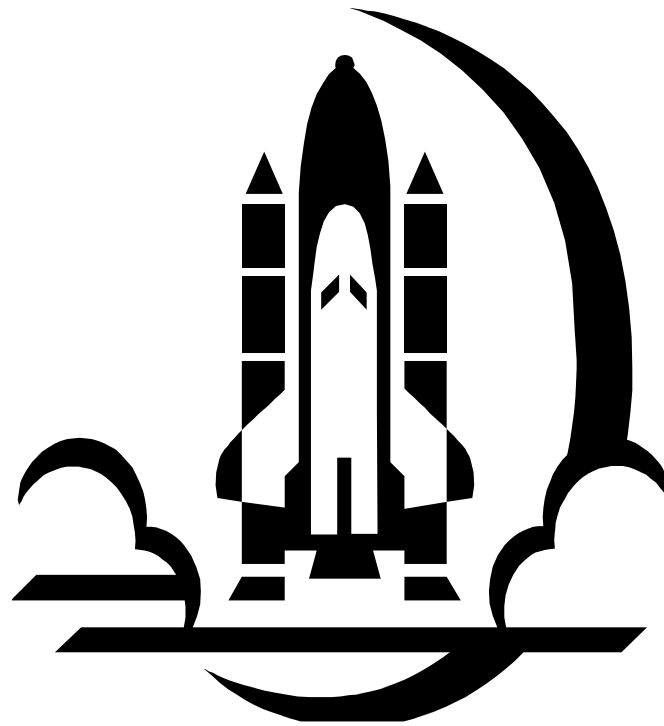


Endeavour Intermediate School

School Improvement Plan

2011-2012



Kevin Alfano, Principal
1304 17th Avenue
Milton, Washington 98354

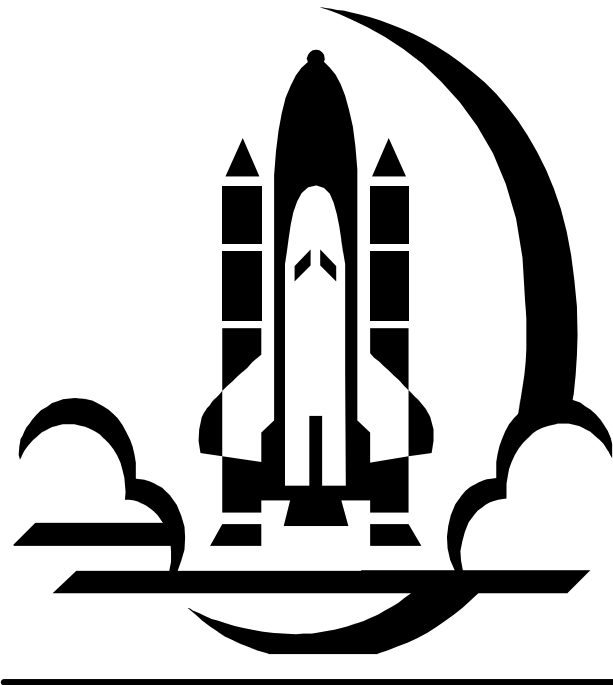
Fife Public Schools – A National Standard Bearer School District

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 2010-2011 School Improvement Plan

<u>Specific School Goal #1: Increase student achievement in math for all students.</u>

Results:

- 2010-2011 Measures of Student Progress (MSP) Math results:
 - 3rd grade – 46.4% meeting standard (state average = 61.5%)
 - 4th grade – 57.1%; 61.8% as 3rd graders (state average = 59.3%)
 - 5th grade – 40.4%; 29.5% as 4th graders and 57.1% as 3rd graders (state average = 61.2%)

Additional Successes:

