

Plan Overview

Union County Public Schools (900) - Union County - 2014

Plan Overview

Plan Item

1) Union County Public Schools will support the effective and efficient use of disaggregated data in order to improve instruction and student achievement.

Description:

Disaggregated data will be provided to school-based staff and other key stakeholders in order to improve Union County Public Schools staff's ability to analyze and apply knowledge from data.

Performance Measure:

Performance Measure: 100% of UCPS schools will meet expected growth in the NC Ready growth model by 2014. 85% of UCPS schools will meet AMOs for 2014.

Fiscal Resources

There are no Fiscal Resources for this Goal.

1.1) Use of disaggregated data

Description:

Disaggregated data will be utilized to improve student achievement. Data will include formal and informal assessments such as district benchmarks, K - 3 literacy assessments and end of grade/end of course assessments. Data will be collected and analyzed at the district and school levels, using the Professional Learning Communities (PLC) model.

AS 1.1.1) Federal Programs Staff

Description:

Federal Programs Staff will monitor and collaborate with the Principal and Title 1 Liaison representative in each school the progress towards their School Improvement Plan goals at the end of first semester. The principal and liaison will share status of goals with stakeholders. An

action plan may be developed for those goals that require additional emphasis or lack progress. The federal programs specialists will provide professional development and support to Title 1 liaisons in data analysis.

Grant

Consolidated

Title IA

AS 1.1.2 Administrators in Title 1 Schools

Description:

Administrators in Title I schools will review formative and summative assessment data by grade level three times during the school year. Upon review of data, administrators will collaborate with their staff to provide additional enrichment/remediation opportunities for identified students.

Grant

Consolidated

Title IA

AS 1.1.3 Teachers in Title 1 schools

Description:

Teachers in Title 1 schools will review assessment data on a weekly basis to plan effective instruction that is differentiated for each student.

Grant

Consolidated

Title IA

G 2) UCPS will meet and/or exceed state and federal standards through continuous improvement and student achievement in literacy instruction.

Description:

UCPS will engage all students in research-based instructional practices that maximize the individual's potential for academic success. Schools will focus on the CCSS through professional development, alignment of curriculum and instruction, and use of formative assessments. UCPS will continue to strengthen reading and writing across all content areas using the Reading and Writing Workshop Model. Professional Learning Communities, using all available data, will identify areas of student need and provide differentiated instruction for remediation and enrichment. Teachers will continue to receive support in literacy from district curriculum coordinators and specialists at each school. Title I schools will continue to supplement resources and staff to meet the needs of the school.


Performance Measure:

100% of UCPS schools will meet expected growth in the NC Ready growth model by 2014. 85% of UCPS schools will meet AMOs for reading in 2014.

Fiscal Resources

Grant Notes	2014
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Consolidated

Title IA 

\$135,000

Consolidated Total:

\$135,000

Grand Total:

\$135,000

2.1) Use Title I funds to supplement research-based literacy programs and instructional support personnel.

Description:

Research-based programs in literacy will be implemented at the district and school level to ensure success for diverse learners. Union County Public Schools will continue to implement the Readers' and Writers' Workshop model. Teachers will be provided with district-sponsored trainings and school-level coaching from literacy and curriculum coaches. Reading Recovery will be provided in select Title I schools to assist with early intervention. Leveled Literacy Intervention will be utilized at all Title I schools to provide support in Readers' and Writers' Workshop.

2.1.1) UCPS County Curriculum Coordinators

Description:

UCPS County Curriculum Coordinators and/or district personnel will provide district-wide trainings for the 2013-14 school year to include mClass Reading 3D and DIBELS Assessment training, components of Balanced Literacy, and continued professional development for Beginning Teachers during the summer and throughout the school year.

Grant

Consolidated

Title IA

AS 2.1.2) Administrators in Title 1 Schools

Description:

Administrators, with the support of curriculum personnel, in Title 1 Schools will provide ongoing literacy support during grade level meetings, staff meetings, school-based professional development sessions, and individual teacher conferences as necessary. School Administrators and curriculum personnel will collaborate to ensure implementation of research-based strategies. Teacher evaluations will reflect the use of strategies.

