Palm pilot, training	Principal	Reflective feedback and data
01.01.24 Follow the North Carolina Standard Course of Study and Franklin County Schools pacing guides.	2005/08/25 2008/06/09	North Carolina Standard Course of Study, Franklin County Schools Pacing Guides	Administration, teachers	Teacher observations, lesson plans
01.01.25 New Conduct grade level meetings to write weekly lesson plans to be reviewed by School Administration/and the curriculum resource teacher.	2005/08/25 2008/06/09	North Carolina Standard Course of Study, Franklin County Schools Pacing Guides, minutes of meeting	Administration, curriculum resource teacher	Periodic review
01.01.26 Integrate curriculum with itinerant teachers.	2005/08/25 2008/06/09	Curriculum integration form	Teachers	Teacher's lesson plans

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
01.01.27	Follow the Healthy Active Children's Policy.	2005/08/25 2008/06/09	Physical activities, schedule	Administration, teachers	Observation
New					
01.01.28	Provide a Pre-K classroom for our students who qualify for the Title I program.	2005/08/25 2008/06/09	Title I funds, assessment data	County Elementary Director, Administration, Pre-K teacher	End of year assessment
01.01.29	Provide field trips to expose students to new experiences and ways of thinking.	2005/08/25 2008/06/09	Field trip request form, buses, chaperones, funds	Administration, teachers	Teacher evaluation
New					
01.01.30	Utilize the Language Exclamation Program in our Exceptional Children's Program.	2005/08/25 2008/06/09	Staff development, Language Exclamation materials	Administration, Exceptional Children Teachers	Observation, lesson plans
New					
01.01.31	Regular education teachers and Exceptional Children teachers will collaborate about students, student work, differentiated instruction, and teaching strategies.	2005/08/25 2008/06/09	Planning, lesson plans	Administration, teachers	Lesson plans, observation
New					

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

	STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
	<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
New	01.01.32 Develop differentiated instruction to meet the needs of all students: high achievers, slow learners, AIG, all other exceptionalities.	2005/08/25 2008/06/09	Grade level planning time, Whole Faculty Study Groups, and Reading First-VoyagerU.	Administration, teachers	EOG scores, lesson plans
New	01.01.33 Conduct regular IEP meetings to keep the IEP goals and objectives up to date and to make sure the IEP is being met.	2005/08/25 2008/06/09	Schedule of meetings, IEP, parent communication	Administration, Exceptional Children's Chairperson, teachers	Documentation of meeting, compliant IEP and records
New	01.01.34 Utiliae the ESL teacher and strategies for our ESL students to be successful.	2005/08/25 2006/06/09	ESL teacher, ESL materials	Administration, teachers, ESL teacher	

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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Objective: 01.02 Improve school-wide attendance rate.

01.02.01	Seek assistance from the school social worker and counselor in questionable or chronic absence situations.	2005/08/25 2008/06/09	NC Wise Data manager, teachers, attendance records	Administration, NC Wise Data Manager, social worker, counselor, teachers, McKinney Vento Coordinator	Referrals for assistance
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01.02.02	Award students who have Perfect Attendance each nine weeks.	2005/08/25 2008/06/09	Attendance records	NC Wise Data Manager, teachers	Documentation of awards
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01.02.03	Designate a person to monitor attendance, call when students are chronically absent, and alert appropriate personnel when absences are questionable or excessive.	2005/08/25 2008/06/09	Teachers, attendance rosters	NC Wise Data Manager, teachers	Attendance report
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Objective: 02.01 Faculty and staff will increase the level and quality of parental involvement.

02.01.01	Design and conduct parent survey, analyze data collected, use information for school improvement.	2005/08/25 2008/06/09	Survey, parent results	Parental Involvement Committee, PTO Executive Board	Results of survey
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02.01.02	Conduct regular meetings with Parental Involvement and PTO Executive Board.	2005/08/25 2008/06/09	PTO Executive Board, Parent Involvement Committee, Advisory Council	Parental Involvement, PTO Executive Board, teachers	Review of minutes from meetings
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02.01.03	Solicit parental involvement in school events that are academically oriented and targeted toward increased parent-child interaction.	2005/08/25 2008/06/09	Parental Involvement Committee	Parental Involvement Committee, volunteers	Sign-in rosters
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02.01.04	Publish a monthly calendar of events, school newsletter, classroom newsletter to send home with each student and update the school's webpage.	2005/08/25 2008/06/09	Monthly calendar, school newsletter, classroom newsletter, school webpage	Administration, school secretary, teachers	Central office review
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ACTION PLAN**2005-2008****Laurel Mill Elementary School**