- Although the state MSP is only one “snap shot” indicator of how are students are doing overall in math the data does indicate that the 4th graders listed above are working within a few percentage points of the state average in math and the 5th graders listed above, while they are not near the state average, the percentage of students meeting standard form one year (4th grade) to the next (5th grade) did increase by nearly 11%.
- Math Curriculum Based Measurement (CBM) administered to all 3rd and 4th grade student in the fall, winter and spring. (The Math CBM is used to identify and monitor students who qualify and receive math intervention in the Washington state Learning Assistance Program (LAP) In looking at the results of this assessment 66.4% of 3rd grade students and 69.5% of 4th graders were at the national norm math benchmark after the spring assessment.
- A further celebration is that 82% of our 3rd grade students and 91.4% of our 4th grade students demonstrated significant growth from beginning of the year to the end of the year on the math CBM!
 - Note: the math CBM used in Fife is given to all 3rd and 4th graders as an assessment of math fact fluency and operations (addition, subtraction, multiplication and division). Math fact fluency and operations is an indicator to how well students will succeed in other areas of math. Research indicates that students who struggle with basic math fact and operations for their grade level may have more difficulties with other math concepts like problem solving, algebra, patterns, and measurement. The growth Endeavour students are having on the math CBM does offset some of the struggles they are having on the Measures of Student Progress (MSP). The Math CBM is a strong indicator that all students, even our ELL students are progressing in Math (see specific goal #2 results below). The math CBM reduces the likelihood that a student who doesn't speak English as their first language will not get lost in the vocabulary of the assessment like the MSP because it tends to be straight algorithms where the MSP is very vocabulary heavy, even in the math portion.

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.

Results:

- Annual Measurable Achievement Objectives Summary (AMAO)
 - Endeavour met AMAO 1-Making Progress with ELL students as assessed on the Washington Language Proficiency Test II (WLPT II)
 - 74.4% of Endeavour students made progress within the ELL program (target=66.7%)
 - Endeavour met AMAO 2-Attainment of English Proficiency as assessed on the Washington Language Proficiency Test II (WLPT II)
 - 19.3% of students transitioning out of the ELL program (target=13.3%)
 - Endeavour did not meet AMAO 3-Adequate Yearly Progress (AYP) as measured by MSP results (number of ELL students meeting standard in reading and math)
- ELL students in Math as assessed on the national math CBM three times a year; fall, winter, spring.
 - 14/18 or 78% of 3rd grade ELL student's demonstrated positive growth on the 2010-2011 Math CBM. 6/18 or 33.3% of those students are at or above the national norm for fact fluency on the CBM.
 - 9/9 or 100% of 4th grade ELL student's demonstrated positive growth on the 2010-2011 Math CBM. 6/9 or 66.6% of those students are at or above the national norm for fact fluency on the CBM.
- ELL students in Reading as assessed on the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) three times per year; fall, winter, spring.
 - 15/22 or 68% of 2nd grade ELL student's demonstrated positive growth on the 2010-2011 DIBELS. Of those students, 4/22 or 18% are at benchmark
 - 15/19 or 79% of 3rd grade ELL student's demonstrated positive growth on the 2010-2011 DIBELS. Of those students, 4/19 or 21% are at benchmark
 - 8/9 or 89% of 4th grade ELL student's demonstrated positive growth on the 2010-2011 DIBELS. Of those students, 2/9 or 22% are at benchmark
 - 15/21 or 71% of 5th grade ELL student's demonstrated positive growth on the 2010-2011 DIBELS. Of those students, 6/21 or 29% are at benchmark

Additional Successes:

- Endeavour created and implemented a Family Involvement committee and conducted some very significant events and opportunities.
 - Contracted with Melia LaCour, the Equity in Education Program manager for the PSESD to conduct a series of professional development opportunities with regards to cultural competency.

- Two “pastries with parents” before school breakfasts
- One “Celebrating Culture” night for families with the emphasis on our students and their family heritage
- A team of staff attended the “Got Great Family Partnership?” workshop at the PSESD (6hrs)
- Provided a whole staff training titled “Involving ELL Families in Public Schools” provided by the Office of the Educational Ombudsman (3hrs)
- Created a “homework helpers” tutoring program for students who live in local apartment complexes. Provided homework help and general study help for our students twice a month.

