



School Improvement Plan
2023-2024



John W. Dillard Academy
810 Cure Dr, Madison,
NC 27025
(336) 548-2472

JOHN W. DILLARD ACADEMY

Rockingham County School's Vision

Rockingham County Schools will empower each child to be a lifelong learner, equipped to contribute in a changing, complex society.

Rockingham County School's Mission

Through effective relationships with family and community partners, Rockingham County Schools will provide a safe, dynamic, nurturing, and innovative learning environment in which each child has the opportunity to reach his/her highest potential.

School Mission and Belief Statements

Vision Statement

Dillard Academy will personalize education in an effort to grow each child academically, socially, emotionally, and physically with the goal of becoming productive citizens in our community.

Mission Statement

Through the use of clear expectations, consistent PBIS implementation, rigorous instruction, personalized educational experiences, analyzing data, and collaboration, Dillard Academy will establish positive relationships that will foster a community of responsible learners. We will provide opportunities by attending to personalized growth academically, socially, emotionally, and physically.



CONTACT INFORMATION

Leadership Team Members 2023-2024

School:

The following team members collaborated with school staff to develop the School Improvement Plan for our school (parents, faculty, and administrators must be included):

Name	Position	Signature	Date
Dr. Star Norton	Principal		9/17/2023
Dr. Tina Whitten	Instructional Coch		9/17/2023
Mrs. Flynt	EC Teacher		9/17/2023
Mrs. Belton	Teacher		9/17/2023
Mrs. Gentry	Teacher		9/17/2023
Mrs. Lineberry	Teacher		9/17/2023
Sadie Payne	Parent		9/17/2023
Vera Matharty	Parent		9/17/2023
Susan Rogers	Community Member		9/17/2023
Joyce Almstead	Data Manager		9/17/23
Tanya Gatewood	Bookkeeper		9/17/23



School Improvement Plan
2023-2024

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School Improvement Plan Approval Form

Update presented to staff and approval information

Date of Presentation/Approval Vote . 9/17/2023

Results of Approval Vote 20 Approvals 0 Opposed

Principal's Signature: *Dr. Star Norton*

Approved by Superintendent

Date _____

Superintendent Signature _____

Approved by Rockingham County Board of Education

Date _____



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School Improvement Plan

A4.01: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (5117)

C2.01: The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs. (5159)

D1.02: The LEA/School has aligned resource allocation (money, time, human resources) within each school's instructional priorities. (5171)

2023-2024

LEA: Rockingham County Schools

School: Dillard Academy

SMARTe Goal: Focus on differentiated core instruction

During the 2023-2024 and 2024-2025 school years, we will implement consistent practices that will reduce the percentage of non-proficient students in Reading as measured by the North Carolina End of Grade Assessment.

23-24 - Students in third grade will grow from 22.2% to 36% as determined by the 3rd grade EOG in the spring of 2024
 24-25 - Students in third grade will grow from 36% to 50% as determined by the 3rd grade EOG in the spring of 2025.

Students in fourth grade will grow from 27.1% to 38.5% as determined by the 4th grade EOG in the spring of 2024
 24-25 - Students in fourth grade will grow from 38.5% to 50% as determined by the 4th grade EOG in the spring of 2025.

Students in fifth grade will grow from 38% to 44% as determined by the 5th grade EOG in the spring of 2024
 24-25 - Students in fifth grade will grow from 44% to 50% as determined by the 5th grade EOG in the spring of 2025.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Conduct monthly PLC's on research reading strategies. Provide Professional Development and instructional guidance to all teachers through the assistance of the Instructional Coach and professional development meetings.	Monthly professional development features that adhere to the Science of Reading, LETRS (Heggerty and Foundations), and in-house professional development once a month after-school with K-5 teachers (orthographic mapping, intentional read-alouds, vocabulary, comprehension, phonemic awareness, and data dives)	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers, Division Curriculum Members	July 2023-June 2024	Sign-in Sheets for Attendance, MCLASS DATA, Third grade portfolios, teacher formative and summative assessments discussed in CASA, CASA minutes	Approved for 1 CEU for teachers (after-school professional development)

