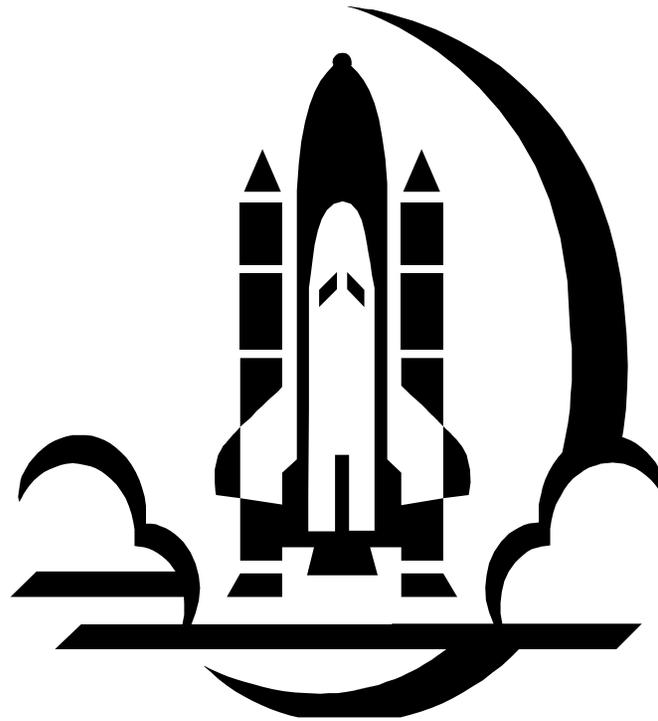


# **Endeavour Intermediate School**

## **School Improvement Plan**

### **2010-2011**



**Kevin Alfano, Principal**  
1304 17<sup>th</sup> Avenue  
Milton, Washington 98354

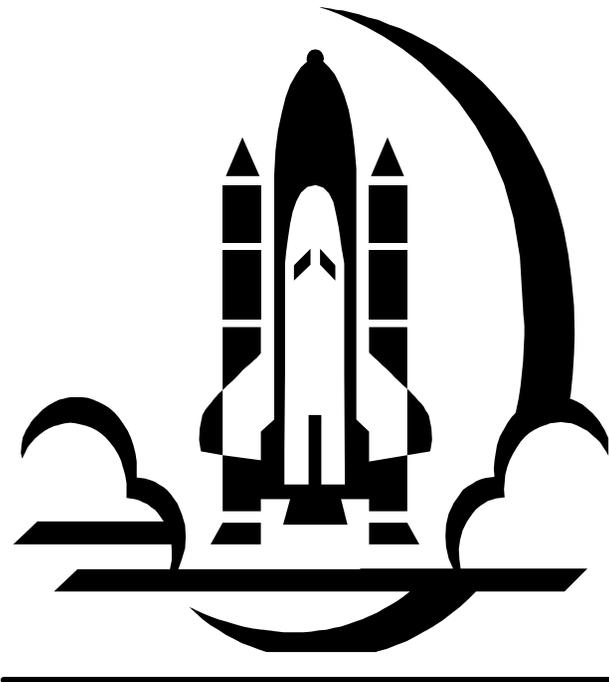
*Fife Public Schools – A National Standard Bearer School District*

**Fife School District**  
**DISTRICT VISION STATEMENT**

*“Throughout the school district there is a clear focus on students and on the quality of the work provided to students - work that students find interesting, challenging, and satisfying and that results in their learning what is expected by schools, parents, and the community. We believe our goals reflect this focus”*

**Endeavour Intermediate School**  
**MISSION STATEMENT**

Endeavour’s mission is to become better readers, writers, problem solvers and scientists.



## **Endeavour Intermediate School**

### **Results of the 2009-2010 School Improvement Plan**

**Specific School Goal #1:** Continue the Endeavour commitment to support the “Core Business” of the Fife School District and design appropriate systems at Endeavour to ensure this commitment.