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

Results:

- Conducted a “welcoming survey” of Endeavour provided by the office of the Educational Ombudsman to determine how welcome people feel when they come to our school and made significant changes in the office area and increased the number of signs for directions by 100%
- Partnered with the Conflict Resolution Unlimited (CRU) Institute to increase our training of our 4th and 5th grade peer mediators program
- Schoolmaster Guidance data reporting a reduction in overall numbers of office referrals;
 - 649 in 2007-2008, 261 in 2008-2009, in 148 2009-2010 **and 129 in 2010-2011**
- Continue to recognize *ALL* students for academics, good behavior and attitudes at Honoring Kids Assemblies.
 - 100% in 2008-2009, 100% in 2009-2010 and **100% in 2010-2011**
- 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
2011-2012
School Improvement Plan

The following are the components of our comprehensive needs assessment:

- 2010-2011 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
- 2010-2011 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 2011-2012 School Improvement Plan

Adequate Progress for the 2011-2012 School Improvement Plan will be achieved when the following stated goals have been met.

Endeavour Intermediate School School Improvement Plan *2011-2012 GOALS AND ACTION PLAN*

Specific School Goal #1: Successful implementation of Bridges in Mathematics curricular materials in grade 2-5.

Attainment of this goal will be measured by:

- 2011-2012 Math MSP results –
 - **Goal- A significant increase in overall number of students meeting standard in math.**
- 2011-2012 Math CBM results –
 - **Goal- Continued positive growth for all 3rd and 4th graders assessed by LAP math specialist Marie Gibson (see results from 2010-2011 above in “results” section of this plan.**
- Continued identification of Hard to Teach/Difficult to Learn (HTT/DTL) math concepts based on Bridges unit post assessments and Ed Performance data (assessed twice per year; fall and spring)
 - **Goal- Identify common areas within our math materials that are the most challenging for students at each grade level to be supported with newly designed or redesigned work in a WOW academy this spring or next fall.**
 - **Goal- Provide appropriate interventions within the 5th grade classrooms to support struggling 5th grade learners outside of the core materials**
- Provide classroom teachers with time to organize and plan math materials completely
 - **Goal- Use of district provided Standard Bearer days and Title II dollars**
- Continued participation in the “*Math: Getting it*” grant training-year three
 - 5 teachers trained in 2009-2010 school or summer
 - 10 teachers trained in 2010-2011 school year
 - **Goal-explore areas within the Bridges Math materials that RNP and RAMP trainings fit best**
- Revisit “Top 10 Power Standards” in math at each grade level based on K-12 Math Learning Standards.
 - **Goal- Develop a matrix of where the power standards are located in the Bridges Math materials; standard by standard, unit by unit.**

Action Plan

Math Implementation	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
1. Assess all 3rd, 4th, and 5th graders using Ed Performance in math twice this school year.	Grade level leaders	9/15/11-6/1/12	District office	10-1-11 & 6/1/12	-Identification of low performing students -appropriate interventions administered -Increase in performance of students from fall to spring
2. Assess all 3rd, 4th and 5th graders using the DIBELS data system Easy CBM math assessment	Marie Gibson	9/9/11-6/1/12	Learning Assistance Program (LAP)	12/15/11 3/15/12 6/1/12	-positive growth of students indentified and served with LAP math interventions as assessed in the spring of 2012
3. Identification of HTT/DTL math concepts within the new Bridges math materials	Classroom teachers	1/2012 6/2012	Title II	3/15/2012	Identified areas within the new math materials at each grade level to be redesigned in future WOW academies
4. Provide additional Math pullout support/interventions to the lowest 10% in grades 3 and 4	Marie Gibson	CBM testing dates: September 10 January 2012 May 2012	Title I/LAP	9/9/11 1/25/12 5/11/12	Increased number of students meeting standard on CBM from fall to spring
5. Explore alternative ways to provide math interventions to the 5th grade team	K. Alfano, M. Gibson, and 5 th grade team	11/1/11 start	Building	1/25/12 6/1/12	Increased math achievement as measured on the MSP and Ed Performance
6. Provide classroom teachers with the appropriate time needed to effectively implement math materials	Design Team	10/11-6/12	Title II	Standard Bearer days as needed	Proper organization materials and alignment within the grade levels for effective implementation
7. Develop Power Standards matrix for each grade level in math coordinated with new math materials	Grade level leaders and Math leaders	10/10-6/11	K-12 Math Standards/power standards created in 2010-2011	10/11 1/12 6/12	Locate where each standard is addressed within the new math materials

