

HAYWOOD COUNTY SCHOOLS
School Improvement Plan

SCHOOL NAME/NUMBER: Hazelwood Elementary / 440348
SCHOOL ADDRESS: 1111 Plott Creek Road, Waynesville NC 28785
PLAN YEAR(S): 2024-2026
DATES PREPARED: May-August 2024



PRINCIPAL SIGNATURE: *Nathan T. Trantham* **Date:** 8/20/24

SCHOOL IMPROVEMENT TEAM MEMBERSHIP

Committee Member	Signature	Position
Nathan T. Trantham	<i>Nathan T. Trantham</i>	Principal
Kristen Stiles	<i>Kristen Stiles</i>	Assistant Principal
Ann Trader	<i>Ann Trader</i>	Lead Teacher
Cristy Rogers	<i>Cristy Rogers</i>	EC Teacher
Carol Clarke	<i>Carol Clarke</i>	PE Teacher Librarian
Brooke Stonerock	<i>Brooke Stonerock</i>	Teacher
Karissa Ingle	<i>Karissa Ingle</i>	Teacher
Mandy Williamson	<i>Mandy Williamson</i>	Teacher
Krissy Deaver	<i>Krissy Deaver</i>	Teacher Assistant
Anne Banks	<i>Anne Banks</i>	Parent
Amy Bumgarner	<i>Amy Bumgarner</i>	Parent

NC Priority Goal 1: Eliminate opportunity gaps by 2027

Area for Improvement and Supporting Data

Objectives:

Objective 1- Decrease the number of exclusionary discipline practices by subgroup (suspensions and expulsions)
Objective 2- Improve school climate measures across all schools and grade levels

Objective:

Strengthen the non-academic component of MTSS by designing a school-wide system to support a variety of student behaviors.

Action Steps needed to complete this objective:

- **Student Support Team**- Develop an accountability team that provides an early warning and intervention system to address non-academic concerns, including monitoring for both behavior and attendance.
- **Risk Assessment Team**- Schedule regular risk assessment meetings with the school safety team, including the SRO.
- **Discipline Framework**- Redesign and implement a school-based discipline framework designed to reduce exclusionary discipline and promote positive behaviors that help students be ready, responsible, and respectful. This includes detail-specific strategies, communication expectations for classroom behavior, and a whole-school focus on improvement.
- **Counseling Plan**- Develop and Implement a more comprehensive counseling plan that utilizes the services of a counseling assistant as a resource. Implement improvements to the counseling program with specific expectations for classroom teachers and the school counselor, focusing on developing empathy, problem-solving skills, and emotion management.
- **Attendance**: Develop a comprehensive plan to target improved attendance for students on track to miss more than 10% of the school year.
- **SRO**- Improve the effectiveness of our SRO as a School and Community Resource.

Specific Outcomes (Measurement):

- **Student Support Team**- Meeting Scheduled and effective regular meetings focused on improvements to Behavior and Attendance
- **Risk Assessment Team**- Reduce the length and necessity of repeated and long-term active safety plans for students.
- **Discipline Framework**- Reduce the number of exclusionary discipline events needed to maintain order within the school building
- **Counseling Plan**- Review and reevaluate the design of our school counseling plan and how we best serve our students to reduce the number of mental health, attendance, and behavior issues.
- **SRO**- Reconsider the strategies used to implement our SRO program and its effectiveness

How will you measure your outcomes?	<ul style="list-style-type: none"> ● Percentage of students with chronic absence issues (more than 10% absent_ ● Percentage of students with more than 15 Unexcused Absences ● Number of office referrals ● Percentage of minor referrals to office referrals ● School risk assessment data
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Goal 1 Progress Updates:

BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	

NC Priority Goal 2: Improve school and district performance by 2027

Area for Improvement and Supporting Data	
Objectives:	<p>Objective 2- Increase the percentage of grades 3-8 math and ELA EOG subgroup test scores meeting the ESSA Yearly Measures of Interim Progress</p> <p>Objective 3- Increase the percentage of students proficient in math by subgroup</p> <p>Objective 4- Increase the percentage of students proficient in reading by the end of 3rd grade</p>

