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**An Integrated School Improvement Plan**

**For Nettle Creek School**

**School Year 2016-2018**

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**Our Mission Statement:**

**Nettle Creek School will provide a safe, student-centered environment that promotes individual success through the involvement of staff, parents, and community.**

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## I. Demographics

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Nettle Creek Elementary School houses 83 students in grades K-8. Our largest class size is at 4<sup>th</sup> grade with 13 students, and our smallest is 6 students in 1<sup>st</sup> grade. Our average class size is 9. Our enrollment has remained steady for several years now. Local testing including individual aimsweb and MAP continue to be used to assess student growth throughout the school year; baseline PARCC data was established in Spring 2016. While PARCC was administered in 2015, the format changed, thus disallowing a direct comparison between the two years. Because MAP measures growth rather than one moment in time, MAP will be the primary mode of determining student achievement and teacher effectiveness.

The teacher turnover rate at Nettle Creek is very low. Teachers generally tend to stay. As the result of two retirements, we now have two non-tenured teachers. Over the past 30 years, the average tenure for an administrator has been 4 years, with only two staying beyond 4 years.

The racial make up of Nettle Creek has shifted slightly. In two years, we went from 80.2% Caucasian to 78.7%, 8.6% Hispanic to 9%, 3.7% Asian to 2.2%, and 7.4% to 9% of students of two or more races. We now have 5 students who receive TPI services, an increase of 2 students. 15.5% of our students have an IEP. Our number of low income student jumped from 9.9% to 12.4%, which is more than double what it was four years ago. Our mobility rate has trended in the following ways: 2012: 6%; 2013: 18%; 2015: 1%. Our average daily attendance has trended in the following ways: 2012: 97%; 2013: 97%; 2014: 97%; 2015: 96%; 2016: 97%.

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## **II. School Improvement Planning Team Members**

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While all constituents of Nettle Creek School will be expected to carry out the goals and actions of the School Improvement Plan, a select group worked on gathering data and brainstorming possibilities to create the goals and plan. Below is a list of the individuals directly involved in the redevelopment of this new plan.

- ❑ **Donald A. McKinney, Superintendent**
- ❑ **Marissa Darlington, Assistant Principal / Kindergarten Teacher**
- ❑ **Laura Mueller, First Grade Teacher**
- ❑ **Jessica Nusbaumer, Middle School Science Teacher**

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### III. Data Collection and Analysis / Gap Analysis

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#### A. Academics

Nettle Creek Elementary School constituents believe strongly in the theory that all students can learn. Based on this understanding, we want to look at all baseline data and make goal predictions that force us to act in such a way that all students are provided opportunities to learn and grow at a rate that is consistent with their cognitive ability. While the academic goals of this School Improvement Plan will primarily focus on the areas of **reading** and **math**, there are additional areas of academics that our plan will address. These additional areas include science, writing, and technology.

#### B. Community/Parental Involvement

We believe that there is much we can do as a school community to increase participation from both the wider community and the parents of our students. We believe in the “Village” concept whereby all members of a community should be afforded the opportunity to take an active role in the education of its young people.

To this end, we will create actions to increase both parental involvement as well as involvement from the wider community which includes retired persons, business members, and safety and civic organizations.

#### C. School Climate

Everyone who spends any time at all in Nettle Creek Elementary School holds some responsibility for the overall school climate. In order for learning to be maximized, all stakeholders must have a sense of belonging, and they must feel welcome when they come to the school. There is much we can do to make all of those involved feel valued. The Board of Education has approved a new “Bullying Policy,” and the staff will work with students to eradicate this wherever it is happening.

We believe students, parents, and staff need to be involved in an action plan that allows each to consider how they might play a role in school climate.

#### D. Public Relations

It is still important for all stakeholders to know what great things are going on in our school. Over the past several years, the staff of Nettle Creek has done an outstanding job with utilizing the local media outlets to make sure the entire Morris community is aware of the great things happening at our school. This plan will ensure this continues.

#### E. Staff Development

In order for our teaching staff to be most effective, we must remain current on best practice. To this end, we will work together as a staff to learn and grow professionally.