Teachers will document the use of instructional strategies (Foundations and Heggerty) and delivery in lesson plans via Planbook/Google lesson plan documents. Teachers will utilize resources from MCLASS to support student learning for progress monitoring.	Teachers are currently working with the division to complete LETRS training in sessions. Teachers currently discuss and model Heggerty/Foundations best practices in CASA as they are discussed to ensure fidelity to the curriculum. Teachers work in CASA meetings to discuss Heggerty, Foundations, and MCLASS assessments to note student readiness levels and progress.	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers, Division Curriculum Members	July 2023-June 2024	Sign-in Sheets for Attendance, MCLASS DATA, teacher formative and summative assessments discussed in CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission	
Guided Reading Groups	Guided reading rotations for K-5th grade.	Dr. Norton and Dr. Whitten	July 2023-June 2024	Staff daily schedules, walk-through forms	Book room supplies
The administrator and instructional coach in partnership with teachers, will document the provision of instruction delivery during classroom observations/lesson plan feedback. The administration team will provide feedback based on "Look Fors" outlined in professional development sessions, instructional guidance documents, and alignment to content, cognition, and rigor of the standards.	Monthly professional development features that adhere to the Science of Reading, LETRS (Heggerty and Foundations), and in-house professional development once a month after-school with K-5 teachers (orthographic mapping, intentional read-alouds, vocabulary, comprehension, phonemic awareness, and data dives)	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach)	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, NEECES observations	
Establish collective commitments and expectations for PLC planning and instructional delivery to ensure that PLC planning is focused on aligned to North Carolina standards in content and cognition for Tier I Core Instruction.	Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers, Lead Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, NEECES observations	
Facilitate quarterly school-wide data meetings to monitor and focus on our student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities.	The administration team, special education teachers, instructional coach, and classroom teachers will come together once a quarter to analyze multiple points of data. By analyzing data on student outcomes, attendance rates, and discipline (not limited to), we can identify areas where they can make improvements and adjust our resources accordingly.	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	
Deliver individualized support for students and student groups (Black, economically disadvantaged, students with disabilities) through the MTSS interventionist and classroom teachers during intervention and enhancement scheduled times.	Monthly professional development features that adhere to the Science of Reading, LETRS (Heggerty and Foundations), and in-house professional development once a month after-school with K-5 teachers (orthographic mapping, intentional read-alouds, vocabulary, comprehension, phonemic awareness, and data dives)	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	MTSS Implementation Plan

<p>Monitor and focus on the needs of student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities. Special Education teachers and grade level teachers will hold weekly PLC meetings</p>	<p>Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>	
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Interim Update January 30, 2024:

What is the status of each strategy being used to attain this goal? What initial results/data have been collected? What should be modified to meet goal by June 2015?

Final Update June 30, 2024:

What strategies have been successful? What data have collected? What strategies will need modification for the upcoming school year?



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School Improvement Plan

A4.01: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (5117)

C2.01: The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs. (5159)

D1.02: The LEA/School has aligned resource allocation (money, time, human resources) within each school's instructional priorities. (5171)

2023-2024

LEA: Rockingham County Schools

School: Dillard Academy

SMARTe Goal:

During the 2023-2024 and 2024-2025 school years, we will implement consistent practices that will reduce the percentage of non-proficient students in Math as measured by the North Carolina End of Grade Assessment.

23-24 - Students in third grade will grow from 31.1% to 40.5% as determined by the 3rd grade EOG in the spring of 2024
 24-25 - Students in third grade will grow from 40.5% to 50% as determined by the 3rd grade EOG in the spring of 2025.

Students in fourth grade will grow from 47.9% to 48.9% as determined by the 4th grade EOG in the spring of 2024
 24-25 - Students in fourth grade will grow from 48.9% to 50% as determined by the 4th grade EOG in the spring of 2025.