	<p>Objective 6- Increase the percentage of students proficient in science by subgroup</p> <p>Objective 7- Increase number of schools meeting or exceeding growth measure by subgroup</p>
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Objective:	Strengthen core instructional practices while providing appropriate intervention and challenge resources as needed.
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Monitor and Work to improve performance and growth on reading, math and science measures. <ul style="list-style-type: none"> ○ Develop professional development, and PLC plans that support highly effective core instructional practices. ○ Improve our data decision rules (How do you determine if core instruction is effective?) (How do we determine academic risk at Tier 1, Tier 2, and Tier 3?). ○ Develop a list of core intervention strategies for ongoing use with Tier 2 and Tier 3 students. ● Develop, Implement, and Regularly discuss and dissect school data to improve performance. ● Develop a system that encourages teacher-led classroom visits. ● Focus on Instructional Rigor in Instruction. ● Increase Instructional Rigor in daily classroom assignments and develop a system to monitor assignments for grade-level appropriate instruction. ● Implement School and District Literacy Intervention Plans. ● Follow MTSS processes, procedures, and intervention protocols with fidelity. ● Utilize Instructional coaches to assist and coach teachers as well as for direct intervention with students. ● Reduce class sizes and provide additional support for targeted grade levels and subgroups using Title 1 funds. ● Provide teachers with appropriate digital & Instructional resources to supplement core instruction.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● High Quality Core Instruction (Observations) ● School Literacy Plan ● Professional Development Plan ● School Data that Supports growth and proficiency
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Increase proficiency and number of students showing appropriate growth in MCLASS and EOG measures. The general expectation is high growth in each classroom, and a minimum of 68% of students are proficient in math and reading.

Goal 2 Progress Updates:		
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BOY Progress Update	SIT Team	
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	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	

NC Priority Goal 3: Increase educator preparedness to meet the needs of every student by 2027	
Area for Improvement and Supporting Data	
Objectives:	<p>Objective 1- Increase the number of culturally-relevant, equity-focused resources for educators</p> <p>Objective 2- Increase the number of mentors available to beginning educators</p> <p>Objective 3- Strengthen relationships between educator preparation programs (EPPs), districts, and schools to foster collaboration and better teaching practice</p> <p>Objective 4- Increase opportunities for educator engagement inside and outside of school</p>
Objective:	Growing classroom-level instructional leaders to build system-wide capacity
Action Steps needed to complete this objective:	<ul style="list-style-type: none"> ● Develop Team-based opportunities for teachers to actively participate in the school leadership process. ● Grow and Develop Teachers as Instructional Leaders <ul style="list-style-type: none"> ○ Highlight best practices. ○ Develop Model Classrooms. ○ Provide opportunities for teachers to visit other classrooms and watch high-quality instruction. ○ Provide teachers a more prominent voice in PLC and PD planning and development. ○ Provide training and resources to support evaluation standards. ○ Design effective PLCs that promote teacher leadership. ● Continue cultivating our relationship with Western Carolina University as an internship site

	<p>through their educator preparation program.</p> <ul style="list-style-type: none"> ● Develop new creative ways to recruit teachers and other staff to join our team.
Specific Outcomes (Measurement):	<ul style="list-style-type: none"> ● Hire and retain high-quality staff. ● Build leadership capacity in the school.
How will you measure your outcomes?	<ul style="list-style-type: none"> ● Teacher Working Conditions Survey. ● Increase proficiency and number of students showing growth in MCLASS and EOG measures. ● Log of Classroom visits ● Professional Development Records, Attendance, and Surveys

Goal 3 Progress Updates:		
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BOY Progress Update	SIT Team	
	District Team	
MOY Progress Update	SIT Team	
	District Team	
EOY Progress Update	SIT Team	
	District Team	