

School Improvement Plan - Overview

School: <u>W. B. Wicker Elementary School</u>					
Goal	Baseline Data (2024-2025)	Target Data (2025-2026)	Performance Indicator(s) (How it will be measured)	Action Steps	Which LCS Strategic Plan Goals do the School's Goals Align and Support?
Instruction: Ensure that all students have equitable access to high-quality instruction aligned with grade-level standards and receive differentiated support as needed to ensure that there is a 9 point increase in overall student achievement.	51%	60%	EOG scores mClass/Dibels Walkthrough data	- Master teachers identified and tasked to model lessons to show how to implement strategies effectively (differentiation, classroom management, questioning techniques, and interventions - Strategies: Train teachers in and implement GLAD (Guided Language Acquisition Design) strategies and differentiated instruction based on students' language proficiency levels. - Strategies: Implement student writing portfolios in all grade levels - Strategies: Ensure WB Wicker remains current	Priority 1

					under the expectations of A+ Strategies: Admin walkthroughs with feedback to teachers	Priority 3 and 4
Retention and Student/Staff Wellbeing: Foster a school culture that values diversity, promotes social-emotional learning, and encourages collaboration and respect among students and staff to ensure that suspensions are reduced by 10%.	69 OSS assignments	62 OSS assignments	Monthly EH review District Walkthrough form	- Strategies: Implement Zones of Regulation - Strategies: Implement Shout Outs - Strategies: Implement Morning Meetings - Strategies: Use a Google Form to address the needs of staff - Strategies: Begin NC Center for Resilience		

Family Engagement: W.B. Wicker will strengthen its infrastructure for communicating and working with the community by encouraging families to connect to our communication systems and participate in our planned events. The number of parents participating in all forms of parent engagement opportunities will increase by 10%.	82% Connected to dojo at the start of the year (August 2025) 0 Parent Workshops during 2024-2025 school year 0 check outs of Family Resource Room check outs during the 2024-2025 school year	100% connected 9 Parent Workshops offered during the 2025-2026 school year 10% increase of Family Resource Room check outs	Class dojo connection data Attendance Logs Sample Communications Website review Parent Surveys	• Host monthly parent workshops, in person or virtually, to help build parent capacity • Host family events that combine academics and fun • Ensure school communications are accessible to families in their home language so that every family can remain informed. • Ensure our website has an updated tab for parents/guardians with resources for parents to build parent capacity • Continue to ask for parent feedback of how to help meet needs of the family.		Priority 1

Needs Assessment

School: W.B. Wicker Elementary

School Profile							
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Student Enrollment	709	637	558	579	591	590	537
Students with Disabilities	77	74	70	86	86	81	83
Students with 504	5	16	28	7	3	6	3
Students identified AIG	35	31	29	28	41	44	50
Students identified EL	213	211	199	198	181	208	206
Students Eligible for F & R Lunch	609	NA	366	468	571	360	
Attendance Rate	96%	89%	91%	94%	94%	94%	
Promotion Rate	99%	93%	98%	98%	99%	99%	
Retention Rate	1%	7%	2%	2%	1%	1%	
Dropout Rate	na		na	na	na	na	na
Suspensions	99	5	75	33	57	51	
In-School Suspensions	84	6	199	216	124	106	
Bus Suspensions		5	58	26	29	31	
Ethnic Make-Up of Students							
• American Indian	1	2	2	1	2	3	2
• Asian	1	1	0	0	0	3	7
• Black	230	208	164	172	191	209	182
• Hispanic	375	333	314	314	303	304	294
• Multi-Racial	19	14	20	21	29	24	23
• White	82	78	65	62	52	47	29

	2022-23	2023-2024	2024-2025	2025-2026
Number of Assistant Principals	2	1 and intern	2	2
Number of Classroom Teachers (Certified Staff)	28 Core 7 Encore 1 AIG 3 ESL	30 Core 7 Encore 1 AIG 3 ESL	31 Core 7 Encore 1 AIG 3 ESL	30 Core 6 Encore 1 AIG 3 ESL
Number of Support Staff (Office)	9	9	9	9
Number of Classified Staff (Custodians, TAs)	Custodians: TA's: 13	Custodians: 3 and sub TA's: 13	Custodians: 4 and 1 parttime sub TAs: 14	Custodians: 2 fulltime and 1 parttime (2 openings) 2 ECTA 1 ETA opening 1 ESL TA