Students in fifth grade will grow from 44% to 47% as determined by the 5th grade EOG in the spring of 2024
 24-25 - Students in fifth grade will grow from 47% to 50% as determined by the 5th grade EOG in the spring of 2025.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Provide Collaborative planning time to focus on implementation, instructional delivery, and progress monitoring.	Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	
Share and Utilize instructional delivery look- fors for direct, explicit, and rigorous systematic Tier I mathematical instruction aligned to the North Carolina Standards in content and cognition.	Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	

Facilitate quarterly school-wide data meetings to monitor and focus on our student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities.	The administration team, special education teachers, instructional coach, and classroom teachers will come together once a quarter to analyze multiple points of data. By analyzing data on student outcomes, attendance rates, and discipline (not limited to), we can identify areas where they can make improvements and adjust our resources accordingly.	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	
Deliver individualized support for students and student groups (Black, economically disadvantaged, students with disabilities) through the MTSS interventionist and classroom teachers during intervention and enhancement scheduled times.	Monthly professional development features that adhere to the CRA model (concrete/representational/abstract model and the gradual release model) and in-house professional development that discusses the importance of direct, explicit, and systematic mathematical instruction such as those featured in What Works Clearinghouse: _Systematic and explicit instruction _Visual representation of functions and relationships, such as manipulatives, pictures and graphs _Peer-assisted instruction _Ongoing, formative assessment	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents, Data Walls, Data Mart	MTSS Implementation Plan
Monitor and focus on the needs of student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities. Special Education teachers and grade level teachers will hold weekly PLC meetings	Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	

Interim Update January 30, 2024:

What is the status of each strategy being used to attain this goal? What initial results/data have been collected? What should be modified to meet goal by June 2015?

Final Update June 30, 2024:

What strategies have been successful? What data have collected? What strategies will need modification for the upcoming school year?

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	2023-2024					
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	A4.01: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (5117)					
	C2.01: The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs. (5159)					
	D1.02: The LEA/School has aligned resource allocation (money, time, human resources) within each school's instructional priorities. (5171)					
	SMART Goal:					
	During the 2023-2024 school year, we will Implement consistent practices that will reduce the percentage of non-proficiency by 5.3% in grades 3-5 Reading for our Students with Disabilities subgroup from 14.7% to a target goal of 20% as measured by the North Carolina Reading End of Grade Assessments for our school.					
	Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
	Provide Collaborative planning time to focus on implementation, instructional delivery, and progress monitoring.	Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data	Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers	July 2023-June 2024	CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents	
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<p>Facilitate quarterly school-wide data meetings to monitor and focus on our student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities.</p>	<p>The administration team, special education teachers, instructional coach, and classroom teachers will come together once a quarter to analyze multiple points of data. By analyzing data on student outcomes, attendance rates, and discipline (not limited to), we can identify areas where they can make improvements and adjust our resources accordingly.</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>		
<p>Deliver individualized support for students and student groups (Black, economically disadvantaged, students with disabilities) through the MTSS interventionist and classroom teachers during intervention and enhancement scheduled times.</p>	<p>Monthly professional development features that adhere to the Science of Reading, LETRS (Heggerty and Fundations), and in-house professional development once a month after-school with K-5 teachers (orthographic mapping, intentional read-alouds, vocabulary, comprehension, phonemic awareness, and data dives)</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>		
<p>Monitor and focus on the needs of student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities. Special Education teachers and grade level teachers will hold weekly PLC meetings</p>	<p>Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>		
<p>Interim Update January 30, 2024:</p>						
<p>What is the status of each strategy being used to attain this goal? What initial results/data have been collected? What should be modified to meet goal by June 2015?</p>						
<p>Final Update June 30, 2024:</p>						
<p>What strategies have been successful? What data have collected? What strategies will need modification for the upcoming school year?</p>						

<p>Facilitate quarterly school-wide data meetings to monitor and focus on our student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities.</p>	<p>The administration team, special education teachers, instructional coach, and classroom teachers will come together once a quarter to analyze multiple points of data. By analyzing data on student outcomes, attendance rates, and discipline (not limited to), we can identify areas where they can make improvements and adjust our resources accordingly.</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>		
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<p>Monitor and focus on the needs of student groups: Black, economically disadvantaged, English Language Learners, White students, and students with disabilities. Special Education teachers and grade level teachers will hold weekly PLC meetings</p>	<p>Weekly CASA and grade level meetings will be conducted that feature initiatives from the division and school based needs that discuss curriculum, testing, and data</p>	<p>Dr. Star Norton (Principal), Dr. Tina Whitten (Instructional Coach), Teachers</p>	<p>July 2023-June 2024</p>	<p>CASA, CASA minutes, Lesson Plan Reviews, Pacing Reviews, Lesson Plan submission, Sign in Sheets via CASA Portal, Walkthroughs, Data Dive Documents</p>		
<p>Interim Update January 30, 2024:</p>						
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LEA: Rockingham County Schools