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<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
02.01.05	Distribute the following publication to students/parents: Building Readers, Home/School Connection/Parents Right to Know	2005/08/25 2008/06/09	Monthly publications	Principal, Parental Involvement Committee	School documentation
02.01.06	Host parent meetings to discuss Student Accountability/Gateway standards.	2005/08/25 2008/06/09	Testing literature	Parental Involvement Committee, grade level chairs, Franklin County Schools Student Accountability	Parent meeting documentation
02.01.07	Designate a staff member to publicize all activities and special events in the newspaper, on the radio, and on the webpage.	2005/08/25 2008/06/09	Publicity spokesperson	Administration, publicity spokesperson, PTO Executive Board	Publicity documentation
02.01.08	Implement a Parental Involvement Committee to oversee and facilitate opportunities for parent involvement.	2005/08/25 2008/06/09	Parental Involvement Committee	Parental Involvement Committee, teachers	Parental Involvement Committee rosters, notes, agendas

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>				
02.01.09 Provide parents with information about plans to be carried out during a crisis situation.	2005/08/25 2008/06/09	Parent information, crisis plan	Parental Involvement Committee	Parent information documentation
02.01.10 Reward school volunteers with a volunteer luncheon.	2005/08/25 2008/06/09	Volunteer log, luncheon	Administration, Special Events Committee	Sign in log

New

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 03.01 Make changes to the school building to increase safety on the premises.

03.01.01	Control visitor access within the school building.	2005/08/25 2008/06/09	Visitor sign-in log, visitor name tags, locked doors in the back and side of school	Administration, school secretary, teachers, and all staff	Visitor sign-in log
03.01.02	Maintain lighting that has been added in the front and back parking lots.	2005/08/25 2008/06/09	Franklin County Schools Maintenance Department	Maintenance staff, custodial staff	Work requests
03.01.03	Maintain additional lights in hallways/room areas that do not have access to outside light.	2005/08/25 2008/06/09	Franklin County Schools Maintenance Department	Maintenance staff, custodial staff	Work requests
03.01.04	Change directional signs to school to reflect correct school name.	2005/06/09 2008/06/09	Department of Transportation	North Carolina Department of Transportation	Corrected signs

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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03.01.05	Build a covered walkway to the Compass Lab.	2005/08/25 2008/06/09	Maintenance Department, covered walkway	Maintenance staff	Covered walkway installed
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ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 03.02 Increase awareness of safety within school.

03.02.01	Maintain the low incidence of serious discipline problems.	2005/08/25 2008/06/09	Conflict resolution	Administration, counselor	Number of referrals
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03.02.02	Use students as safety patrol.	2005/08/25 2008/06/09	Safety patrol belts	Administration, counselor	Documentation
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03.02.03	Assign instructional staff to supervise and monitor student movement.	2005/08/25 2008/06/09	Teachers, assigned duty stations	Administration, teachers and staff	Duty assignment roster, observation
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03.02.04	Maintain the "Students Against Violence Everywhere" club.	2005/08/25 2008/06/09	Counselor, pledge card	Counselor	Club roster
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New

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 03.03 Increase knowledge of safety procedures in the event of an emergency.

03.03.01	Provide all Franklin County Law Enforcement officials with an Emergency Response Plan for LMES.	2005/08/25 2008/06/09	Emergency Response Plan, coordination with Franklin County Law Enforcement	Administration, Franklin County Schools	Plan filed with Law Enforcement
03.03.02	Transport LMES students to Old Perry's School on Laurel Mill Road in the event of an emergency.	2005/08/25 2008/06/09	Buses/class rosters	Crisis Committee, teachers	Emergency Response Plan
03.03.03	Coordinate with local law enforcement to present the DARE program to students.	2005/08/25 2008/06/09	Graduation Program, 5th grade classes, DARE officer	Local Law Enforcement	DARE essay, DARE graduation documentation
03.03.04	Provide students with Franklin County Student Code of Conduct.	2005/08/25 2008/06/09	Student Code of Conduct	Teachers	Code of Conduct books sent home
03.03.05	Maintain a black box which includes a map with the layout of the school, mobile phone, and other pertinent information needed during an emergency situation.	2005/08/25 2008/06/09	Black Box provided by the State Office of Emergency	Administration, Crisis Team	Completed black box

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION	
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03.03.06	Provide parents with information about plans to implement during crisis situations and perform a lockdown drill with our students.	2005/08/25 2008/06/09	Crisis plan	Administration, School Crisis Team-Counselor, Social Worker, School Nurse, teacher	Parent Information documentation
03.03.07	Follow the Crisis Management Handbook.	2005/08/25 2008/06/09	Handbook	Administration	Documentation

New

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 03.04 Provide an environment that promotes respect, success, and positive attitudes.