Results:

*Attainment of this goal will be measured by:*

- Continue the identification of Hard To Teach/Difficult To Learn (HTT/DTL) concepts based on trend data -**13 concepts indentified by grade level teams and specialists**
- Continued participation in WOW Academies by grade level teams with the intent of designing or re-designing student work – **10 teams participated in WOW Academies during the 2009-2010 school year**
- Continued use of the Endeavour Design Team in the design and implementation of staff development for the 2009-2010 school year (see Early Release planning document)- **designed and implemented a very successful process for collecting Student Voice; student voice portfolios**
- Transfer of eligible staff from the summative format of evaluation to the formative format of evaluation with support of Classroom Standards for goal setting. -**22 staff members participated in the formative evaluation process establishing goals in the fall and working toward those goals as the year progressed**

*Additional Successes:*

- ✓ **3 more teachers applied and were accepted to attend the district Teacher Leader Academy, making that 9 certificated staff members who have participated in the TLA in the last three years**
- ✓ Endeavour Design Team:
  - **Successfully created, designed and implemented Student Voice Portfolios for every Endeavour student to be passed to next year’s teacher. Portfolios**
  - **Planned for and implemented all Standard Bearer professional development early release days for 2010-2011 school year**
- ✓ **Increased communication with parents via district, school and teacher websites**
- ✓ **Continued to conduct monthly Honoring Kids Assemblies:**
  - **Realized goal to recognize 100% of our students at one of the 10 assemblies conducted**
- ✓ **Continued Olweus Bulling Prevention program**

**Specific School Goal #2:** Increase student achievement for all our constituents.

***Goal and Results***

- Significantly increase in number of students at benchmark by spring on overall DIBELS score.
  - Increase number of second grade students at benchmark on Oral Reading Fluency from 59% in the fall to 70% by spring. **62% realized at years end; (70% at benchmark at January testing window)**
  - Increase number of third grade students at benchmark on Oral Reading Fluency from 66% in the fall to 75% by spring. **54% realized at years end; (72% at benchmark at January testing window)**
  - Increase number of fourth grade students at benchmark on Oral Reading Fluency from 53% in the fall to 65% by spring. **59% realized at years end; (67% at benchmark at January testing window)**
  - Increase number of fifth grade students at benchmark on Oral Reading Fluency from 79% in the fall to 85% by spring. **78% realized at years end; (78% at benchmark at January testing window)**
  
- Successful transition to the Measures of Student Progress (MSP) from the WASL
  - **Overall scores on the 2010 MSP improved in the 3<sup>rd</sup> grade from the 2009 WASL in both reading and math.**
  - **Overall scores on the 2010 MSP declined in all areas in both the 4<sup>th</sup> and 5<sup>th</sup> grade (reading, writing {4}, math and science {5})**
  
- 4<sup>th</sup> and 5<sup>th</sup> grade levels will increase overall percentage of students performing at or above benchmark on state assessments by 10%
  - 4<sup>th</sup> grade reading – 60.3% as 3<sup>rd</sup> graders to 70.3% as 4<sup>th</sup> graders (graduating class of 2018) **54.1% realized**
  - 4<sup>th</sup> grade math – 53.7% as 3<sup>rd</sup> graders to 63.7% as 4<sup>th</sup> graders (graduating class of 2018) **29.5% realized**
  - 5<sup>th</sup> grade reading – 62.5% as 3<sup>rd</sup> graders to 70.2% as 4<sup>th</sup> graders to 80.2% as 5<sup>th</sup> graders (graduating class of 2017) **57.9% realized**
  - 5<sup>th</sup> grade math – 56.6% as 3<sup>rd</sup> graders to 43% as 4<sup>th</sup> graders to 53% as 5<sup>th</sup> graders (graduating class of 2017) **42.1% realized**
  - 5<sup>th</sup> grade science will increase from 36.4% in 2009 (graduating class of 2016) to 46.4% in 2010 (graduating class of 2017) **28.1% realized**

**Specific School Goal #3:** Continue the improvement of the Endeavour Intermediate School climate with regards to parent and student satisfaction.

**Results:**

- Schoolmaster Guidance data reporting a reduction in overall numbers of office referrals;
  - 649 in 2007-2008, 261 in 2008-2009 and **in 148 2009-2010**
- Continue to recognize **ALL** students for academics, good behavior and attitudes at Honoring Kids Assemblies.
  - 100% in 2008-2009 and **100% in 2009-2010**
- Increase Endeavour's connection and ability to communicate and serve our low income and bilingual families.
  - **Utilized World language services to have interpreters at Open House, Parent Conferences in fall and spring and at IEP and SST meetings when needed. Re-trained staff on use of Language Line phone services. Translated all documents used in ELL into Spanish and increased the use of Transact for some other languages.**

**Endeavour Intermediate School**  
***DATA COLLECTION FOR THE***  
**2010-2011 School Improvement Plan**

**The following are the components of our comprehensive needs assessment:**

- 2009-2010 assessments: MSP, CBM, DIBELS, (review of disaggregated data and released item analysis from content area assessments and student subgroups)
- Olweus Bullying Prevention evaluations
- Teacher needs assessments (grade level input)
- Learning Improvement Team input and feedback
- 2009-2010 Annual School Performance Report
- Federal and State Mandates; District goals
- Staff, student, parent and PTA feedback
- Demographic data
- Student Discipline data