8. Use Bridges math baseline assessments at the beginning of each unit to help identify prior levels of learning for all students	Classroom teachers	9/1/11 6/1/12	Bridges math materials	Beginning of each unit	Improved instruction for ALL students in each grade level
9. Use Bridges math Unit Post assessments at the end of each unit taught to identify those student failing mastery	Classroom teachers	10/15/11 6/11/12	Bridges math materials	End of each unit	Improved achievement for ALL students in each grade level
Continue the work of the Endeavour Design Team to guide our Standard Bearer work	On Point	Start/End	Budget/Resources	Monitoring Date	Indicators of Success
1. Develop agendas for Early Release Standard Bearer days	K. Alfano & Design Team	8/25/11- 6/11/12	Title II staff Development	9/29/11 11/2/11 2/8/12 4/19/12	Meaningful and focused Standard Bearer professional development
2. Continue with development of Student Voice design and student voice portfolios	K. Alfano & Design Team	8/25/11- 6/11/12	Title II staff Development And Building Budget	8/25/11 staff retreat 2/8/12 4/19/12	Student Voice portfolios to be given to the following year's teacher for use in design
3. Use of Student Voice data within the classroom and used in design and redesign of student work	K. Alfano & Design Team	11/1/11- 6-11-12	Building Budget	2/8/12 4/19/12	-Increased input for students on how they learn. -Increased use of student opinions in lesson design

Specific School Goal #2: (2a)Continue to increase student achievement for our English Language Learners (ELLs), (2b)provide staff development for the Endeavour staff and continue our exploration of Cultural Competency for a 2nd year and, (2c) continue to increase the opportunities for our families to be more involved in their children’s education.

Attainment of this goal will be measured by:

- 2011-2012 AMAO data
 - **Goal – Meet all 3 AMAOs**
 - AMAO 1 – Making Progress within ELL program (target 66.7%)
 - AMAO 2 – Attainment of English Proficiency (i.e. students transitioning out of the ELL program) (target 13.3%)
 - AMAO 3 – Meet Adequate Yearly Progress (AYP) (target=meet reading and math proficiency and participation on MSP)
- Increased number of ELL students in all grade levels making gains in reading and meeting national reading benchmarks as assessed on DIBELS
 - **Goal – 80% of ELL students making positive growth from fall to spring (74.6% in 2010-2011)**
- Increased number of ELL students in all grade levels meeting the national benchmarks in reading as assessed on DIBELS by spring 2012
 - **Goal – 33% of ELL students meeting national benchmarks in reading by spring 2012 assessment (22.5% in 2010-2011)**
- Increased number of 3rd and 4th grade ELL students making positive growth on the DIBELS easyCBM math assessment
 - **Goal – 85% of 3rd and 4th grade ELL students demonstrating positive growth as assessed in the spring of 2012 (79% in 2010-2011)**
- Increased number of 3rd and 4th grade ELL students meeting the national norm for fact fluency and operations in math as assessed on the DIBELS easyCBM math assessment
 - **Goal – 50% of 3rd and 4th grader ELL students will meet the national norm for fact fluency and operations in math as assessed on the DIBELS EasyCBM math assessment (44% in 2010-2011)**
- Results from parent satisfaction survey regarding family Involvement to be administered in March 2012.

Action Plan

(2a) English Language Learners (ELLs)	On Point	Start/End	Budget/Resources	Monitoring Date	Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)
1. Re-Train teachers on use of the English Language Development Content Standards (ELDs)	Cheryl Ton	11/2/10 staff meeting	ELD's available at OSPI website	1/12 4/12	Pages 19
2. Create PD opportunity for teachers using "Maximizing Learning for ELLs" video series	K. Alfano and C. Ton	11/10-5/11	Title III and materials received from S. Shade; Video & handouts	3/12	Page 7
3. Conduct two GLAD work sessions for creating visual scaffolding tools	ELL and Title I/LAP	11/11-1/12	Title I, Title III, building budget	11/11 1/12	Pages 13 and 19
4. Support FSD internal GLAD trainers with opportunities to work in classrooms and with classroom teachers	C. Ton and K. Alfano	TBD	Title III	TBD	Page 16
5. Continue to embed ELL instructional strategies (GLAD) into lessons	C. Ton and Team Leaders	9/1/11 6/1/12	Building Budget	10/11 1/12 4/12	Pages 7,8,19
(2b) Cultural Competency	On Point	Start/End	Budget/Resources	Monitoring Date	Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)
1. Contract with the PSESD and Melia LaCour (Equity in Education Program Manager) to conduct a series of professional development opportunities	K. Alfano and Endeavour Design Team	Dates confirmed as of 9/1/11 are 9/29/11 and	Title III and building budget	9/30/11 11/3/11 2/9/12	Page 18