Grant

Consolidated

Title IA

AS 2.1.3) Teachers in Title 1 Schools

Description:

Teachers in Title I schools will attend school and district - wide literacy staff development and will incorporate best practices into their lesson plans in order to provide effective instruction that is aligned with the Common Core State Standards. Title I literacy facilitators and curriculum specialists at the building level will work together with teachers to ensure the implementation of research-based strategies.

Grant

Consolidated

Title IA

3) UCPS will meet and/or exceed state and federal standards through continuous improvement and student achievement in math instruction for all students.

Description:

Union County Public Schools will engage all students in instructional practices for mathematics that maximize the individual's potential for academic

success. Schools will focus on the Common Core State Standards. Union County Public Schools will continue to strengthen math instruction by providing professional development and ongoing support from both district and building level curriculum specialists. Title I schools will continue to supplement resources and staff to meet the needs of the school.

Performance Measure:

100% of UCPS schools will meet expected growth in the NC Ready growth model by 2014. 85% of UCPS schools will meet AMOs for math in 2014.

Fiscal Resources

There are no Fiscal Resources for this Goal.

3.1) Math Instruction

Description:

Union County Public Schools will provide on-going support and training in best practices for mathematics instruction through District Curriculum Coordinators and building-level Math Facilitators to improve delivery of instruction in Common Core State Standards..

AS 3.1.1) Union County Public Schools Curriculum Coordinators

Description:

Union County Public Schools Curriculum Coordinators will provide training for mathematical practices following Common Core State Standards. They will meet monthly with school math facilitators for staff development as well as work closely with coordinators and classroom teachers at the building level to help them implement these instructional strategies.

Grant

Consolidated

Title IA

AS 3.1.2) Administrators in Title 1 Schools

Description:

Administrators, with the support of curriculum personnel, in Title I schools will provide ongoing math support during grade level meetings, staff meetings, school-based professional development sessions, and individual teacher conferences as necessary. Administrators will monitor the use of best practices in math instruction.

Grant

Consolidated

Title IA

AS 3.1.3 Teachers in Title 1 Schools

Description:

Teachers in Title I schools will attend school and district-wide math staff development and will incorporate best practices into their lesson plans. Title I building-level math facilitators will attend training with district coordinators monthly, and in turn, train the teachers to ensure that lesson plans include best practices for teaching Common Core State Standards.

Grant

Consolidated

Title IA

G 4) Sheltered Observation Instructional Protocol will be used in select Title I schools to increase academic achievement for diverse learners and ELLs.

Description:

English Language Learners (ELLs) will receive instructional support in select Title I schools through the use of Sheltered Instructional Observation Protocol (SIOP). SIOP strategies will be used in the ESL classroom and in the regular content-area classroom in order to prepare ELLs to meet the high academic standards of Common Core State and NC Essential Standards and allow them to fully benefit from and participate in the curriculum. Training and ongoing support will be provided to both ESL and content area teachers. Additional professional development will be provided to Pre K and K teachers.

Performance Measure:

85% of students will meet the AMOs (Reading: 42.4 and Math:71.1) for the LEP subgroup for 2013-14.

Fiscal Resources

Grant Notes

2014

Consolidated

Title IA

\$10,000

Consolidated Total:

\$10,000

Grand Total:

\$10,000

§ 4.1) SIO

Description:

SIO will be used in select Title I schools to address the needs of diverse learners and lessen the achievement gap for English Language Learners. ELLs will participate in and benefit from ESL instruction and content area instruction which uses SIO strategies aimed at making content more comprehensible.

AS 4.1.1) Federal Program Staff

Description:

ESL Program Specialists and the SIO trainer will provide initial and ongoing training and support for SIO in select Title I schools. ESL Program Specialists and the SIO trainer will monitor/coach ESL teachers using the SIO framework.

Grant

Consolidated

Title IA

AS 4.1.2) Administrators in Title 1 Schools

Description:

Administrators in the Title I schools that are using SIO will support and monitor the training, implementation, and continued use of the framework.

Grant

Consolidated

Title IA

AS 4.1.3) Teachers in Title 1 Schools

Description:

ESL teachers and regular classroom teachers in select SIOP schools will implement the program as appropriate for their student population in both the ESL and in the content area classrooms.

Grant

Consolidated

Title IA

5) UCPS will promote and encourage community/family engagement and input in schools.

