



# Hanover County Public Schools

## Continuous School Improvement Plan and Schoolwide Plan 2022-2023

### CSIP Purpose Statement:

To provide a framework for the self-reflection and goal setting of each school to support the mission of Hanover County Public Schools of being a student-centered, community-driven organization committed to providing all students with exceptional learning experiences to prepare them to be confident, ethical, productive citizens.

**Division Mission:** Our Beliefs • We believe that all students are unique individuals who can be successful. • We believe that public education must foster equitable opportunities for each child. • We believe that teaching and learning should inspire, engage, and empower all students to achieve their personal goals. • We believe that relevant and engaging teaching develops critical thinkers, problem solvers, and life-ready global citizens. • We believe that students thrive in a safe and secure environment that nurtures the whole child. • We believe that families want quality education for all students and that family participation contributes to the success of Hanover County Public Schools. • We believe our community partnerships are essential to ensuring our community

### School Name:

Henry Clay Elementary and John M. Gandy Elementary

### School Vision and Mission:

To be developed in Fall 2022

### Accreditation Status:

Fully Accredited

### Team Members and Role:

PK	Julie Rixner
Kindergarten	Anna O'Flaherty
First Grade	Melody Harvey
Second Grade	Pam Kensinger

Resource HCES	Fred Horn
Special Education HCES	Abby Seay
Principal HCES	Kristin Haas
Assistant Principal HCES	Megan Astrouski
Third Grade	Kelsey Clemson
Fourth Grade	Michelle Weeks
Fifth Grade	Tara Karnes
Resource JGES	Megan Standlick
House System HCES/JGES	Lauren Churchill
Special Education JGES	Amanda Lingor
Principal JGES	Leigh Finch
Assistant Principal JGES	Sarah Oates
Counselor HCES/VTSS Chair	Allie Wallace
Behavior Coach HCES	Nicole Parker
ITRT HCES and JGES/CSIP	Annette Foster
JGES Counselor/CSIP Chair	Elyse Crockett
JGES Behavior Coach/VTSS	Kerri Tracy
Gifted	Carin Molloy
Reading Coach/CSIP Chair	Traci Haislip
Math Coach/CSIP	Ashley Farren

**Timeline/Meeting Dates:**

9/28, 10/26, 11/30, 1/ 4, 2/15, 3/15, 4/26, 5/31

**School-wide Academic Priority Area**

**Alignment with Hanover County Public Schools Long Range Plan:**

- Goal 1: Provide social, cultural, emotional, and educational equity to maximize student potential.
- Goal 2: Provide diverse learning experiences that address students’ interests and goals.
- Goal 3: Embrace innovation in all aspects of education by developing new ideas, exploring opportunities, and implementing strategies.
- Goal 6: Provide a safe, inclusive learning environment that engages all students.

<b>School-wide Academic Priority Area - Overall Goal</b> <i>What general area of need is supported by your school’s data?</i>	<b>Data Trends/Needs Assessment</b> <i>What data will lead you to identify the grade level priority/objective related to the school-wide academic priority area?</i>	<b>Grade Level Priority/Objective Related to the School-wide Academic Priority Area</b>
80% or greater of our students will be reading on grade level as measured by F & P by June 2023.	PK: PALS (TBD) Fall PALS (insert when complete)	100% of students will show one year’s growth on PALS letter recognition or on a literacy skills rubric developed by the PK team. Students who have mastered all letters will show progress in the next chronological step in their reading development.
	Kindergarten: PALS (Insert when complete) <a href="#">Fall PALS (Insert when complete)</a>	By May 2023, 100% of kindergartners will pass the Spring PALS benchmark for spelling.
	First Grade: <a href="#">Fall PALS Spelling</a> <a href="#">Fall PALS</a>	Our students will grow in the area of phonics and word study to impact the writing, fluency, accuracy, reading level, and comprehension. Students scoring middle to late letter name or within word on fall PALS will advance to the end of early within word by spring PALS 2023. Students scoring early letter name on fall PALS will advance to late letter name by spring PALS 2023.