for Endeavour staff around the topic “closing the opportunity gap”		11/2/11			
2. Conduct another year end Cultural celebration	K. Bortoluzzi and Family Involvement Committee	Planning begins 1/3/12 date of event 6/2012	Building Budget	N/A	Page 20
(2c) Family Involvement	On Point	Start/End	Budget/Resources	Family/ Information/ Game/ Activity Dates	Alignment to FSD Title III Improvement Plan 2010-2012 (objectives found on page)
1.Continue year 2 of our Family Involvement Committee	Kelsi Bortoluzzi	9/20/11 6/1/12	District Stipend “before/after school activities”	n/a	Page 9
2. Family Involvement nights for Title I/LAP/ELL students and families	Title I/LAP/ELL staff	9/11- 4/12	Title I, III, LAP	9/27/11 11/9/10 3/28/12	Page 9 & 20
4. Attend “Got Great Family Partnership?” workshop at the PSESD	PSESD K. Alfano Design Team Title I/LAP/ELL	11/10/11	Building budget/Title III	n/a	Page 20
5. Contract with OEM for year 2 to provide PD around family involvement	The Office of the Education Ombudsman	2/3/11 early release day	Title III	n/a	Page 21
6. Provide tutoring at 5 community apartment complexes twice monthly	Julie Gallagher and Family Involvement	11/7/11			

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 and 129 in 2010-2011
- Continue to recognize *ALL* students for academics, good behavior and attitudes at Honoring Kids Assemblies. 100% in 2008-2009 and 2009-2010 and 100% in 2010-2011

Establishment of a Positive Building Climate for students and staff and parents	On Point	Start/End	Budget/Resources	Monitoring Date	Indicators of Success
1. Continue to use the redesigned Endeavour referral form and system for documentation, follow through and communication	K. Alfano	9/10-6/11	Building budget	11/11, 3/12 and 6/12	Reduction in total number of referrals to the office in 2011-2012
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.	K. Alfano	9/12-6/11	N/A	1/12/12	Overall increase in satisfaction of staff and parents via survey at March conferences
3. Continuation of monthly “Honoring Kids Assemblies”	K. Alfano	9/29/11-5/31/12	Building budget and PTA	Scheduled for each early release day on the school calendar	Recognition of 100% of Endeavour students in one of four categories: academics, behavior, attitude or improvement
4. Continuing Olweus Bullying Prevention program	D. Holmes and Olweus Anti-bullying team	9/10-6/11 (10/6/10 kick-off assembly)	Building budget	1/12	Increased documentation on newly implemented district HIB form

5. Create continuity between all elementary buildings with regards to specific lesson taught by school counselors around the topic of bullying.	D. Holmes	8/30/11	Building budget	1/12	Increased awareness about bullying and decreased number of incidents related to bullying during the 2011-2012 school year.
6. Explore Bullying program options to be implemented during the 2012-2013 school year.	K. Alfano, D. Holmes and Olweus anti-bullying team	PSESD meeting 9/16/11	District office	11/11/11	Successful selection and implementation of common anti-bullying programs at Discovery, Endeavour and Hedden during the 2012-2013 school year.

The following adults of the Endeavour school community have reviewed and/or given input for the development of the 2011-2012 Endeavour Intermediate School, School Improvement Plan:

Kevin Alfano, Principal:

Pam Miller, Learning Improvement Team (LIT) 2nd Grade Team Representative

Kris Haines, LIT 3rd Grade Team Representative

Julie Gallagher, LIT 4th Grade Team Representative

Stefanie Storholt, LIT 5th Grade team representative

Kendra Danielson, LIT Specialist Team Representative

Mark Torres, LIT Parent Representative

Cheryl Reid-Simons, 2011-2012 PTA President
