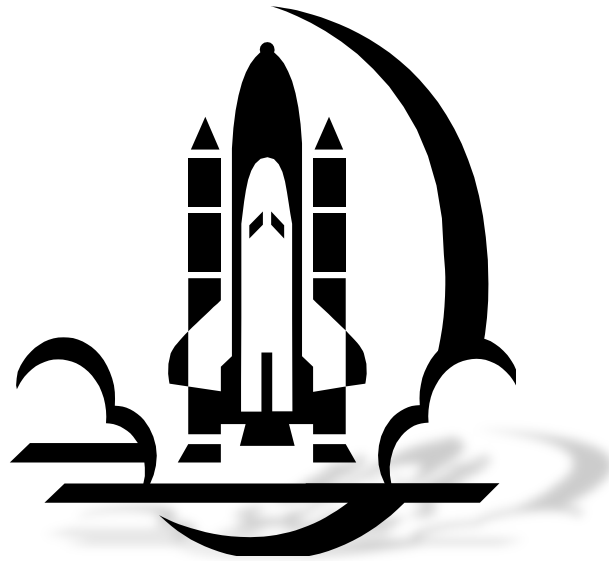


# Endeavour Intermediate School



## SCHOOL STRATEGIC PLAN 2015-2016

# School Strategic Plan Considerations (WAC 180-16-220)

Endeavour's School Strategic Plan was presented to the Fife School Board for approval.

The purpose of the School Strategic Plan (SSP) is to ensure student achievement in alignment with expected standards to include non academic expectations from the district, parents, and community. The SIP includes specific goals and strategies to address educational equity to include gender, culture, and ethnicity. Technology is addressed within the action plans as a vehicle to facilitate instruction. All teachers at Endeavour Intermediate have met federal Highly Qualified requirements. Access to this documentation is available at Fife School District Human Resources.

Data to establish the school improvement goals contained within this document were gathered from multiple data points including: SBA, DIBELS, easyCBM, common assessments, and School Standard surveys. Considerations for the development of this plan also included input from staff, parents, community members and representative members of these groups as listed below.

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**Megan Tasche, Second Grade Teacher Representative**

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**Celeste Fisher, Third Grade Teacher Representative**

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**Nicole Bayliss, Fourth Grade Teacher Representative**

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**Erin Driskell, Fifth Grade Teacher Representative**

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**Cheryl Ton, Specialist Representative**

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**Dyan Centen, Educational Assistant Representative**

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**D. Brian Neufeld, Assistant Principal**

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**Josh Goodman, Principal**

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**Lillie Tores, PTA President**

# GOALS OVERVIEW & ALIGNMENT

GOAL	FIFE SD STRATEGIC PLAN	ENDEAVOUR SSP	ENDEAVOUR MEASURE OF ATTAINMENT
<b>1) Academic Excellence</b>	<b>All staff in Fife Public Schools provide leadership, support, and guidance to ensure all students meet or exceed district and state standards, graduate on time, and are prepared for college or career and life after graduation</b>	Further develop skill and competency through CEL 5D Instructional Frameworks and Student Growth Goals to support increased student achievement	<ul style="list-style-type: none"> <li>• By year end, 100% of teachers on focused evaluation will demonstrate, at minimum, proficiency in area of their professional growth goal</li> <li>• By year end, 100% of teachers will achieve success in their student growth goal</li> </ul>
<b>2) Transition Readiness</b>	<b>From Kindergarten readiness to college and career readiness and all transitions in between, all staff in Fife Public Schools are accountable for the collaboration needed to transition students in and out of our K-12 system and for all transitions between schools in our system</b>	Expand school-wide and individualized interventions to support students through their transitions into, throughout, and out of Endeavour	<ul style="list-style-type: none"> <li>• Utilize Late Start Mondays for Intra- and inter-grade level collaboration meetings</li> <li>• By year end, Math and ELA will be reasonably aligned to Common Core State Standards</li> </ul>
<b>3) Parent/Family/Community Engagement</b>	<b>All staff in the Fife Public Schools engage with our parents, family, and community partners to support collaboration between and among all stakeholder groups</b>	Create/maintain systems to bring the adults in the lives of Endeavour students into the school building for participation in various events	<ul style="list-style-type: none"> <li>• Organize monthly events which bring parents/families/community members into the school</li> <li>• Continue to build collaboration with Endeavour PTA as a system for teaming between parents and staff</li> </ul>
<b>4) High Quality Work Force</b>	<b>Recruit and retain a high quality work force through Fife Public Schools</b>	Further develop collaborative, engaging, and learning-rich atmosphere for all staff members	<ul style="list-style-type: none"> <li>• Create and/or maintain a culture of safe collaboration in which staff members openly contribute to the advancement of school initiatives and goals</li> <li>• Provide professional development opportunities relevant to school-wide math-, ELA-, and behavior/climate-related initiatives</li> </ul>