**Needs identified through achievement data, and state/federal mandates:**

- Continuous review to improve instruction of Reading, Writing, Math and Science for all students, to engage student interest, foster an increase in student learning, meet MSP performance goals and achieve required Adequate Yearly Progress (AYP)
- Specific focus on Math training for teachers through the *Getting it* math grant and University Place school district
- Develop required Student Learning Plans for underperforming Title I/LAP students and Highly Capable-identified students
- Focus on the needs of ELL students who did not meet standard on state assessment or DIBELS/Math CBA assessments
- Set improvement goals and monitor achievement for individuals and groups of students, using DIBELS and Math CBM

**Needs identified through the Learning Improvement Team and parents:**

- Review and update goals for communicating and collaborating within and across the Endeavour/Fife school communities
- Continued focus on team collaboration time for work on HTT/DTL concepts and designing engaging work to address those concepts

**Needs identified through staff/administration, our building “Design Team” and parents:**

- **Address needs of the diverse learner in all subject areas with emphasis on Math**
- Continue to focus on “core business” of the district and how the work at Endeavour supports that business

- Continuation of a building “Design Team” to facilitate Working on the Work at Endeavour and in other areas of the Fife School District
- Continue school-wide participation in Olweus Bullying Prevention Program to reinforce high expectations and address Bullying, Harassment and Intimidation

**Needs identified through Measures of Student Progress (MSP):**

- Students analyze their work, assess strengths, and set their own goals through the Three –Way conferencing process
- Use Grade Level Expectations (GLEs) and the Performance Expectations (PEs) to align and refine instruction for math, reading, writing and science
- Use of English Language Development (ELDs) Content Standards for development of lessons to meet the needs of ELL students
- Use WOW Academies to design or redesign work for students that has been identified by staff, using data, as a hard to teach or difficult to learn concept.

## Evaluation of Impact on Student Achievement for the 2010-2011 School Improvement Plan

Adequate Progress for the 2010-2011 School Improvement Plan will be achieved when the following stated goals have been met.

### Endeavour Intermediate School School Improvement Plan *2010-2011 GOALS AND ACTION PLAN*

#### **Specific School Goal #1: Increase student achievement in math for all students.**

*Attainment of this goal will be measured by:*

- 2010-2011 MSP results –
  - A significant increase in overall number of students meeting standard.
    - 2009-2010 math results
      - 3<sup>rd</sup> grade (class of 2020) 61.8%
      - 4<sup>th</sup> grade (class of 2019) 29.5%; 57.1% as 3<sup>rd</sup> graders
      - 5<sup>th</sup> grade (class of 2018) 42.1%; 63.7% as 4<sup>th</sup> graders; 53.7% as 3<sup>rd</sup> graders
- 2010-2011 Math CBM results –
- Continued identification of Hard to Teach/Difficult to Learn (HTT/DTL) math concepts based on CBM assessment, MSP results, grade book data, summative and formative assessments, and teacher observations.
  - 13 concepts identified in 2009-2010; goal is for 10 math concepts across the 4 grade levels to be identified in September 2010
- Continued participation in WOW Academies by grade level teams with the intent of designing or re-designing student work around the identified HTT/DTL concepts in Math
  - 10 teams participated in WOW academies during the 2009-2010 school year in all content areas (reading, writing, math, science and art)
- Continued use of the Endeavour Design Team in the design and implementation of staff development for the 2010-2011 school year
- Increased number of classroom teachers participating in the “*Math: Getting it*” grant training
  - 5 teachers trained in 2009-2010 school or summer
    - Increased to no fewer than an additional 12 teachers participating in training and implementation of knowledge during the 2010-2011 school year
- Continued alignment of all supplemental math materials being used in all grade levels to the K-12 Mathematic Learning Standards

- Develop “Top 10 Power Standards” at each grade level based on K-12 Math Learning Standards
  - Goal- all students will be able to demonstrate mastery of Top 10 Power Standards by the end of each school year at each grade level
- Explore systemic/structural/organization systems for more effective differentiation or student grouping by ability. (example-walk to math)
- Design, implement, and analyze at least two “common assessment” in math (units/concepts) per grade level