				12 gen ed TAs
Teacher Attendance	91.7%	91%	89%	
Teacher Turnover Rate	28%	11%	15%	

Previous Year EOG Data

School Performance Grade Overview

Alternative School Model	
Option	Rating

Click *here* for EVAAS website

School Performance Grade Detail (SPGSUM)

[illegible]

Reporting

Reporting Overview

	Den	Pct
All Career and College Ready	658	22.8
All Grade Level Proficient	658	43.5
ACT		
WorkKeys		
ACT/WorkKeys		
Math Course Rigor		
EL Progress	157	51.6
4 Year Cohort Graduation Rate		
5 Year Graduation Rate		

Reporting Detail (REPSUM)

Career and College Ready (Levels 4 & 5)																				
	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
All Subjects	22.8 658	23.9 301	21.8 357	* <10	* <10	17.8 242	21.7 327	23.8 21	50.0 62	17.9 441	32.7 217	10.3 194	28.0 464	7.3 137	26.9 521	64.8 88	16.3 570	22.2 36	* <10	33.3 21
Grade 3-8	22.8 658	23.9 301	21.8 357	* <10	* <10	17.8 242	21.7 327	23.8 21	50.0 62	17.9 441	32.7 217	10.3 194	28.0 464	7.3 137	26.9 521	64.8 88	16.3 570	22.2 36	* <10	33.3 21
Grade 3	10.5 190	<5 76	14.9 114	* <10	* <10	7.6 66	11.3 106	20.0 10	* <10	7.6 132	17.2 58	<5 72	15.3 118	7.1 42	11.5 148	41.7 36	<5 154	* <10	* <10	* <10
Grade 4	31.8 198	34.4 96	29.4 102	* <10	* <10	24.2 62	36.4 110	* <10	35.0 20	22.7 132	50.0 66	24.2 62	35.3 136	15.6 32	34.9 166	67.9 28	25.9 170	41.7 12	* <10	* <10
Grade 5	24.8 270	27.9 129	22.0 141	* <10	* <10	20.2 114	17.1 111	* <10	63.9 36	22.0 177	30.1 93	5.0 60	30.5 210	<5 63	31.4 207	>95 24	17.9 246	16.7 18	* <10	20.0 15
Reading Grade 3-8	18.3 284	20.9 129	16.1 155	* <10	* <10	16.7 102	17.2 145	* <10	32.0 25	14.1 191	26.9 93	9.2 87	22.3 197	<5 58	22.1 226	47.5 40	13.5 234	26.7 15	* <10	* <10
Reading Grade 3	7.4 95	<5 38	10.5 57	* <10	* <10	9.1 33	5.7 53	* <10	* <10	<5 68	17.2 29	<5 36	11.9 59	<5 21	8.1 74	33.3 18	<5 77	* <10	* <10	* <10
Reading Grade 4	29.3 99	33.3 48	25.5 51	* <10	* <10	25.8 31	30.9 55	* <10	30.0 10	24.2 66	39.4 33	22.6 31	32.4 68	6.3 16	33.7 83	42.9 14	27.1 85	* <10	* <10	* <10
Reading Grade 5	17.8 90	23.3 43	12.8 47	* <10	* <10	15.8 38	13.5 37	* <10	41.7 12	15.3 59	22.6 31	5.0 20	21.4 70	<5 21	23.2 69	* <10	11.0 82	* <10	* <10	* <10
Math Grade 3-8	23.9 284	22.5 129	25.2 155	* <10	* <10	14.7 102	25.5 145	* <10	56.0 25	18.3 191	35.5 93	11.5 87	29.4 197	12.1 58	27.0 226	75.0 40	15.6 241	20.0 15	* <10	* <10
