

**LEA or Charter Name/Number:** Cumberland County Schools - 260  
**School Name:** Margaret Willis Elementary  
**School Number:** 386  
**Plan Year(s):** 2018-2019  
**Voting:** All staff must have the opportunity to vote anonymously on the School Improvement Plan.  
**# For** 42  
**# Against** 1  
**Percentage For** 98%  
**Date approved by Vote:** 8/14/2018

### School Improvement Team Membership

*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."*

| Committee Position*                  | Name               | Year elected |
|--------------------------------------|--------------------|--------------|
| Principal                            | Kasey Northrop     | 2016         |
| Assistant Principal Representative   | Laura Fields       | 2018         |
| Teacher Representative               | Sarah Beasley      | 2018         |
| Inst. Support Representative         | Katherine Greene   | 2017         |
| Teacher Assistant Representative     | Dianne Averitte    | 2017         |
| Parent Representative                | Dea Allen          | 2018         |
| 2nd Grade                            | Kelee Cameron      | 2018         |
| Guidance                             | Shannon Gemma-Marr | 2016         |
| Bookkeeper                           | Pat Gill           | 2016         |
| Media Coordinator                    | Wendy Hall         | 2017         |
| 3rd Grade Teacher                    | Will Harris        | 2018         |
| 4th Grade Teacher                    | Francine Hunt      | 2018         |
| Kindergarten Teacher                 | Lisa Snow          | 2017         |
| Art Teacher                          | Elizabeth Hurley   | 2017         |
| 5th Grade Teacher                    | Michelle Pelham    | 2017         |
| Instructional Support Representative | Domini Pierce      | 2016         |
| Central Office Representative        | Natasha Scott      | 2016         |
| Custodian                            | Luvern Wheeler     | 2016         |
| Additional Representative            |                    |              |
| Additional Representative            |                    |              |
| Additional Representative            |                    |              |
| Additional Representative            |                    |              |
| Additional Representative            |                    |              |

# Title II Plan

**Instructions:** Complete each cell highlighted in red. Refer to the SAMPLE Remediation Plan located on the next tab for examples. **(Note: To return to the next line within a cell, press and hold down the ALT key then press the Enter key.)**

School: Margaret Willis Elementary  
 Year: 2018-2019

## Description of the Plan

Purpose: The purpose of this plan is to provide a detailed description of staff development expenditures.

## Budget Amount

### AMOUNT

Total Allocation: \$1,650.00

## Budget Breakdown

Briefly describe the title of and purpose for the staff development:

Staff Development  
1

One teacher from each grade level will attend the NCPAPA Fall Instructional Symposium: Engaging All Students with Poverty and Equity in Mind

### Description

### AMOUNT

|  |                                  |            |
|--|----------------------------------|------------|
| Personnel:   |                                  |            |
| Training materials:  |                                  |            |
| Registration/Fees:   | 6 registration fees each @ \$275 | \$1,650.00 |
| <u>Travel:</u>   |                                  |            |
| Mileage/Airfare:   |                                  |            |
| Lodging/Meals:   |                                  |            |
| Consulting Services:   |                                  |            |
| Follow up activities   |                                  |            |
| Total for staff development 1:<br>This cell will automatically total for you |                                  | \$1,650.00 |

**Budget Breakdown**  
**Staff Development**  
**2**

**Briefly describe the title of and purpose for the staff development:**

**Description**

**AMOUNT**

Personnel:

Training materials:

Registration/Fees:

Travel:

Mileage/Airfare:

Lodging/Meals:

Consulting Services:

Follow up activities

| <u>Description</u>   | <u>AMOUNT</u> |
|--|---------------|
| Personnel:   |               |
| Training materials:  |               |
| Registration/Fees:   |               |
| <u>Travel:</u>   |               |
| Mileage/Airfare:   |               |
| Lodging/Meals:   |               |
| Consulting Services:   |               |
| Follow up activities   |               |
| Total for staff development 2:<br>This cell will automatically total for you | \$0.00        |