## **SCHOOL GOAL 1:**

Further develop skill and competency through CEL 5D Instructional Frameworks and Student Growth Goals to support increased student achievement

### **DISTRICT ALIGNMENT:**

#### **District Strategic Goal 1:**

All staff in Fife Public Schools provide leadership, support, and guidance to ensure all students meet or exceed district and state standards, graduate on time, and are prepared for college or career and life after graduation

### **TEACHER/PRINCIPAL ALIGNMENT**

#### **CEL 5D+ Indicators (Teachers):**

*(To be added once areas identified)*

#### **AWSP Eval (Principals)**

Criterion 3, 4, and 5

#### **Progress:**

<b>DATE: Step In Cycle</b>	<b>Completed</b>
SEP: Self-Assess	<input type="checkbox"/>
SEP: Pre-Inquiry Conference	<input type="checkbox"/>
OCT-APR: Implementation and Support	<input type="checkbox"/>
APR: Post Inquiry Conference	<input type="checkbox"/>

**GOAL 1 ACTION PLAN:**

Strategy:	Action	Indicators of Success	Follow-Up Notes	Done?
<p>Budget/ Resources:</p> <ul style="list-style-type: none"> <li>• Staff Meetings</li> <li>• Before/After School</li> <li>• Volunteered Planning</li> <li>• Sub Release</li> <li>• Building PD Budget</li> </ul> <p>Reporting Person(s):</p> <ul style="list-style-type: none"> <li>• Admin</li> </ul> <p>Monitor Dates:</p> <ul style="list-style-type: none"> <li>• September, October, April</li> </ul> <p>District Support Needs:</p> <ul style="list-style-type: none"> <li>•</li> </ul>	<p>1. Introduce/refresh all qualifying certificated teachers to the Inquiry Cycle process</p>	<p>Minutes from Staff Retreat re/ Inquiry intro</p> <p>Each teacher has notes from meeting collaboratively w/ admin</p>		
	<p>2. Admin mentors/evaluators establish a schedule for implementing one full round of the CEL 5D+ Inquiry Cycle with timely completion of each component and final completion before the end of April</p>	<p>Pivot online system contains schedule and notes from each portion of the process</p>		
	<p>3. Teachers set and monitor a professional growth goal with their assigned admin mentor/evaluator</p>	<p>Recorded professional growth goal from each teacher based on the Inquiry process</p>		
	<p>4. Teachers set and monitor a student growth goal with their assigned admin mentor/evaluator</p>	<p>Recorded student growth goal from each teacher based on the Inquiry process</p>		
	<p>5. Teachers are supported with additional time/budget/trainings as available/needed towards acquiring deeper levels of learning related to their focus areas, including staff meetings on CEL 5D+, GLAD trainings, and other related focuses</p>	<p>Related staff meeting minutes, team time minutes, budget reports, staff share outs, team created docs based on trainings</p>		

## **SCHOOL GOAL 2:**

Expand school-wide and individualized interventions to support students through their transitions into, throughout, and out of Endeavour

## **DISTRICT ALIGNMENT:**

### **District Strategic Goal 2:**

From Kindergarten readiness to college and career readiness and all transitions in between, all staff in Fife Public Schools are accountable for the collaboration needed to transition students in and out of our K-12 system and for all transitions between schools in our system

### **Progress:**

Collaboration/Data Sharing  
2/3, 3/4, 4/5, 1/2, 5/6, Special Services

<u>Collaboration</u>	<u>Completion Dates</u>
Inter-school Collaboration	_____
K-1 Collaboration w/ Discovery	_____
5-6 Collaboration w/ SLMS	_____
Special Services (DPS, HES, SLMS)	_____

## **TEACHER/PRINCIPAL ALIGNMENT**

### **CEL 5D+ Indicators (Teachers)**

- PCC 1 – Collaboration with peers and administration to improve student learning
- PCC 2 – Professional and collegial relationships
- PCC 4 – Communication within the school community about student progress
- PCC 5 – Supports school, district, and state curriculum, policy, and initiatives

### **AWSP Eval (Principals)**

Criterion 3, 4, and 8

**GOAL 2 ACTION PLAN:**

Strategy:	Action	Indicators of Success	Follow-Up Notes	Done?
Budget/ Resources: <ul style="list-style-type: none"> <li>• Staff Meetings</li> <li>• BLT Meetings</li> <li>• Before/After School</li> <li>• Volunteered Planning</li> <li>• Sub Release</li> </ul> Reporting Person(s): <ul style="list-style-type: none"> <li>• Admin</li> </ul> Monitor Dates: <ul style="list-style-type: none"> <li>• Fall and Spring</li> </ul> District Support Needs: <ul style="list-style-type: none"> <li>•</li> </ul>	1. Arrange/conduct inter-school meetings beginning fall 2015	Minutes from meetings, listed action steps for improvement of transition processes		
	2. Arrange/conduct intra-school meetings with DPS and SLMS (including special/support services)	Minutes from meetings, listed action steps for improvement of transition processes		
	3. Create transition plan for future school years based on feedback gathered through BLT	BLT meeting minutes, documented transition plan		

### **SCHOOL GOAL 3:**

Create/maintain systems to bring family members of Endeavour students into the school building for participation in various events

### **DISTRICT ALIGNMENT:**

#### **DISTRICT STRATEGIC GOAL 3:**

All staff in the Fife Public Schools engage with our parents, family, and community partners to support collaboration between and among all stakeholder groups.