Math Grade 3	13.7 95	5.3 38	19.3 57	* <10	* <10	6.1 33	17.0 53	* <10	* <10	12.1 68	17.2 29	5.6 36	18.6 59	9.5 21	14.9 74	50.0 18	5.2 77	* <10	* <10	* <10
Math Grade 4	34.3 99	35.4 48	33.3 51	* <10	* <10	22.6 31	41.8 55	* <10	40.0 10	21.2 66	60.6 33	25.8 31	38.2 68	25.0 16	36.1 83	92.9 14	24.7 85	* <10	* <10	* <10
Math Grade 5	23.3 90	23.3 43	23.4 47	* <10	* <10	15.8 38	13.5 37	* <10	75.0 12	22.0 59	25.8 31	<5 20	30.0 70	<5 21	29.0 69	* <10	15.9 82	* <10	* <10	* <10
Science Grade 5&8	33.3 90	37.2 43	29.8 47	* <10	* <10	28.9 38	24.3 37	* <10	75.0 12	28.8 59	41.9 31	10.0 20	40.0 70	<5 21	42.0 69	* <10	26.8 82	* <10	* <10	* <10
Science Grade 5	33.3 90	37.2 43	29.8 47	* <10	* <10	28.9 38	24.3 37	* <10	75.0 12	28.8 59	41.9 31	10.0 20	40.0 70	<5 21	42.0 69	* <10	26.8 82	* <10	* <10	* <10
Grade Level Proficient (Levels 3, 4 & 5)																				
	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
All Subjects	43.5 658	43.9 301	43.1 357	* <10	* <10	38.8 242	42.5 327	47.6 21	66.1 62	39.9 441	50.7 217	26.8 194	50.4 464	14.6 137	51.1 521	81.8 88	37.5 570	33.3 36	* <10	71.4 21
Grade 3-8	43.5 658	43.9 301	43.1 357	* <10	* <10	38.8 242	42.5 327	47.6 21	66.1 62	39.9 441	50.7 217	26.8 194	50.4 464	14.6 137	51.1 521	81.8 88	37.5 570	33.3 36	* <10	71.4 21
Grade 3	30.0 190	19.7 76	36.8 114	* <10	* <10	27.3 66	30.2 106	50.0 10	* <10	31.8 132	25.9 58	18.1 72	37.3 118	16.7 42	33.8 148	66.7 36	21.4 154	* <10	* <10	* <10
Grade 4	52.5 198	54.2 96	51.0 102	* <10	* <10	43.5 62	56.4 110	* <10	60.0 20	43.2 132	71.2 66	43.5 62	56.6 136	25.0 32	57.8 166	85.7 28	47.1 170	41.7 12	* <10	* <10
Grade 5	46.3 270	50.4 129	42.6 141	* <10	* <10	43.0 114	40.5 111	* <10	75.0 36	43.5 177	51.6 93	20.0 60	53.8 210	7.9 63	58.0 207	>95 24	41.1 246	33.3 18	* <10	66.7 15
Reading Grade 3-8	36.3 284	37.2 129	35.5 155	* <10	* <10	34.3 102	35.9 145	* <10	52.0 25	33.5 191	41.9 93	20.7 87	43.1 197	10.3 58	42.9 226	75.0 40	29.9 241	33.3 15	* <10	* <10
Reading Grade 3	23.2 95	13.2 38	29.8 57	* <10	* <10	21.2 33	24.5 53	* <10	* <10	22.7 66	24.1 29	13.9 36	28.8 59	9.5 21	27.0 74	61.1 18	14.3 77	* <10	* <10	* <10
Reading Grade 4	51.5 99	52.1 48	51.0 51	* <10	* <10	48.4 31	50.9 55	* <10	60.0 10	47.0 66	60.6 33	32.3 31	60.3 68	25.0 16	56.6 83	78.6 14	47.1 85	* <10	* <10	* <10
Reading Grade 5	33.3 90	41.9 43	25.5 47	* <10	* <10	34.2 38	29.7 37	* <10	50.0 12	30.5 59	38.7 31	15.0 20	38.6 70	<5 21	43.5 69	* <10	26.8 82	* <10	* <10	* <10