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
1. 70% of Nettle Creek Students will meet their projected Reading RIT Score on the MAP Test, which is administered thrice annually.	a. Differentiate Instruction to allow students to be taught at their instructional level using the Learning Continuum. Teachers who are struggling with utilizing the Continuum will seek support and guidance.	2016-2018 school years	Teaching Staff Marissa Darlington Administration	The percentage of students who show growth in reading from fall to spring on the MAP will be significant, with 70% of students meeting their projected RIT score.
	b. Regular MAP discussions analyzing student data at early release days and during Institute days.	2016-2018 school years	Teaching Staff Marissa Darlington Administration	
	c. Utilize technology daily as the MAP assessment is an online assessment.	2016-2018 school years	Teaching Staff Dennis Fisher	
	d. Continued professional development in MAP, diving deeper into the data the reports provide, including utilizing new reports.	2016-2018 school years	Teaching Staff Administration	

**GOAL AREA A: ACADEMICS**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
2. 80% of Nettle Creek Students will meet their projected Math RIT Score on the MAP Test, which is administered thrice annually.	a. Differentiate Instruction to allow students to be taught at their instructional level using the Learning Continuum. Teachers who are struggling with utilizing the Cotinum will seek support and guidance.	2016-2018 school years	Teaching Staff Marissa Darlington Administration	The percentage of students who show growth in Math from fall to spring on the MAP will be significant, with 80% of students meeting their projected RIT score.
	b. Regular MAP discussions analyzing student data at early release days and during Institute days.	2016-2018 school years	Teaching Staff Marissa Darlington Administration	
	c. Utilize technology daily as the MAP assessment is an online assessment.	2016-2018 school years	Teaching Staff Dennis Fisher	
	d. Continued professional development in MAP, diving deeper into the data the reports provide, including utilizing new reports.	2016-2018 school years	Teaching Staff Administration	

**GOAL AREA A: ACADEMICS**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
3. Each teacher will assign and assess the specific writing pieces and place those pieces along with the grading rubric in the new writing portfolios and crates.	a. Staff development time will be devoted to analyzing progress on this goal.	2016-2018 school years	Teaching Staff Administration	Students' writing skills will build from one year to the next, and teachers at each grade level will know what students are expected to do both as they enter and when they exit. Portfolios will be updated and complete annually.
	b. Students will review their writing portfolios with teachers to allow them see growth and areas for improvement.	2016-2018 school years	Teaching Staff Administration	
	c. Teachers will collaborate to determine if changes need to be made to the rubric and/or writing expectations at each grade level.	2016-2018 school years	Teaching Staff Administration	

**GOAL AREA A: ACADEMICS**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
4. Utilize technology as a way to create collaborative learning experiences for students and allow them to demonstrate their learning in a variety of ways.	a. Technology Director job description will be developed with a focus on pedagogy and best practice in utilizing technology as an effective learning tool.	2016-2018 school years	Teaching Staff Administration Technology Director	Students will be able to utilize technology to demonstrate their learning in a variety of ways.
	b. Staff development will be provided, with a focus on utilizing in-house experts.	2016-2018 school years	Teaching Staff Administration Technology Director	
	c. All teachers will regularly utilize technology in ways that meet the outlined goal.	2016-2018 school years	Teaching Staff Technology Director	

**GOAL AREA A: ACADEMICS**



<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
4. Students will be exposed to and master the Next Generation Science Standards as a way to prepare them for success in high school and beyond.	a. Every teacher in the building will have a copy of and be expected to incorporate the NGSS in their science program.	2016-2018 school years	Teaching Staff Administration	Students will be prepared for success with science in high school and beyond. When MAP is more appropriately aligned, students will demonstrate mastery of the standards.
	b. Collaboration between the middle school science teacher and the K-5 team.	2016-2018 school years	Teaching Staff Administration Jessica Nusbaumer	
	c. Staff will be provided the opportunity to attend training and seminars on the NGSS. The new knowledge gained will be shared with the entire staff.	2016-2018 school years	Teaching Staff Administration	

**GOAL AREA A: ACADEMICS**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
1. Provide positive opportunities for parents to be in our school.	a. Continue quarterly Books for Breakfast program.	2016-2018 school years	Teaching Staff Parents/Students Marissa Darlington	Parents will be invested and take ownership in the success of our students.
	b. Special Presentations at monthly PTO meetings when appropriate.	2016-2018 school years	Teaching Staff Parents/Students PTO	
	c. Increase the number of parent volunteers.	2016-2018 school years	Administration Teaching Staff PTO	