### **TEACHER/PRINCIPAL ALIGNMENT**

#### **CEL 5D+ Indicators (Teachers)**

PCC3 – Communication and collaboration with parents and guardians

#### **AWSP Eval (Principals)**

Criterion 7 and 8

#### **Progress:**

Monthly Family Involvement Events

Oct. Nov. Dec. Jan. Feb. Mar. Apr. May

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Parent Education Presentations

Fall Winter Spring



**GOAL 3 ACTION PLAN:**

Strategy:	Action	Indicators of Success	Follow-Up Notes	Done?
Budget/ Resources: <ul style="list-style-type: none"> <li>• Family Involvement Committee (FIC) Meetings</li> <li>• BLT Meetings</li> <li>• PTA Executive Meetings</li> <li>• PTA Gen. Assembly Meetings</li> </ul> Reporting Person(s): <ul style="list-style-type: none"> <li>• Admin</li> </ul> Monitor Dates: <ul style="list-style-type: none"> <li>• FIC Meeting Dates</li> <li>• PTA Meeting Dates</li> </ul> District Support Needs: <ul style="list-style-type: none"> <li>•</li> </ul>	1. Include parents/guardians in BLT/FIC	Committee members represent staff and outside stakeholders		
	2. Organize monthly events aimed at bringing outside stakeholders into the school	Events planned by FIC are well publicized and attended		
	3. In conjunction with PTA, family education nights are presented at three points throughout the year. Topics cover academics, social/emotional development, and state testing	Sign-in sheets from parent education presentations are collected to set an attendance baseline that can be built upon in consecutive years		

## **SCHOOL GOAL 4:**

Further develop collaborative, engaging, and learning-rich atmosphere for all staff members

### **DISTRICT ALIGNMENT:**

#### **DISTRICT STRATEGIC GOAL 4:**

Recruit and retain a high quality work force through Fife Public Schools

#### **Progress:**

Whole-Staff PD Delivered in:

Math

ELA

PBIS

## **TEACHER/PRINCIPAL ALIGNMENT**

### **CEL 5D+ Indicators (Teachers)**

PCC 1 – Collaboration with peers and administration to improve student learning

PCC 2 – Professional and collegial relationships

### **AWSP Eval (Principals)**

Criterion 1

**GOAL 4 ACTION PLAN:**

Strategy:	Action	Indicators of Success	Follow-Up Notes	Done?
Budget/ Resources: <ul style="list-style-type: none"> <li>• Staff Meetings</li> <li>• Before/After School</li> <li>• Volunteered Planning</li> <li>• Sub Release</li> <li>• Building PD Budget</li> <li>• Title/LAP PD Budget</li> </ul> Reporting Person(s): <ul style="list-style-type: none"> <li>• Admin</li> </ul> Monitor Dates: <ul style="list-style-type: none"> <li>•</li> </ul> District Support Needs: <ul style="list-style-type: none"> <li>•</li> </ul>	1. Provide adequate professional development opportunities for staff covering reading, math, and social/emotional/behavioral skills	Staff feedback		
	2. Design collaborative time for staff in ways that address needs of students and staff	Staff feedback		
	3. Support staff new to teaching in adjusting to the demands of the profession	Staff feedback		

**Acronyms which may appear in this document:**

BLT – Building Leadership Team

CAFE – Comprehension, Accuracy, Fluency, Extended

CEL 5D – Center for Educational Leadership 5 Dimensions Instructional Framework

CBM – Curriculum Based Measure

CCSS – Common Core State Standards

CFA – Common Formative Assessments

DIBELS – Dynamic Indicator of Basic Early Literacy Skills

DPS – Discovery Primary School

EALRS – Essential Academic Learning Requirements

EIS – Endeavour Intermediate School

ELL – English Language Learners

DRA – Developmental Reading Assessment

GLAD – Guided Language Acquisition Development

GLEs – Grade Level Expectations

LAS – Language Acquisition Screener

MSP – Measure of Student Performance

NWF-WWR – Nonsense Word Fluency – Whole Words Read

RAMP – Referential Activities Math Project

PTA – Parent Teacher Association

SBA – Smarter Balanced Assessment

SLMS – Surprise Lake Middle School

WELPA – Washington English Language Proficiency Assessment

WOW – Working on the Work