Math Grade 3-8	47.2 284	46.5 129	47.7 155	*	*	40.2 102	47.6 145	*	68.0 25	42.9 191	55.9 93	34.5 87	52.8 197	20.7 58	54.0 226	85.0 40	41.0 244	33.3 15	*	*
Math Grade 3	36.8 95	26.3 34	43.9 57	*	*	33.3 33	35.8 53	*	*	40.9 66	27.6 29	22.2 36	45.8 59	23.8 21	40.5 74	72.2 18	28.6 77	*	*	*
Math Grade 4	53.5 99	56.3 48	51.0 51	*	*	38.7 31	61.8 55	*	60.0 10	39.4 66	81.8 33	54.8 31	52.9 68	25.0 16	59.0 83	92.9 14	47.1 85	*	*	*
Math Grade 5	51.1 90	53.5 43	48.9 47	*	*	47.4 38	43.2 37	*	83.3 12	49.2 59	54.8 31	25.0 20	58.6 70	14.3 21	62.3 69	*	46.3 82	*	*	*
Science Grade 5&8	54.4 90	55.8 43	53.2 47	*	*	47.4 38	48.6 37	*	91.7 12	50.8 59	61.3 31	20.0 20	64.3 70	9.5 21	68.1 69	*	50.0 82	*	*	*
Science Grade 5	54.4 90	55.8 43	53.2 47	*	*	47.4 38	48.6 37	*	91.7 12	50.8 59	61.3 31	20.0 20	64.3 70	9.5 21	68.1 69	*	50.0 82	*	*	*

EL Progress

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
Total EL Progress	51.6 157	58.7 75	45.1 82	*	*	*	51.6 157	*	*	47.4 78	55.7 79	51.6 157	*	26.1 23	56.0 134	*	51.3 152	*	*	*
Exiting EL Status	12.7 157	17.3 75	8.5 82	*	*	*	12.7 157	*	*	10.3 78	15.2 79	12.7 157	*	<5 23	14.9 134	*	11.8 152	*	*	*
Meeting Annual Progress	38.9 157	41.3 75	36.6 82	*	*	*	38.9 157	*	*	37.2 78	40.5 79	38.9 157	*	26.1 23	41.0 134	*	39.5 152	*	*	*

ACT

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
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WorkKeys

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
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ACT/WorkKeys Assessments

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
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Math Course Rigor

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
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Cohort Graduation Rate

	ALL	FEM	MALE	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	NEDS	ELS	NELS	SWD	NSWD	AIG	NAIG	HMS	FCS	MIL
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Achievement Level Drilldown (REPLEV)

	Not Proficient	Level 3	Level 4	Level 5	CCR	GLP
All Subjects	56.5	20.7	19.0	<5	22.8	43.5
Grade 3-8	56.5	20.7	19.0	<5	22.8	43.5
Grade 3	70.0	19.5	7.9	<5	10.5	30.0
Grade 4	47.5	20.7	27.3	<5	31.8	52.5
Grade 5	53.7	21.5	20.7	<5	24.8	46.3
Reading	63.7	18.0	14.1	<5	18.3	36.3
Reading Grade 3	76.8	15.8	<5	<5	7.4	23.2
Reading Grade 4	48.5	22.2	25.3	<5	29.3	51.5
Reading Grade 5	66.7	15.6	12.2	5.6	17.8	33.3
Math	52.8	23.2	20.1	<5	23.9	47.2
Math Grade 3	63.2	23.2	11.6	<5	13.7	36.8
Math Grade 4	46.5	19.2	29.3	5.1	34.3	53.5
Math Grade 5	48.9	27.8	18.9	<5	23.3	51.1
Science 5&8	45.6	21.1	31.1	<5	33.3	54.4
Science Grade 5	45.6	21.1	31.1	<5	33.3	54.4

Parent Survey Data

We had completed one survey so far and that was at our Back to School Picnic. We had 25 responses from that survey. A recurring theme is that our parents want support with helping their child thrive academically here and that they love their children being exposed to the arts.

