

Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008-2011 (Created 2007 - 2008)

Board Goal: *By 2008, 95% of students in grades 3 through 12 will be at or above grade level as measured by NC EOG or EOC tests, and all student groups will demonstrate high growth.*

SCHOOL: Root ES

LEA: Wake County (920)

Strategic Directive: Retaining, Recruiting and Training High Quality Employees

State Board of Education Goal: 21st Century Professionals

SCHOOL GOAL: Root will score a level 4 on Section 4: Empowerment of the Teaching Working Conditions Survey

GOAL MANAGER: James Mack, Principal

Data Justification for Goal based on a comprehensive needs assessment:

Past Teacher Working Conditions Survey Data from Section 4: Empowerment

Key Processes & Action Steps(3 Key Processes)

- 1 Key Process:** Inform new staff on Root's guidelines, procedures, initiatives, and the various workings of our school community
- Process Manager:** Jennifer Abraham, Assistant Principal
- Completion Date:** 6/11
- Resources:** Administration, teachers, Blackboard
- Restrainers:** Time, schedules
- Measurable Process Checks:** New Staff Member Survey results
- Action Steps**
- 1 **Action Step** Form Staff Orientation Committee
- Timeline:** From: 5/08 To: 5/08
- 2 **Action Step** Get feedback from new and veteran staff of 2007-08 school year as to what should be covered in the New Staff Orientation
- Timeline:** From: 5/08 To: 5/08
- 3 **Action Step** Assign new staff members a "buddy" to connect with as needed when questions or concerns arise
- Timeline:** From: 8/08 To: 8/10

- 2 Key Process:** Use Blackboard to keep staff updated on various topics
- Process Manager:** Brad Peterson, Technology Facilitator
- Completion Date:** 6/11
- Resources:** Blackboard, computers, technology facilitator
- Restrainers:** Time, training, posting, computer/application downtime
- Measurable Process Checks:** Blackboard use reports, staff survey results on Blackboard use
- Action Steps**

- 1 **Action Step** Blackboard will be updated with schedule changes, staff information, and other topics regularly
Timeline: From: 5/08 To: 6/11
 - 2 **Action Step** Staff will check Blackboard at least once per day
Timeline: From: 5/08 To: 6/11
 - 3 **Action Step** Mr. Mack will provide a monthly report to the Leadership Team on the overall use of Blackboard.
Timeline: From: 5/08 To: 6/11
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3 Key Process:

Keep teachers updated, informed, and actively involved in the set-up and carrying out Root guidelines and initiatives via an all-access PowerPoint with basic information about Root guidelines and initiatives for various things such as PE equipment, wearing hats the building, Caught Being a Leader, etc.

Process Manager:

Fran Mastropolo, Special Programs teacher

Completion Date:

8/11

Resources:

Administration, Power Point, Technology Facilitator, Blackboard

Restrainers:

Time required for development and continued maintenance

Measurable Process Checks:

PowerPoint, PowerPoint use, staff survey results

Action Steps

- 1 **Action Step** Create Power Point with various guidelines and initiatives
Timeline: From: 5/08 To: 8/08
 - 2 **Action Step** Show PowerPoint at Staff Orientation
Timeline: From: 8/08 To: 8/11
 - 3 **Action Step** Post PowerPoint on Blackboard
Timeline: From: 8/08 To: 8/11
 - 4 **Action Step** Create a version of this PowerPoint for parents to access and view
Timeline: From: 8/08 To: 8/09
 - 5 **Action Step** Update PowerPoint as new initiatives are voted upon and explained
Timeline: From: 8/08 To: 5/11
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