03.04.01	Designate a staff member to publicize all activities and special events in the newspaper and on the radio.	2005/08/25 2008/06/09	Publicity spokesperson	Administration	Publicity documentation
03.04.02	Post vision and mission statements in each classroom.	2005/08/25 2008/06/09	Vision and mission statements	Administration, teachers	Posting of vision and mission statements, observation
03.04.03	Form Discipline Committee to analyze discipline data and current discipline practices to contribute to a violence-free, disruption-free learning environment.	2005/08/25 2008/06/09	Discipline Committee, discipline data	Discipline Committee	Discipline Committee rosters, notes
03.04.04	Hold an awards program at the end of each year to recognize successes.	2005/08/25 2008/06/09	Awards, PTO funding	Special Events Committee, PTO	Awards documentation
03.04.05	Utilize counselor and other resource personnel to assist individuals in building positive character.	2005/08/25 2008/06/09	Counselor, resource personnel	Administration, counselor	Referrals to assistance personnel

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION	
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
03.04.06	Implement a School-Wide Discipline Plan.	2005/08/25 2008/06/09	Discipline Committee, point system	Administration, teachers	Number of discipline referrals
New					
03.04.07	Teach Character Education per North Carolina law and Franklin County Schools Policy.	2005/08/25 2008/06/09	Character traits	Administration, teachers	Lesson plans
03.04.08	Maintain a system to recognize students who possess the character trait of the month and hold a character education breakfast.	2005/08/25 2008/06/09	Character tags, lanyards	Administration, teachers, guidance counselor	Number of discipline referrals
New					
03.04.09	Follow the McKinney Vento Homeless Policy and ask the proper questions to identify students needing services.	2005/08/25 2008/06/09	Staff development, questionnaire	Administration, guidance counselor, secretary, teachers	Documentation
New					
03.04.09	Provide each student with an Franklin County Schools Code of Conduct handbook.	2005/08/25 2008/06/09	Franklin County Schools Code of Student Conduct	Central Office, teachers	Teacher documentation

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
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03.04.10 The Hospitality/Social Committee will plan social events and work with hospitality concerns.	2005/08/25 2008/06/09	Hospitality/Social Committee	Hospitality/Social Committee	Agenda from committee meetings

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 04.01 Staff development activities will focus on in-service education and staff development experiences that affect student performance in the areas of reading, writing, and mathematics.

04.01.01	Provide staff development opportunities where suggestions/adjustments concerning teaching strategies and/or curriculum emphasis may be identified.	2005/08/25 2008/06/09	Early release after school, workdays	Administration, Central Office	Staff development rosters
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04.01.02	Conduct a comprehensive needs assessment to determine needed areas of staff development.	2005/08/25 2008/06/09	Surveys for parents, teachers, and staff	Administration	Assessment results
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04.01.03	Schedule students to provide the opportunity for teachers to serve on a common grade level planning	2005/08/25 2008/06/09	Master schedule, BEP teachers on campus	Administration	Master schedule
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04.01.04	Provide staff development opportunities that address improving instructional practices, such as Accelerated Reader, Accelerated Math, Reading First, Math Matters, Guided Reading, Empowering Writers, Study Island, Compass, and Investigative Math.	2005/08/25 2008/06/09	Staff Development presenters, monthly staff development meeting	Administration, Director of Elementary Schools	Staff development rosters
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ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION	
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
04.01.05	Initially Licensed Teachers (ILT) will participate in ILT meetings offered by the county.	2005/08/25 2008/06/09	ILT meeting notification	Central Office, teachers	ILT meeting rosters
04.01.06	A selected group of experienced teachers will participate in mentor training and will serve as mentors to new teachers.	2005/08/25 2008/06/09	Mentor candidates, training	Central Office, teachers	Mentor rosters
04.01.07	Provide staff development regarding classroom management.	2005/08/25 2008/06/09	Staff development opportunities	Administration, teachers, Central Office Team	Staff development rosters
04.01.08	Participate in the State Textbook Adoption process.	2005/08/25 2008/06/09	State Textbook Adoption information	Administration, teachers	State Textbook Adoption meeting rosters
04.01.09	Participate in the County funded Master Teacher Program where retired teachers give support and guidance to new teachers.	2005/08/25 2008/06/09	Retired teachers, County Office	Central Office Staff	Observation