Data Analysis

After reviewing all of the data, use “Qualitative Data Collection around the Key Indicators” to identify significant areas /practices needing improvement in the three goal areas:

- Improved Academic Performance
- Recruiting and Retaining Highly Qualified Teachers
- Increasing Parent and Community Engagement

Identify and analyze root causes

Improved Academic Performance: The root causes are Standards Alignment, Skilled differentiated teaching, and imbalance in direct instruction, guided practice and independent practice.

Recruiting and Retaining Highly Qualified Teachers: Teachers are unprepared for the workload expectation and how to manage all of the dynamic roles of a teacher.

Increasing Parent and Community Engagement: We are not asking parents to engage with activities that support student learning.

Goals Revisions and Additions:

Improved Academic Performance:

Ensure that all students have equitable access to high-quality instruction aligned with grade-level standards and receive differentiated support as needed to ensure that overall student proficiency will increase from 51% to 60% during the 2025-2026 school year.

Student and Staff Wellbeing: Foster a school culture that values diversity, promotes social-emotional learning, and encourages collaboration and respect among students and staff to ensure that in-school and out-of-school suspensions are reduced by 10%.

Increasing Parent and Community Engagement: W.B. Wicker will strengthen its infrastructure for communicating and working with the community by encouraging families to connect to our communication systems and participate in our planned events. The number of parents participating in all forms of parent engagement opportunities will increase by 10%.

Action Steps – What, How, Why

Improved Academic Performance: We will keep the focus on ALL student growth. This will be tracked by our benchmark testing opportunities as well as teacher EVAAS. PLCs are arranged by topic weekly the focus is Week 1: Curriculum and standards unpacking, Week 2: Data Discussions around student data, Week 3: Kid Talk regarding special programs (ESL, EC, MTSS), and Week 4: LETRS spiral PD) We chose topics that would keep us in a continuous cycle of communication and activity around student growth.

Student and Staff Wellbeing: Provide Beginning teachers with the support of Mentors and access to the skills and practices of successful veteran teachers. Use technology to provide teachers access to other classrooms without having to step away from their classroom. Teaching is very isolated in practice. We collaborate and plan together but seeing gifted teachers in action is rarely and typically requires planning and unintended loss of instructional time. We will build a library of positive practice to make available to teachers who need to see the skills in practice.

Increasing Parent and Community Engagement: Shift the focus from parent conferences (reactive) to parent information sessions around C&I. Work on our advertising and incentive to get more parents to participate in the proactive sessions planned. With 50%+ Hispanic families in our school, we often use DoJo to communicate and do not feel empowered to bring families in and spend their time effectively by having translators. We will change the structure of parent night to be grade-level focused

Programs

Program/Resource	Cost/School	School	District
AR			x
mClass			X
After School Tutorial		X	
Letterland			X
UFLI			X
Wonders			X
Heggerty			X
Discovery Education			X

Funding/Budget

What funding sources are available and how are they utilized?

Funding Source Ex. Title I, grants	Amount	Uses: Be Specific
Title I	\$304,348.64	Literacy Teachers (3), Refresh technology, Science and math manipulatives, independent reading materials, decodable text, afterschool program (staff/transportation), Classroom libraries of leveled self-selected reading, Instructional assistants to cover remaining K-1 classrooms, Instructional materials for 5th grade science. Conscious Discipline, SWIVEL, 3D printer (STEM). Hire substitute teachers to provide extended planning for teachers.
State	\$6762.00	Agendas and Homework folders for parent communication, Printing paper, Art supplies, Educators handbook to keep behavior data, Headphones, Math Manipulatives, Calculators.
Local	\$5880.00	Car tags (safety), chrome cast, cordless keyboards for teachers, Kindergarten writing, Laminating film, workroom office supplies for teachers, Custodial supplies, Bulletin Board paper, Letterland handwriting books, Library supplies and materials, NC Flag, wristbands for the bus, clocks for classrooms, tri-folds for science fair.
PTO	\$	
General Funds	\$4878.79	Teacher morale, School celebrations, Hosting meetings, business cards.