**Grand Total:**

**\$1,650.00**

This cell will automatically total for you

## District Wide Components

|                                |  |       |
|--------------------------------|--|-------|
| Duty Free Lunch                | <b>Please indicate if your School Improvement Team voted for your teachers to have a duty free lunch by indicating yes (Y) or no (N) in the box to the right.</b>  | N     |
| Duty free planning time        | <b>Please describe approximately how much planning time your teachers have during a week:</b> Teachers have planning one day a week for 1.25 hours and 3 days a week for 45 minutes. One day every 3 weeks teachers have an additional 45 minutes for planning.  |       |
| PBIS school                    | <b>Please indicate if your school is currently a PBIS school by indicating yes (Y) or no (N) in the box to the right.</b>  | Y     |
| PBIS rating from previous year | <b>Please indicate your most recent PBIS assessment rating (Green Ribbon, Model, or Exemplar) if applicable in the box to the right:</b>   | Model |
| Parental/Family Engagement     | <b>Please describe your parental/family engagement plan briefly (i.e. dates or frequency of parent events, P/T conferences, PTA meetings, etc.):</b> Each month a parental involvement activity will be planned and coordinated by our parent involvement coordinator. The activities/meetings are geared toward building relationships with our parents and providing our parents with the tools they need in order to support their child's academic progress.   |       |
| Safe and Orderly schools       | The Cumberland County School System (CCS) has a commitment to excellence in providing a safe and healthy workplace. Safety of employees and students must be given first priority in every activity. To that end, all our employees have access to our district Safety Manual and Crisis Management Handbook on the CCS intranet. The Safety Manual is provided to help schools insure their day to day practices are in line with best safety practices, prepare for events that can be better managed with a safety plan, and outline protocols for handling potentially hazardous materials in our schools. Although a crisis is an event that is extraordinary and cannot be predicted, the Crisis Management Handbook was prepared to provide the principal and the local crisis team a quick reference guide of procedures to follow when a crisis occurs that affects the school. |       |

|   |   |
|---|---|
| <p>Review of the SIP plan and notification of changes</p> | <p>As a part of our continuous improvement process, all schools create 2 year School Improvement plans. At the end of the first year of the plan and once test scores are received, the School Improvement Team will review both academic and organizational goals and make changes as needed. The superintendent's designee will be informed when the plan has been changed.</p> |
|---|---|

**School-Based Management and Accountability Program  
Summary of School-based Waiver Requests  
Program Years: 2016- 2018**

**Instructions:** Listed below is the waiver that only **Elementary Schools** have the option to request. Complete all cells that have a red border.

**LEA or Charter School Name/Number:**

Cumberland County Schools - 260

**School Name:**

Margaret Willis Elementary

**Waivers**

General Statute §115C-105.26 permits local boards of education to request waivers of state laws, rules, or policies as part of a school improvement plan. Waiver requests shall be submitted to the State Board of Education (G.S. §115C-105.26 (a)).

Waiver requests shall:

- Identify the school making the request;
- Identify the state laws, rules, or policies that inhibit the school's ability to improve student performance;
- Outline circumstances under which the waiver may be used; and
- Explain how the requested waiver will permit the school to improve student performance.

**Allowable Waivers and Conditions**

General Statute §115C-105.26 (a) mandates that the SBE shall grant waivers only for the specific schools for which they are requested and shall be used only under the specific circumstances for which they are requested. Further sections of G.S. §115C-105.26 specify that when requested as part of a school improvement plan, the State Board of Education may grant waivers of state laws pertaining to class size.

**DPI allowable waiver (Elementary Schools only)**

*1. Does your school request the following DPI waiver? (Select Yes or No from the drop-down list in red cell below)*

**Allocation of Teachers: Class size - Flexibility**

Yes

*2. Identify the law, regulation, or policy from which exemption is requested.*

**G.S. 115C-301, (C) Class Size**

*3. State how the waiver will be used.*

The waiver will be utilized only as necessary if class sizes go above the recommended limits and additional teachers are not allotted.

*4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.*

All class sizes will be balanced to accommodate overloads if necessary.