Description:

UCPS will continue to develop and strengthen parent involvement through increased communication and family engagement events and activities as outlined in the district Parent Involvement Plan. This plan will be evaluated and revised as appropriate based on feedback from stakeholders to include parents, teachers, administrators, and community members. Title I schools will have the opportunity to collaborate with other Title I schools via the Parent Liaison Team and the Federal Advisory Team. Parent Liaisons will be provided training on the implementation of the school's Parent Involvement Plan as well as strengthening skills in communication and leadership with families and schools. A district Family Engagement Conference will be sponsored on an annual basis. The conference will offer families, the community, and schools the opportunity to share and learn about topics relevant to the educational, social/emotional, and physical needs of our students. In addition to the Title I parent night scheduled at the beginning of the school year, each Title I school will hold additional family events. The events will be planned based on the needs of the families specific to each Title I school. District support staff will be available to participate in the planning and presentation of the events.

Performance Measure:

The level of parental support within the schools through volunteerism will increase on a yearly basis as indicated by school logs and stakeholder surveys.

Fiscal Resources

Grant Notes

2014

Consolidated

Title IA

\$10,000

Consolidated Total:

\$10,000

Grand Total:

\$10,000

5.1) Family Engagement

Description:

Union County Public Schools will increase family engagement through a variety of outreach activities, communications and support.

AS 5.1.1) Union County Public Schools

Description:

Federal Programs will host a Title I Family Engagement Conference for all Title I parents in the fall of 2013. Federal Programs will continue Federal Advisory Council meetings which include parents from Title I schools to disseminate information and receive feedback. Title I Program Specialists will provide support and training to Title I and Parent Liaisons.

Grant

Consolidated

Title IA

AS 5.1.2) Administrators in Title 1 Schools

Description:

Site Based Team to include Administrators, Teachers, and Parents in all Title I schools will develop a school wide Parent Engagement Plan. This plan will highlight and include community partnerships that will focus on curriculum offerings, parental strategies, health related sessions, and access to community resources that promote increased parent awareness and involvement. All activities will be communicated to the families through a variety of communication tools including Connect Ed, school websites, and school newsletters. Other school events may include curriculum nights, PTO meetings, school festivals, and parent resource center open houses that promote volunteer opportunities within the school.

Grant

Consolidated

Title IA

AS 5.1.3) Teachers in Title 1 Schools

Description:

Teachers in Title I schools will provide opportunities for parents to become engaged with their child's learning and strengthen academic achievement by offering parent conferences, as well as written, email and phone communication including information about curriculum,

homework, assessments, and their child's progress. Teachers will provide volunteer opportunities for parents within the classroom throughout the year.

Grant

Consolidated

Title IA

6) Highly Qualified Staff

Description:

UCPS will hire and retain highly qualified teachers, administrators and staff.

Performance Measure:

UCPS will hire and retain 100% highly qualified teachers.

Fiscal Resources

Grant	Notes	2014
Consolidated		
Title II-A		\$600,000
Consolidated Total:		\$600,000
Grand Total:		\$600,000

6.1) Marketing Strategies

Description:

Develop and implement recruiting and marketing strategies(i.e. incentives and guaranteed contracts) that are geared toward highly qualified employees, with an emphasis on the diversity of the student population.

Component

Improving Teacher Quality

Highly Qualified Staff

6.1.1) Mirror Diversity

Description:

UCPS will seek to mirror the diversity of the student population in the hiring of quality teachers, administrators, and staff.

Grant

Consolidated

Title II-A

AS 6.1.2) Administrators Mirror Diversity

Description:

Administrators will seek to mirror the diversity of the student population of their school in the hiring of quality teachers, administrators, and staff.

Grant

Consolidated

Title II-A

AS 6.1.3) Teacher Training

Description:

Teachers will receive training that supports building relationships with students and parents consistent with the UCPS Fairness and Equity core value.

Grant

Consolidated

Title II-A

G 7) Allocate and Align Budgeted Resources

Description:

UCPS will equitably allocate and align budgeted resources to meet identified needs for the system.

Performance Measure:

District and individual school expenditures will be aligned with the district and school strategic plan as measured by the UCPS audit system.

Fiscal Resources

Grant	Notes	2014
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Consolidated

Title II-A

\$89,000

Consolidated Total:

\$89,000

Grand Total:

\$89,000

7.1) Reduction of class size.

Description:

Utilize available funding in the reduction of class size.