School: Dillard Academy

Safety SMARTE Goal:

At Dillard Academy, we will complete the monthly Rockingham County Schools Safety and Security Checklist with 100% compliance as defined by the excel sheet monitored by the division.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Monthly Safety Drills	ERP review, Crisis Team Meetings	Dr. Norton and SRO Pittman	July 2023-July 2024	Crisis Team Meeting invitations, changes to ERP as needed based on needs assessments, monthly safety checks, report of drills, safety checklist completion	
Development of the ERP	Crisis Training with RCS-Sean Gladieux and then school based meetings , In-House Safety Meetings, RCS Safety Summit	Mr. Gladieux, Dr. Norton, SRO Pittman	July 2023-July 2024	Crisis Team Meeting invitations, changes to ERP as needed based on needs assessments, monthly safety checks, report of drills, safety checklist completion	

Interim Update January 30, 2024:

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Final Update June 30, 2024:

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School-Based Management and Accountability Program



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C2.01: The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs. (5159)

E1.06: The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning). (5182)

SMARTe Goal:

For the 2023-2024 academic school year, our chronic absenteeism rate will decrease from 31% (30.67%) to 29% or less.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Analyze student attendance data daily, weekly, monthly, quarterly, and annually. (Title)	Data dives quarterly and weekly PLC discussions around student data that impacts positive student learning outcomes	Administration Attendance Team	July 2023-June 2024	Teachers will report attendance data to team leads to report to the attendance team for analysis	
Increase communication with families via meetings, dial-outs, Class Dojo, social media, and other methods of communication.	Data dives quarterly and weekly PLC discussions around student data that impacts positive student learning outcomes	Administration Attendance Team	July 2023-June 2024	Contact Logs, Dial-out Reports, Event/Meeting Sign-In Sheets, Class Dojo Reports, Social Media Activity, Title Family Engagement Data	

Provide attendance incentives (individual, class, and school-wide) acknowledging attendance efforts including improvement of attendance (certificates, announcements)	Data dives quarterly and weekly PLC discussions around student data that impacts positive student learning outcomes	Administration Attendance Team	July 2023-June 2024	Report of certificates given, Attendance reports of students chronically absent, attendance reports of students present, report of students included in incentives	
The principal, social worker, data manager, and teachers will send attendance letters home after 5 unexcused absences. Parent will also receive a letter after 7 days of unexcused absences. Parents will receive information on supports that will help increase student attendance. We will review attendance issues every month in our CASA and BHDIRT meetings.	Data dives quarterly and weekly PLC discussions around student data that impacts positive student learning outcomes	Administration Attendance Team	July 2023-June 2024	Contact Logs, Dial-out Reports, Event/Meeting Sign-In Sheets, Class Dojo Reports, Social Media Activity, Title Family Engagement Data	

Interim Update January 30, 2024:

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E1.06: The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning). (5182)

SMART Goal:

For the 2023-2024 academic school year, we will gather baseline data for family engagement in after-school events through academic family nights that provide information about our curriculum and supports for families to use at home. We will create a table to note the number of participants for each type of event (Title I, Community, PBIS, PTO).