### Action Plan

<b>MATH</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
<b>1. Identification of HTT/DTL concepts</b>	Grade level leaders	9/15/10	Sept. team meetings	9/22/10	Identification of current HTT/DTL concepts
<b>2. Participation in WOW Academies</b>	Grade level leaders and team members	10/30/10-6/15/11	Title I staff development dollars approved by Dr. McCammon	9/15/10 12/15/10 3/15/11 6/15/11	Participation in WOW academies and Implementation of the unit/lesson designed
<b>3. Increased number of staff trained in the <i>Math: Getting it</i> grant</b>	J. Smerer, J. Merrick and L. Wood (math leaders)	January, February and March 2011	Grant funds via S. Shade	10/2010 1/2011 6/2011	Improved instructional skills of teachers
<b>4. Provide additional Math pullout support of the lowest 10% in grades 3 and 4.</b>	Marie Gibson	CBM testing dates: September 10 January 2011 May 2011	Title I/LAP	9/9/10 1/25/11 5/11/11	Increased number of students meeting standard on CBM at each testing date
<b>5. Work with Discovery and Hedden staff on development of list of common math vocabulary</b>	Math leaders	10/10-6/11	Building Budget	10/10 1/11 3/11	Vocabulary list generated and used in lesson design
<b>6. Align all supplemental math materials being used to K-12 Math Standards</b>	Grade Level leaders	10/10-6/11	Building Budget/K-12 Math Standards	10/10 1/11 6/15	Materials aligned

<b>7. Develop “Top 10” Power Standards for each grade level</b>	Grade level leaders and Math leaders	10/10-6/11	Building Budget/K-12 Math Standards	10/10 1/11 6/15	Specific list of 10 standards that all students will demonstrate mastery of as they exit each grade level
<b>8. Create common assessments for two math units/concepts</b>	Grade level leaders and Math leaders	10/10-6/11	Building Budget/K-12 Math Standards and OSPI	10/10 1/11 6/15	Improved instruction for ALL students in each grade level
<b>Continue the work of the Endeavour Design Team to guide our Standard Bearer work</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
<b>1. Develop agendas for Early Release Standard Bearer days</b>	K. Alfano & Design Team	8/26/10-6/15/11	Title I staff Development	10/2/09 11/4/09 2/12/10 4/7/10 5/13/10	Meaningful and focused Standard Bearer professional development
<b>2. Continue with development of Student Voice design and student voice portfolios</b>	K. Alfano & Design Team	8/26/10-6/15/11	Title I staff Development And Building Budget	8/10 staff retreat  2/3/11  4/12/11	Student Voice portfolios to be given to the following year’s teacher for use in design

**Specific School Goal #2: Increase student achievement for our English Language Learners (ELLs), provide staff development for the Endeavour staff to explore the idea Cultural Competency and increase the opportunities for our families to be more involved in their children’s education.**

*Attainment of this goal will be measured by:*

- MSP results:
  - An increase of the number of ELL students meeting standard on the 2010-2011 MSP math assessment
    - 2009-2010 math results
      - 3<sup>rd</sup> grade (class of 2020) 4 of 13 ELL students met standard

- L1=5/13
    - L2=4/13
    - L3=4/13
    - L4=0/13
  - 4<sup>th</sup> grade (class of 2019) 1 of 27 ELL students met standard
    - L1=18/27
    - L2=8/27
    - L3=1/27
    - L4=0/27
  - 5<sup>th</sup> grade (class of 2018) 1 of 16 ELL students met standard
    - L1=13/16
    - L2=2/16
    - L3=1/16
    - L4=0/16
- An increase of the number of ELL students meeting standards on the 2010-2011 MSP reading assessment
- 2009-2010 reading results:
    - 3<sup>rd</sup> grade (class of 2020) 1 of 13 ELL students met standard
      - L1=7/13
      - L2=5/13
      - L3=1/13
      - L4=0/13
    - 4<sup>th</sup> grade (class of 2019) 3 of 27 ELL students met standard
      - L1=11/27
      - L2=13/27
      - L3=3/27
      - L4=0/27
    - 5<sup>th</sup> grade (class of 2018) 1 of 16 ELL students met standard
      - L1=8/16
      - L2=7/16
      - L3=0/16
      - L4=1/16
- An increase of the number of ELL students meeting standard on the 2010-2011 MSP writing assessment
- 2009-2010 writing results:
    - 4<sup>th</sup> grade (class of 2019) 11 of 27 ELL students met standard