Component

Improving Teacher Quality

Item Name

Highly Qualified Staff

7.1.1) Hiring Staff High Priority Schools

Description:

UCPS Human Resources will follow district procedures for hiring of staff for high priority schools.

Grant

Consolidated

Title II-A

7.1.2) Administrators Hire Additional Staff

Description:

Administrators will hire additional staff to meet the needs of the school identified in the school improvement plan.

Grant

Consolidated

Title II-A

AS 7.1.3) Teachers Instructional Duties

Description:

Teachers will carry out instructional duties as assigned.

Grant

Consolidated

Title II-A

Plan Function

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Needs Assessment

Union County Public Schools (900) - Union County - 2014

Insert the most recent District Plan Needs Assessment:

Union County Public School Statistics: Total number of schools: 53. Total number of elementary schools: 30 (9 are Title I). Total number of middle schools: 9. Total number of high schools: 11. Total enrollment: 40,958 students. Union County Public Schools is the sixth largest system in the state. Student enrollment increased 65% over the past ten years. Academic Performance: 36 Schools (69.2%) out of 52 met Annual Measurable Objectives for the 2011-2012 school year. The LEA met 79 (98.8%) of 80 the target goals. The LEA met all AMO proficiency goals for reading and math in grades 3-8.

Although students in UCPS perform at a high level of proficiency overall, the data suggests we need to focus on meeting the needs of students in the following subgroups: Black, Economically Disadvantaged, and Hispanic students.

Based on 2011-2012 AMO results, the following Title I schools have need for additional improvement in the following categories: 1) East Elementary: Reading: All Students, Black, Economically Disadvantaged: Math: All Students 2) Marshville Elementary: Reading: All Students, Black 3) Walter Bickett Elementary: All Students, Hispanic, Economically Disadvantaged: Math: All Students, Hispanic, Economically Disadvantaged 4) Benton Heights Elementary: Math: All Students, Students with Disabilities. Union County Public Schools will be adding an additional school, Western Union Elementary, to Title I status beginning in the 2013-14 school year. Seven out of nine Title I schools based, on mid-year benchmark data for 2012-2013, identified the need for additional literacy support. The average for mid-year reading benchmark scores at K-2 was 61.1% and at grades 3 - 5 the average was 51.29. The average for mid-year math benchmark scores at K-2 was 73.17% and at grades 3 - 5 the average was 53.73. Teachers in Title I schools will receive literacy support through literacy and curriculum coaches. Based on 2012-2013 teacher survey the greatest need identified was in development and alignment of rigorous content with ELA and Math Common Core State Standards. Followed by literacy development and integrating technology into the content areas. Teachers will be provided support and training with an emphasis on Common Core and Essential Standards. Training will be provided in the area of literacy strategies for our teachers in order to meet the needs of our students. Training will be provided in the area of differentiation in order to meet the needs of all students. Based on the Title 1 school's needs assessments, strengthening the instructional supports for ELL students will be a priority through increased use of the SIOP model. Teachers in Title I schools will receive math support and training from curriculum coaches. Schools will continue to work to increase parental engagement at each school site.

The North Carolina Department of Public Instruction Accountability Services Division released on October 21, 2013 the 2012-2013 preliminary state LEA and school proficiency data.

Schools	Perf Composite	EVASS		AMO's State		AMO's Federal	
		Growth	Subgroups %	Subgroups %	Met Subgroups %	Met	
Benton Heights	25.1 Meets	26/35	74.3 Not	23/29	79.3 Not		
East	17.4 Exceeds	23/31	74.2 Not	20/25	80 Not		
Marshville	44 Exceeds	24/27	88.9 Not	19/21	90.5 Not		

Rock Rest	44.2 Exceeds	31/34	91.2 Not	26/27	96.3 Not
Rocky River	56.5 Exceeds	40/40	100 Met	29/29	100 Met
Sardis	45.7 Does Not	30/33	90.9 Not	23/23	100 Met
Union	41.3 Exceeds	19/23	82.6 Not	11 of 13	84.6 Not
Walter Bickett	17 Meets	22/35	62.9 Not	17/25	68 Not
Western Union	46 Exceeds	20/20	100 Met	15/15	100 Met
Wingate	43.9 Meets	34/36	94.4 Not	28/29	96.6 Not
LEA	59	181/184	98.4 Not	86/86	100 Met
State	44.7	187/210	89 Not	87/91	95.6 Not