New

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION	
<i>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.</i>					
04.01.10	Provide staff development for Reading First through VoyagerU and Open Court.	2005/08/25 2008/06/09	Reading Coach, VoyagerU materials, computer	Administration, Reading Coach, Reading First Coordinator	Completion of modules
New					
04.01.11	Participate in county wide Math Study Groups.	2005/08/25 2008/06/09	Staff development presenters	Director of Elementary Education	Staff development rosters
New					
04.01.12	Participate in Whole Faculty Study Groups and Instructional Council to look at student work.	2005/08/25 2008/06/09	Designated meeting dates, early release days, data, student work	Administration, teachers, Central Office	EOG
New					
04.01.13	Provide staff development in the area of Guided Reading, Reading First, Empowering Writers, AIG, Math Matters and Investigative Math.	2005/08/25 2008/06/09	Staff Development presenters	Administration, Central Office, curriculum resource teachers	Staff development rosters
New					
04.01.14	A team will be sent to The Closing the Achievement Gap Conference.	2005/08/25 2008/06/09	Staff Development budget	Administrators, teachers	Classroom strategies
New					

ACTION PLAN**2005-2008****Laurel Mill Elementary School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

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Objective: 05.01 Provide opportunities for students to utilize technology according to the Standard Course of Study.

05.01.01	Utilize Compass Lab in grades K-5 to supplement classroom instruction.	2005/08/25 2008/06/09	Compass program, computers	Teachers	Compass reports
05.01.02	Utilize Microsoft Lab in grades K-5 to teach computer skills according to grade level curriculum.	2005/08/25 2008/06/09	Microsoft Lab, computers, computer curriculum	Teachers	Administration, lesson plans
05.01.03	Emphasize and promote the Accelerated Reader program in each classroom.	2005/08/25 2008/06/09	Accelerated Reader program, Accelerated Reader books, Accelerated Reader tests, Accelerated Reader prizes	Administration, teachers, media specialist	Accelerated reader reports
05.01.04	Provide staff development in the area of technology, including but not limited to word processing, spreadsheets, and databases.	2005/08/25 2008/06/09	Staff Development opportunities, Microsoft Lab	Administration, Central Office Team	Staff development documentation
05.01.05	Staff will utilize technology for and during classroom instruction.	2005/08/25 2008/06/09	Technology	Teachers	Observation, documentation

WAIVERS**2005-2008****Laurel Mill Elementary School**

Waiver No	Waiver Name	Law, Regulation or Policy from Which Exemption is Requested	How Waiver Will Be Used	How Waiver Will Promote Achievement of Performance
01	Class Size	115C-301 Allocation of teachers; class size	Class size restrictions (26) Allow more than 29 students in a class.	If class exceeds 29 students, students may benefit more in a self-contained one-grade setting than in a combination class.
02	Transfer of Funds	115C-86 State Board of Education to select and adopt textbooks	Allow the use of textbook funds for non-adopted texts and/or other material and equipment.	Some subjects are taught better with the use of instructional materials other than textbooks. Texts do not always meet the needs of each student, and some do not address needed subject matter. This will also stimulate teacher creativity in the classroom.
03	Flexibility in Use of Teacher Assistants	Allotment Manual as adopted by State Board of Education. Assignment of K-3 teacher assistants	Utilize teacher assistants in K-3 classroom instruction for the majority of the normal work week. Utilize teacher assistants in school-wide supervision the other portion of the week.	The flexible deployment of K-3 assistants will provide expanded personnel resources for teaching staff in providing student supervision for duty-free periods, staff development, and other situations that need specialized supervision.

WAIVERS**2005-2008****Laurel Mill Elementary School**

Waiver No	Waiver Name	Law, Regulation or Policy from Which Exemption is Requested	How Waiver Will Be Used	How Waiver Will Promote Achievement of Performance
04	Early Dismissal for Staff Development and Parent Conferences	G.S. 115C-105.25 Strategies for improving student achievement.	Allow two-three days per school year for early dismissal for staff development and parent conferences. Quality staff development will be offered on-campus in afternoon sessions. Some afternoon sessions will be designated for parent conferences.	Quality staff development will enhance student performance, achievement, and growth through faculty staff development and planning. Parent involvement is a crucial part of education. Parent/teacher conferences can enhance a child's academic performance.