**GOAL AREA B: COMMUNITY AND PARENTAL INVOLVEMENT**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
2. Provide opportunities for wider community to be in our school and provide opportunities for our students to provide community service.	a. Invite service safety organizations to do presentations at our school.	2016-2018 school years	PTO Teaching Staff Administration	Wider community will be invested and take ownership in the success of our students.
	b. Family Reading/Technology/Math Nights.	Annually	Teaching Staff PTO Administration	
	c. Continue connections with service organizations to support various school functions, and provide opportunities for our students to be in the community.	2016-2018 school years	Teaching Staff PTO Administration WeCare Park Pointe	

**GOAL AREA B: COMMUNITY AND PARENTAL INVOLVEMENT**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
1. To improve student participation in all aspects of school life	a. Continue “Random acts of Kindness” program for our students – Add Character Counts as an important component.	2016-2018 school years	All School Personnel Character Counts Team: Erica Doerfler Sara Olson Michael Gorham Don McKinney	Students will feel good about coming to school and will know that a wide variety of opportunities exist for all interests.
	b. Continue “Student of the Month” Program; K-4 and 5-8 – Add Character Counts as an important component.	2016-2018 school years	Teaching Staff Administration Character Counts Team: Erica Doerfler Sara Olson Michael Gorham Don McKinney	
	f. Provide more regular assemblies. Possibilities: YoYo Guy, Historical Plays, etc.	2016-2018 school years	Teaching Staff Administration PTO	

**GOAL AREA C: SCHOOL CLIMATE**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
2. To develop team spirit among staff.	a. Staff will work purposefully to create a collaborative atmosphere.	2016-2018 school years	Administration All Faculty and Staff	All of those who work at Nettle Creek will have a sense of ownership and commitment.
	b. Staff and Superintendent will commit to "Random Acts of Kindness."	2016-2018 school years	Administration All Faculty and Staff	
	c. Staff will work together to seek opportunities for Grant Writing.	2016-2018 school years	Administration All Faculty and Staff	

**GOAL AREA C: SCHOOL CLIMATE**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
3. To develop parental support and open communication.	a. Continue to develop and publish weekly or monthly classroom newsletters.	2016-2018 school years	Teaching Staff	Parents will be informed of students successes and needs. They will also know of all school happenings.
	b. Ensure we have all parent e-mail addresses on file for more thorough communication. Connected will include e-mail and the texting feature.	2016-2018 school years	Administration Karolyn Entwistle	
	c. All teachers will open and use a “Remind 101” or Class DOJO account.	2016-2018 school year	Teaching Staff	

**GOAL AREA C: SCHOOL CLIMATE**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
1. To develop positive public relations through positive communications from the building.	a. Regularly communicate with and submit information to The Morris Daily Herald. Form will be provided to staff. (Including Press Release for Students of the Month)	2016-2018 school years	Teaching Staff Superintendent PTO	All stakeholders will be informed of the excellent academic and extra-curricular events at Nettle Creek.
	c. Develop and publish weekly or monthly classroom newsletters.	2016-2018 school years	Teaching Staff	
	d. Continue to develop monthly calendar of events and publish on the Website. Parents will be notified via email when the new calendar is up, and calendar will be attached to the email.	2016-2018 school years	Karolyn Entwistle Administration	
	e. Continue to publish names of students with Straight "A's" and perfect attendance on our website. These will also be submitted to the MDH.	2016-2018 school years	Administration Karolyn Entwistle Katy Hester	

**GOAL AREA D: PUBLIC RELATIONS**

<b>Goals</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible Person(s)</b>	<b>Expected Results</b>
1. To learn and grow together as a professional staff.	a. Participate in monthly professional talks whereby staff and administration select topics pertinent to our staff.	2016-2018 school years	All School Personnel Superintendent	Improvement of instruction will result from teachers gaining knowledge about best practice. This will be evidenced in improved student performance.
	b. Teaching staff will participate in staff development opportunities outside of the district, including 2 visits to schools outside of our District.	2016-2018 school years, twice annually	Teaching Staff Superintendent	
	c. Inservice Day topics will be developed around specific building needs. Common Core and Technology will take high priority.	2016-2018 school years	Superintendent Teaching Staff	
	d. Teachers will observe one another and discuss and reflect on those observations. Each teacher will participate twice annually.	2016-2018 school years, twice annually	Teaching Staff Superintendent	

**GOAL AREA E: STAFF DEVELOPMENT**



# NOTES