







LEA or Charter Name/Number:	821 Clinton City Schools	
School Name/Number:	Sunset Avenue School	
School Address:	505 Sunset Avenue, Clinton, NC 28328	
Plan Year(s):	2018-2019	
Date prepared:	September 5, 2018	
Principal Signature:		Date 9/5/2018
School Improvement Team Membership :		
<p><i>From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."</i></p>		
Principal	Vanessa Brown	
Asst. Principal Representative	Julie Malcolm	
Teacher Representative	Karen Wrench	
Teacher Representative	Ashley Wilson	
Teacher Representative	Alison Ray	
Parent Representative	Elizabeth West	

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2018-2019

Strategic Priority 1: High Performing Students-To provide a rigorous, relevant curriculum designed to prepare students for a globally-competitive world.

District Goal 1: By 2019, student achievement in all tested areas will increase by 5%.

School SMART Goal 1: By 2019, the achievement gap in reading and math among student subgroups will decrease by 5%.

Rational (data indicating need) for this goal: Overall school proficiency is 51% (65.2%). Black students 37.1% (57.9%) , White students 73.7% (79.2%). There is also a gap with Female 54.9% (58.4%) and male 46.8% (54.7%) reading. Economically disadvantaged is 39.7% (54.8%) , LEP 12.1% (57.9%). SWD reading. (Black) 2017 Scores (Green) 2018 Scores

Benefits of achieving this goal: To increase minority achievement and to ensure success for all students.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Professional Development: Teacher Standard 4 - Teachers facilitate learning for their students.	Administrative Staff, C & I District Dept.	November 2018	June 2019
2. Resource teachers provide additional instruction to ESL students in Reading and Math. An additional 3- 5 hours per week focusing on reading and writing. Incorporating reading in the social studies block.	SAS Teachers	Quarterly	February 2019
3. Continue daily small group reading instruction to provide targeted assistance based on student assessment data (iReady diagnostics, common assessments and unit tests). Reading Specialist. PLC's	ELA teachers	Daily	February 2019

Specific ***Measurable*** ***Achievable*** ***Relevant/Results-Oriented*** ***Time-bound***

SMART Goal Setting 2018-2019

Strategic Priority 1: High Performing Students-To provide a rigorous, relevant curriculum designed to prepare students for a globally-competitive world.

District Goal 1: Clinton City Schools will provide a rigorous, relevant curriculum designed to prepare students for a globally competitive world.

School SMART Goal 2: By 2019, students scoring proficient in reading, math, and science based on state assessments will increase by 5% at each assessed grade level.

Rational (data indicating need) for this goal:

Reading	Math	Science
4th Grade - 65.2% (68.5%)	60.9% (64%)	
5th Grade - 47.1 % (49.5%)	73.8% (77.5%)	74.2% (78.0%)

Benefits of achieving this goal: To increase student achievement in reading and to ensure success for all students.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Create and administer assessments based on Common Core Standards and IReady benchmarks. (Reading & Math - Check-ins) I-Ready Reading Diagnostics, and School Net for Science.	ELA, Science, and Math Chairs	Weekly PLC's and 9 week benchmarks	June 2019
2. Reading - Continue daily small group reading instruction to provide targeted assistance based on student assessment data incorporating the Daily 5. Math- Guided Math & small group assistance based on student Assessment data incorporating Math Daily 3 and , I-Ready Math resources. Science - Discovery Education for implementation of instruction and Study Island as an assessment tool.	Core Teachers	Weekly PLC's	June 2019

3. Continuation of Reading Counts and IReady instructional in reading for transitional and at risk students .	Administration, Staff, Lesson Plans	Weekly PLC's	June 2019

Specific Measurable Achievable Relevant/Results-Oriented Time-bound

SMART Goal Setting 2018-2019

Strategic Priority 2: High Performing Staff-To employ, retain, and train highly qualified staff who are motivated to affect long-term achievement and lead with twenty first century skills.

District Goal 1: By 2019, teacher turnover will have been maintained at a healthy organizational rate of 10%-14%.

School SMART Goal 3: By 2019, Sunset Avenue School's teacher turnover rate will decrease by 5%.