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
23-24 Dillard Academy teacher websites will be updated and shared with all parents. The links will be added to the Dillard Academy website.	Ongoing support from the media specialist	Media Specialist, Administration, Teachers, Instructional Coach, Title I Interventionist	July 2023-June 2024	Website checks, Parent Contact Logs	
23-24 Teachers will hold at least one face to face conference during the conference window with the parents of all students.	Information and documentation shared by Title I interventionist to keep families informed	Teachers	July 2023-June 2024	Conference Logs, Contact Logs	
23-24 Teachers will communicate with parents daily. Communication will be monitored and analyzed at the end of each quarter.	Class Dojo professional development-teacher led- July 2023	Teachers	July 2023-June 2024	Dojo reports, Conference Logs, Parent Contact Logs	
23 -24 The SIT team will plan and host parent and family engagement nights twice yearly.		SIT Team, Title I Interventionist, Instructional Coach	July 2023-June 2024	SIT agendas/minutes	

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A4.01: The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (5117)

SMART E Goal:

For the 2023-2024 academic school year, our discipline rates will decrease by 10% as measured by Educator's Handbook reports, Powerschool, and attendance data. Discipline: 114 office referrals; 16 minors; 36 In-school Suspensions and 23 Out of School Suspensions

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Social emotional learning is a 10 minute block in the master schedule. Daily virtual morning meeting with an SEL topic.	Features in staff meetings regarding PBIS and school based initiatives	Dr. Norton, Principal; Classroom Teachers	June 2023-June 2024	Educator's Handbook data, needs assessment to target topics, Morning Meeting slides	
Counselors provide individual and small group sessions for students who may be experiencing difficulty. Sessions are focused on conflict resolution.		School Counselor	June 2023-June 2024	Counselor schedule, Discipline data	
Established quarterly positive incentive days to enhance student positive behaviors and attendance	Features in staff meetings regarding PBIS and school based initiatives	PBIS Team	June 2023-June 2024	Discipline and classroom data, Educator's Handbook, PBIS minutes and agendas, Spotlight Preview notes, PBIS incentive dates	
A Behavior specialist will work with students and teachers to provide coping skills and de-escalation strategies. *		Student Support Services	June 2023-June 2024	Discipline and classroom data, Educator's Handbook, PBIS minutes and agendas, Spotlight Preview notes, PBIS incentive dates	
Review and implement guidelines of student check in/check out	PBIS team will train staff members on check in/check out guidelines	PBIS Team Members	June 2023-June 2024	Referrals for check in/ check out	Handouts, Powerpoint, Referral form

Use standard treatment protocol designed by MTSS for Tier 2 and Tier 3 behavior and attendance	MTSS core team will attend refresher course this year and provide details to the staff during MTSS Tier 2 meetings	MTSS Core Team, MTSS Tiers 2 and 3 teams	June 2023-June 2024	Referrals for check in/ check out, discipline data	Refresher Course given by district
Identify and monitor at risk students with behavior concerns	BH-DIRT Team/ MTSS Training/ SEL Screeners	Administration, BH-DIRT Team	June 2023-June 2024	BD-DIRT Team Meeting M	SEL Screener (District Provided)
Established a PBIS team	Features in staff meetings regarding PBIS and school based initiatives	Dr. Norton, Principal; Classroom Teachers, School Counselor	June 2023-June 2024	Discipline and classroom data, Educator's Handbook, PBIS minutes and agendas, Spotlight Preview notes, PBIS incentive dates	

Interim Update January 30, 2024:

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What strategies have been successful? What data have collected? What strategies will need modification for the upcoming school year?



School Improvement Plan
2023-2024

John W. Dillard Academy
810 Cure Dr, Madison, NC
27025
(336) 548-2472

LEA: Rockingham County Schools

School: Dillard Academy

Provide a description of your school's Duty Free Lunch plan:

At this time, we are unable to provide consistent Duty Free Lunch coverage for teachers while keeping students safe with adequate supervision. We do not have enough staff to safely and adequately cover classes for Duty Free Lunch. We plan to look at other ways to offer teachers additional planning time in place of Duty Free Lunch.



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Provide a description of your school's plan to provide the required planning time for teachers:

At Dillard Academy, teachers have daily 45 minute planning times. Dillard Academy teachers meet once a week for CASA and grade level meetings. At Dillard Academy, teachers also have once bi-weekly planning times for 30 minutes when students receive additional reading and digital citizenship lessons with the media specialist. Once a month, teachers also work in collaborative teams after-school to participate in professional development aligned with LETRS and the Science of Reading as a school team. Teachers will receive 1 CEU for these ten sessions.