	Second Grade: <a href="#">Fall PALS Spelling</a> <a href="#">Fall PALS</a>	Our students will grow in the area of phonics and word study to impact the writing, fluency, accuracy, reading level, and comprehension. Students scoring in the Early Within Word spelling stage will advance one spelling stage by June 2022, (according to the attached correlation/progression chart). Students scoring in the Early Letter Name, Mid Letter Name & Late Letter Name will advance to Mid-Late Within Word spelling stage by June 2022.
	Third Grade:	
	Fourth Grade:	
	Fifth Grade:	
	Specialists:	

Grade Level Objective(s)	Grade Level Priority Area Determination Action Steps, Timeline, and Responsibilities <i>Data monitoring occurs as part of the "PLC Loops".</i>	<b>Reflections and Celebrations:</b> <i>According to your data;</i> <ul style="list-style-type: none"> <li>● <i>What worked? What are the specific reasons it worked? How did your ILT celebrate your achievements with one another and with teacher teams?</i></li> <li>● <i>What didn't work? What changes are needed? How did you reflect on these changes among the ILT and with teacher teams?</i></li> </ul> <i>Reviewed upon completion of PLC Loops.</i>
Kindergarten	Priority Area Determination Protocol(s) (please link)	

First Grade	<a href="#">First Grade Priority Area (Sept-Oct '22)</a>	
Second Grade	<a href="#">Second Grade Priority Area (October '22)</a>	
Third Grade	<a href="#">Priority Area Determination Protocol(s) (please link)</a>	
Fourth Grade	Priority Area Determination Protocol(s) (please link).	
Fifth Grade	<a href="#">Fifth Grade Priority Area (Sept-Oct '22)</a>	
Specialists	Priority Area Determination Protocol(s) (please link)	

**Reflection on Progress Toward the Overall Academic Goal:**

**Mid Year:**

**End of Year:**

**School-wide Academic Priority Area**

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<div style="border: 1px solid black; padding: 5px;">           Math Workshop will be implemented with at least 80% fidelity in all classrooms grades K-3 as measured by a classroom walk-through rubric.         </div>	Kindergarten: Classroom Observation Checklist (working on now)	
	First Grade: Classroom Observation Checklist (working on now)	
	Second Grade: Classroom Observation Checklist (working on now)	
	Third Grade: Classroom Observation Checklist (working on now)	

<b>Grade Level Objective(s)</b>	<b>Grade Level Priority Area Determination Action Steps, Timeline, and Responsibilities</b> <i>Data monitoring occurs as part of the "PLC Loops".</i>	<b>Reflections and Celebrations:</b> <i>According to your data;</i> <ul style="list-style-type: none"> <li>● <i>What worked? What are the specific reasons it worked? How did your ILT celebrate your achievements with one another and with teacher teams?</i></li> <li>● <i>What didn't work? What changes are needed? How did you reflect on these changes among the ILT and with teacher teams?</i></li> </ul> <i>Reviewed upon completion of PLC Loops.</i>
Kindergarten	<a href="#">Kindergarten (October '22)</a>	
First Grade	Priority Area Determination Protocol(s) (please link)	
Second Grade	Priority Area Determination	

	Protocol(s) (please link)	
Third Grade	Priority Area Determination Protocol(s) (please link)	
Specialists	Priority Area Determination Protocol(s) (please link)	

**Reflection on Progress Toward the Overall Academic Goal:**

**Mid Year:**

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**End of Year:**

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**School-wide Academic Priority Area**

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<b>School-wide Academic Priority Area - Overall Goal</b> <i>What general area of need is supported by your school’s data?</i>	<b>Data Trends/Needs Assessment</b> <i>What data will lead you to identify the grade level priority/objective related to the school-wide academic priority area?</i>	<b>Grade Level Priority/Objective Related to the School-wide Academic Priority Area</b>
	Fourth Grade: <a href="#">Science School Summary 2022</a> <a href="#">Science Group Summary 2022</a>	

80% of our students in grades 4 and 5 will pass each science unit test with 80% or greater passing an end of year test.	<a href="#">Science by Question Summary 2022</a>	
	Fifth Grade: <a href="#">Science School Summary 2022</a> <a href="#">Science Group Summary 2022</a> <a href="#">Science by Question Summary 2022</a>	
	Specialists:	