- L1=5/27
- L2=9/27
- L3=10/27
- L4=1/27

### Action Plan

<b>English Language Learners (ELLs)</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/Resources</b>	<b>Monitoring Date</b>	<b>Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)</b>
<b>1. Attend English Language Development Content Standards (ELDs) training of trainers through OSPI</b>	Cheryl Henkel	10/22/10 or 10/28/10	Title III	n/a	Page 19
<b>2. Re-Train teachers on use of the English Language Development Content Standards (ELDs)</b>	Cheryl Henkel	11/2/10 staff meeting	ELD's available at OSPI website	1/11 4/11	Pages 9 and 19
<b>3. Create PD opportunity for teachers using "Maximizing Learning for ELLs" video series</b>	K. Alfano and C. Henkel	11/10-5/11	Title III and materials received from S. Shade; Video & handouts	3/11	Page 7
<b>4. Conduct two GLAD work sessions for creating visual scaffolding tools</b>	ELL and Title I/LAP	11/10-1/11	Title I, Title III, building budget	11/10 1/11	Pages 12 and 18
<b>5. Train 4 new staff in GLAD</b>	K. Alfano	TBD	Title III	TBD	Page 7
<b>6. Continue to embed ELL instructional strategies (GLAD) into lessons</b>	Team Leaders	10/10 6/15	Building Budget	10/10 1/11 4/11	Pages 8 and 12
<b>Cultural Competency</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/Resources</b>	<b>Monitoring Date</b>	<b>Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)</b>

<b>1.Contract with the PSESD and Melia LaCour (Equity in Education Program Manager) to conduct a series of professional development opportunities at Endeavour to develop a better understanding of our diverse student population</b>	K. Alfano and Endeavour Design Team	8/10-6/11	Title III and building budget	8/26 11/3/10 2/3/11	Page 17
<b>2. Attend Washington State Association for Multicultural Education (WSAME)</b>	K. Alfano	10/30/10	Building Budget	N/A	Page 17
<b>Family Involvement</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/Resources</b>	<b>Family/Information/ Game/ Activity Dates</b>	<b>Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)</b>
<b>1. Family Involvement nights for Title I/LAP/ELL students and families</b>	K. Alfano and Title I/LAP/ELL staff	9/10-4/11	Title I, III, LAP, Building Budget	9/28/10 10/19/10 11/30/10 1/27/11 2/15/11 4/27/11 6/1/11	Page 8
<b>2. Expand Family Involvement opportunities beyond Title I/LAP/ELL to include all students</b>	K. Alfano and Design Team	9/10-6/11	Building Budget and PTA	TBD with PTA	Page 8
<b>3. Attend “Got Great Family Partnership?” workshop at the PSESD</b>	PSESD K. Alfano Design Team Title I/LAP/ELL	11/1/10	Building budget/Title III	N/A	Page 17
<b>4. Conduct PD, “Involving ELL Families in Public Schools”</b>	The Office of the Education Ombudsman	2/3/11 early release day	Title III	2/3/11	Page 20-21

**Specific School Goal #3: Continue the improvement of the Endeavour Intermediate School climate.**

*Attainment of this goal will be measured by:*

- Schoolmaster Guidance data reporting a reduction in overall numbers of office referrals; 649 in 2007-2008, 261 in 2008-2009, 148 in 2009-2010
- Continue to recognize *ALL* students for academics, good behavior and attitudes at Honoring Kids Assemblies. 100% in 2008-2009 and 2009-2010

<b>Establishment of a Positive Building Climate for students and staff and parents</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
<b>1. Continue to use the redesigned Endeavour referral form and system for documentation, follow through and communication</b>	K. Alfano	9/10-6/11	Building budget	11/09, 3/10 and 6/10	Reduction in total number of referrals to the office in 2010-2011
<b>2. Continue communication of school information via the website. Increase capability of communication with ELL families through the website with the use of translations tools.</b>	K. Alfano	9/10-6/11	N/A	1/11	Overall increase in satisfaction of staff and parents via survey at March conferences
<b>3. Continuation of monthly “Honoring Kids Assemblies”</b>	K. Alfano	10/2/09-6/4/09	Building budget and PTA	10/1/10 11/24/10 12/17/10 2/11/11 3/10/11 4/6/11 5/12/11 6/2/11	Recognition of 100% of Endeavour students in one of four categories: academics, behavior, attitude or improvement
<b>4. Continuing Olweus Bullying Prevention program and incorporate bus drivers into the program for the school year</b>	T. Shearer and D. Holmes	9/10-6/11 (10/6/10 kick-off assembly)	Building budget	1/10	Reduction in numbers of incidents related to Bullying, Harassment and Intimidation. 9 incidents in 2008-2009; 7 in 2009-2011