SCHOOL: Laurel Mill Elementary Sch

YEAR: 2005-2008

COMPOSITE DATA

School Years:	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08		
Composite Score:		69	80.6	78	79.3					
School Status:		None	Distinc.	None	None					
School Growth:										
Other:			Met AYP	Met AYP	Met AYP					
Codes:										

Special Instructions

Clicking the Clear Form button will delete all information entered in the data fields. To edit a specific section, it is recommended that the user makes the modifications in that section only.

Clear Form

Replace

Spell Check

Close Form

SCHOOL: Laurel Mill Elementary Sch

YEAR: 2005-2008

WRITING DATA

School Years:	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08		
Gr_04 Write:	61.3	19.9		5.4	18					
Gr_07 Write:										
Gr_10 Write:										
Notes:										

Special Instructions

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Close Form

SCHOOL: Laurel Mill Elementary Sch

YEAR: 2005-2008

STAFF CHARACTERISTICS

Last Name	First Name	Ethnic	Gender	Grade/ Position	Degree	Area of Certification	Area of Assignment	Yrs Exper	NBTC
Alston	Nancy	B	F	5th	BS	K-6	5th Grade	8	N
Brantley	Valerie	W	F	Music	BM, MM	K-12 Music	K-5	1	N
Carden	Meagan	W	F	3rd	BS	K-6	3rd Grade	0	N
Collins	Maria	B	F	1st	BA	K-5	1st Grade	2	N
Colvin	Janice	W	F	5th	BS	K-6	5th Grade	2	N
DeBerry	Laurie	B	F	4th	BS	K-6	4th Grade	7	N
Denton	Rhonda	W	F	Counselor	MA	K-12 School Counselor	School Counselor	4	N
Donoghue	Shelia	W	F	3rd	MA	K-6, 6-8 Language Arts, 9-12 English	3rd Grade	6	N
Dunn	Jill	W	F	1st	BS	K-6	1st grade	6	N
Eatmon	Tiffany	W	F	2nd	BS	Pre-K-3	2nd Grade	0	N
Faulkner	Eugenia	W	F	Assistant Prin	MSA, MS	K-12 Physical Educaiton, K- 12 Principal	Assistant Principal	11	N
Ferrell	Kimberly	B	F	Prinicpal	MSA	K-6, AIG, K-12 Principal	Principal	13	N
Flowers	Gale	W	F	4th	BS, AA	K-5	4th Grade	1	N
Goode	Connie	W	F	Media	BS, MLS	Social Studies 6-12, Library Science K-12	Pre-K-5th	18	N
Kantner	Robert	W	M	Phyiscal Educ	BS	Physical Education K-12	Pre-K-5	0	N
Keith	Wanda	B	F	Reading Coa	MA	K-6	Reading Coach	12	N
Lent	Randy	W	M	4th	MA	K-6	4th	4	N
Madison	Katherine	B	F	2nd	MA	K-6	3rd Grade	7	N
Martin	Dawn	W	F	5th	BS	K-6	5th Grade	15	N
Mize	Marla	W	F	Pre-K/teacher	AA	B-K	Pre-K	3	N
Pardue	Danielle	W	F	1st	BA	K-6	1st Grade	0	N
Pullen	Lacy	W	F	2nd	BS	K-6	2nd Grade	1	N
Ransom	Martha	W	F	K	BS	K-6	Kindergarten	7	N
Reams	Sharon	W	F	K	BS	K-6	Kindergarten	29	N
Riggs	Jane	W	F	AIG	BS	K-6, AIG	AIG	12	N
Scarboro	Debra	B	F	CRT	BS	Reading, K-6, Social Studies	CRT	29	N
Stewart	Jeanette	W	F	Art	BA	K-12 Art	K-5	2	N
Torain	Anita	B	F	EC	BS	Exceptional Children	K-5	2	N
Washignton	Lateisha	B	F	Spanish	BA	K-12 Spanish	K-5	3	N
Whitley	Lisa	W	F	K	MA	K-6	Kindergarten	15	N
Williams	Emily	W	F	2nd	BS	k-6 Elementary	2nd Grade	1	N

Ed. K-12 Deaf
Education

Winborne

Betsy

W

F

Speech

MA

Speech
Pathology

Speech

26

N

Special Instructions

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Delete
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Spell Check

Close Form