Grade Level Objective(s)	Grade Level Priority Area Determination Action Steps, Timeline, and Responsibilities <i>Data monitoring occurs as part of the "PLC Loops".</i>	Reflections and Celebrations: <i>According to your data;</i> <ul style="list-style-type: none"> <li><i>What worked? What are the specific reasons it worked? How did your ILT celebrate your achievements with one another and with teacher teams?</i></li> <li><i>What didn't work? What changes are needed? How did you reflect on these changes among the ILT and with teacher teams?</i></li> </ul> <i>Reviewed upon completion of PLC Loops.</i>
Fourth Grade	Priority Area Determination Protocol(s) (please link).	
Fifth Grade	<a href="#">5 Science Priority Area Determination</a>	
Specialists	Priority Area Determination Protocol(s) (please link)	

**Reflection on Progress Toward the Overall Academic Goal:**



Mid Year:

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End of Year:

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## **Climate and Culture Priority Area**

Alignment with **Hanover County Public Schools Long Range Plan:**

- Goal 4: Create an environment of mutual trust in which all employees feel supported, empowered, valued and engaged.
- Goal 5: Strengthen and expand community engagement.
- Goal 6: Provide a safe, inclusive learning environment that engages all students.

<b>School-wide Climate and Culture Priority Area - Overall Goal</b>	<b>Priority/Objective Related to the School-wide Academic Priority Area</b>
<p><i>What general area of need is supported by your school's data?</i></p> <p><b><u>Discipline Data</u></b> In the 2021-2022 school year, JGES had 286 referrals most of which occurred in the classroom setting. There were 181 minor referrals and 105 major referrals in the 21-22 school year. The highest category for minor referrals was defiance (69) and the highest category for major referrals was physical aggression (27). There were 140 minor and major referrals in fifth grade, 62 for fourth grade and 84 for third grade. Most referrals occurred around 11:30 am and later.</p> <p>In the 2021-2022 school year there were 18 days of student suspension 17 of which were days for students with disabilities.</p> <p><b><u>Climate Surveys</u></b> On the universal screener in the fall of 2021 88.1% agreed or strongly agreed they had an adult at school to talk to if they have a problem. In the spring of 2022 88.8% agreed or strongly agreed they had an adult at school to talk to if</p>	<p><b>By June 16, 2023 the average number of house points earned by students will increase by 5% from 46.6 at HCES and JGES to 48.9. By increasing the number of house points awarded, JGES and HCES will continually reinforce the TIGER values (trustworthy, innovative, grateful, empathetic, and respectful), school spirit, academic excellence, outstanding performance and the schoolwide expectations to be safe, be responsible, and be respectful. House points are communicated with all school staff and families and are integral to creating a positive culture and climate in the school and community.</b></p>

they had a problem.

In the fall of 2021 15.7% agreed or strongly agreed that they felt unsafe at school because of how they are treated. In spring of 2022, 28.3% agreed or strongly agreed that they felt unsafe at school because of how they are treated.

#### House Point Data

House Point Totals for 2021-2022			
	Total Number of Students	Total Number of House Points	Average Number of House Points per student
JGES	280	19402	69.3
HCES	322	8627	26.8
One Family	602	28029	46.6



		<ol style="list-style-type: none"> <li>4. <i>August 2022</i></li> <li>5. <i>12/1, 1/12, 2/9, 3/9, 5/11</i></li> <li>6. <i>Fall and Spring SEL Screener data</i></li> <li>7. <i>11/17, 2/9, 4/20, 6/12</i></li> <li>8. <i>DATES for pep rallies</i></li> </ol>	
	<p><b><i>Responsibilities</i></b></p>	<ol style="list-style-type: none"> <li>1. <i>Weekly updates in staff newsletter about staff usage of RCA Application.</i></li> <li>2. <i>VTSS share out of House Point data at Tier I meetings</i></li> <li>3. <i>House Advisors will meet to discuss change in categories for awarded points</i></li> <li>4. <i>VTSS Team</i></li> <li>5. <i>VTSS Chair will provide data for monthly VTSS meetings as a component of the Guiding Coalition</i></li> <li>6. <i>School Counselors will coordinate TSAs</i></li> <li>7. <i>SEL Team</i></li> <li>8. <i>School Counselors will remind teachers to hold academic recognition ceremonies in morning meeting</i></li> <li>9. <i>House advisors will plan pep rallies</i></li> </ol>	

**Reflection on Progress Toward the Overall Climate and Culture Goal:**

**Mid-Year**

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**End of Year:**

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