Rational (data indicating need) for this goal: According to the most recent North Carolina School Report Card indicates a turnover rate of 9%. The faculty are recognized for accomplishments. 60.6% (Teacher Working Conditions Survey)

Benefits of achieving this goal: Sunset Avenue School will maintain and train highly qualified staff to ensure long-term achievement and lead with 21st century skills.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Beginning Teachers (BT) at Sunset Avenue School will meet with administration monthly to receive ongoing support and to discuss concerns or questions. BT's are assigned mentors and a buddy. All new teachers at Sunset Avenue School will meet with school guidance counselor quarterly to receive support and motivation.	Administration Guidance Mentors Peers	Monthly	June 2019
2. All teachers at Sunset Avenue School will attend faculty meetings that will recognize Employee of the Month. Additional rewards for teacher successes.	Administration	Weekly	June 2019
3. Walk throughs with immediate feedback to teachers on student learning. Monthly classroom visits from the district curriculum team.	Administration	Quarterly	June 2019

Specific Measurable Achievable Relevant/Results-Oriented Time-bound

SMART Goal Setting 2018-2019

Strategic Priority 2: High Performing Staff-To employ, retain, and train highly qualified staff who are motivated to affect long-term achievement and lead with twenty first century skills.

District Goal 2: All Professional Development will be aligned to district strategic priorities.

School School SMART Goal 4: By June 2019, 100% of teachers will receive professional development aligned to the effective teacher evaluation rubric. Focus: Teachers facilitate learning for their students.

Rational (data indicating need) for this goal: (TWC) Teachers have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy). 54.9% An appropriate amount of time is provided for professional development. (63.6%)

Benefits of achieving this goal: Sunset Avenue Elementary teachers will know the ways in which learning takes place for their students. Teachers will plan instruction appropriate for their students, make instruction relevant to students, use a variety of instructional methods, integrate and utilize technology in their instruction, help students develop critical-thinking and problem solving skills, help students work in teams and develop leadership qualities, communicate effectively, and use a variety of methods to assess. Assist teachers in acquire their National Boards Certification.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Staff will receive professional development on the eight elements used in Standard 4 of the effective teacher evaluation rubric: Teachers facilitate learning for their students.	Administration Lead Teachers Curriculum Coaches	Monthly	May 2019
2. Staff will utilize and receive additional training on the instructional framework from the district.	Administration Lead Teachers Curriculum Coach	Monthly	May 2019
3. Staff will receive professional development from Participate to continue global integration.	Administration Lead Teachers Curriculum Coach	Monthly	June 2019

Specific Measurable Achievable Relevant/Results-Oriented Time-bound

SMART Goal Setting 2018-2019

Strategic Priority 3: High Performing Communication-To develop and maintain communications and partnerships with all stakeholders

District Goal 3: Clinton City Schools will develop and maintain communications and partnership with all stakeholders.

School SMART Goal 5: By June 2019, Sunset Avenue School will continue effective and efficient communication processes by incorporating the following strategies.

Rational (data indicating need) for this goal: According to the results from the (TWC) Parents/guardians support teachers, contributing to their success with students. (50%) Parents/guardians are influential decision makers in this school. (56.7%) his school does a good job of encouraging parent/guardian involvement. (60.6%)

Benefits of achieving this goal: Sunset Avenue School will be more exciting, inviting, involved, and unified to meet the needs of students, educators, parents and the community.

Specific Action Steps:	Responsibility	Target Date	Completed
1. Conduct roundtable discussions three times yearly to receive feedback and address parent concerns and use information to improve public relations and school climate. Maintain an accessible online Google document that enables parents, teachers and students to make suggestions and express concerns in an efficient and effective manner.	Administration	Quarterly	June 2019
2. Maintain the "Faculty Focus" weekly newsletter and Sunset Avenue School's homepage to communication updates and keep parents well informed. Television in main lobby with school events and information. Marquee updated weekly. Mandatory Class Dojo usage by all Sunset Avenue Teachers.	Administration PBIS Committee	Quarterly	June 2019
3. Resource class to include Green Screen for school broadcasting. School Newsletters for parents. Expand relationship with PTSO to include students.	Administration Teachers Students	Monthly	June 2019

Specific

Measurable

Achievable

Relevant/Results-Oriented

Time-bound

SMART Goal Setting 2018-2019

Strategic Priority 4: High Performing Learning Environments-To provide an inviting, nurturing, and safe learning environment for all students.

District Goal 4: By June 2019, Sunset Avenue will establish systematic process to increase use of digital content and strategies for instruction.

School SMART Goal 6. By 2019, Sunset Avenue School will establish a systematic process to increase use of digital content and strategies for instruction.

Rational (data indicating need) for this goal: To provide rigorous and relevant curriculum designed to prepare students for a globally competitive world.

Specific Action Steps:	Responsibility	Target Date	Completion
1. Implement professional development which focuses on the use of digital content.	Instructional Technology Facilitator Staff Curriculum Coach	September 2018	June 2019
2. Teachers will increase the use of digital devices and content for instruction to provide rigorous and relevant curriculum to all students. Discovery textbook	Staff Media Administration	September 2018	June 2019

Benefits of achieving this goal: To increase student achievement, by providing rigorous content and a safe environment for all students.