

# North Dover Elementary School Capital School District | Dover, Delaware

## School Success Plan for 2022-2023





**Contact Information**

|                 |                                       |                   |                |
|-----------------|---------------------------------------|-------------------|----------------|
| <b>School:</b>  | North Dover Elementary School         | <b>Principal:</b> | Shani Benson   |
| <b>Address:</b> | 855 State College Rd, Dover, DE 19904 | <b>Phone:</b>     | (302) 672-1980 |
| <b>Website:</b> | www.north.capital.k12.de.us           |                   |                |

Professional Learning Plan:

**School Success Plan Team Membership**

| <b>Name</b>     | <b>Role</b>         | <b>Name</b>        | <b>Role</b> |
|-----------------|---------------------|--------------------|-------------|
| Shani Benson    | Principal           | Jill Street        | Parent      |
| Michelle Bundek | Instructional Coach | Amy Bowen          | Teacher     |
| Alisha Hanna    | Teacher             | Shanika Teachey    | Teacher     |
| Katelyn Chupp   | Teacher             | Cara Cecconi       | Teacher     |
| Jennifer Wilson | Teacher             | Samantha Longhurst | Teacher     |
| Julie Powell    | Teacher             |                    |             |
|                 |                     |                    |             |



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| School Success Plan Team Meetings |                                             |
|-----------------------------------|---------------------------------------------|
| Date                              | Description of Meeting                      |
| 9/13/22                           | Review data pieces (MRA, Climate, Academic) |
| 9/19/22                           | Develop goals                               |
| 9/21/22                           | Develop goals                               |
| 9/23/22                           | Develop goals                               |
| 9/26/22                           | Develop goals                               |
| 9/28/22                           | Staff Review                                |
| 9/30/22                           | Submit Draft                                |
|                                   |                                             |
|                                   |                                             |
|                                   |                                             |



**Other Active Building Committees**

| Committee Name: Academic Team                                                                                                                                      | Committee Name: Staff Support Team                                                                                               | Committee Name: MTSS                                                                                                                                                                                                                           | Committee Name: Teaching & Learning                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Description:</b> <i>Decision making body that meets monthly to review school progress, successes, areas for growth, data trends, and other pertinent items.</i> | <b>Description:</b> <i>Team that meets monthly to assess school climate and makes decisions regarding these areas for staff.</i> | <b>Description:</b> <i>Interdisciplinary team that meets weekly or biweekly to review student data for academics, behavior, and core content progress. Recommendations are made for supports for specific students or referrals as needed.</i> | <b>Description:</b> <i>Team that meets four times a year to work on strategies to implement Common Core curriculum and monitor the effectiveness of these strategies.</i> |
| <u>Members</u>                                                                                                                                                     | <u>Members</u>                                                                                                                   | <u>Members</u>                                                                                                                                                                                                                                 | <u>Members</u>                                                                                                                                                            |
| Katelyn Chupp                                                                                                                                                      | Angela Spinelli                                                                                                                  | Shani Benson                                                                                                                                                                                                                                   | Michelle Bundek                                                                                                                                                           |
| Julie Powell                                                                                                                                                       | Shannon Green                                                                                                                    | Emily Neubauer                                                                                                                                                                                                                                 | Katlynn Chupp                                                                                                                                                             |
| Samantha Longhurst                                                                                                                                                 | Karly Womax                                                                                                                      | Renae Guthrie                                                                                                                                                                                                                                  | Shanika Teachey                                                                                                                                                           |
| Alisha Hanna, Staci Respoli                                                                                                                                        | Karen Loveland                                                                                                                   | Ryan Jones                                                                                                                                                                                                                                     | Alisha Hanna                                                                                                                                                              |
| Shanika Teachey, Shani Benson                                                                                                                                      | Ryan Jones                                                                                                                       | Jackie Hampton                                                                                                                                                                                                                                 |                                                                                                                                                                           |
| Cara Cecconi, Michelle Bundek                                                                                                                                      | Liz Long                                                                                                                         |                                                                                                                                                                                                                                                |                                                                                                                                                                           |
| Jennifer Wilson, Amy Bowen                                                                                                                                         |                                                                                                                                  |                                                                                                                                                                                                                                                |                                                                                                                                                                           |



### Other Active Building Committees

| Committee Name: Safety/Crisis                                                                | Committee Name: Hype Team                                                                                                    | Committee Name: Family & Community                                                                                                                            | Committee Name: Leadership Team                                                                                          |
|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>Description:</b> This team is responsible for planning and implementing all safety plans. | <b>Description:</b> This team is responsible for bringing forth student voice and increasing student satisfaction at school. | <b>Description:</b> This team is responsible for engaging the community in learning and growth opportunities that directly connect the community and schools. | <b>Description:</b> This team is responsible for school wide activities and increasing student leadership opportunities. |
| <u>Members</u>                                                                               | <u>Members</u>                                                                                                               | <u>Members</u>                                                                                                                                                | <u>Members</u>                                                                                                           |
| Kevin Hughes                                                                                 | Heather Crowe                                                                                                                | Jill Street, parent                                                                                                                                           | Tynisha Hearne                                                                                                           |
| Jose Torres                                                                                  | Rachel Middleton                                                                                                             | Emily Neubauer                                                                                                                                                | Renea Guthrie                                                                                                            |
| Shani Benson                                                                                 | Anna Forston                                                                                                                 | Camara Flowers                                                                                                                                                | Andrew Gillis                                                                                                            |
| Timi Murray                                                                                  | Chloe Borst                                                                                                                  | Glenda Flowers                                                                                                                                                | Taylor Poisson                                                                                                           |
| Tara Schad                                                                                   | Angela Hunter                                                                                                                | Tara Schad                                                                                                                                                    | Thaddeus Duffy                                                                                                           |
|                                                                                              | Kelly Blake                                                                                                                  | Michelle Jacobs                                                                                                                                               | Chris Jacobs                                                                                                             |



### Vision Statement

Spurring the Audacity of Hope to advance Excellence through Innovation

### Mission Statement

Capital School District, in partnership with students, families, and the community, is committed to leadership and educational excellence. We will educate all students in state-of-the-art facilities to achieve their potential by providing a safe, nurturing environment where standards are high and learning is the priority.

### Core Values

**Excellence through Equity**- striving to differentiate how we support the needs of our students.

**Unity through Love**- striving to advance strategic partnerships that address the holistic needs of students.

**Leadership through Inclusiveness**- striving to create more transparency while strengthening our communication efforts.

### Strategic Plan Intent #1 - Linear and Streamlined District Linked Priorities - Communication

Key Outcomes: **Analysis of Community and Stakeholder Engagement; Analysis of Professional Learning, Analysis of Access to Equitable Educators**

- (1) Communication will increase to all stakeholders - students, parents, staff, and community members
- (2) Students will report greater connectedness to the school community
- (3) Student grades will improve
- (4) Student attendance will improve
- (5) Student standardized test scores will improve



- (6) Student behavior incidents decrease
- (7) 10-15 year Facility Plan is accepted by community of stakeholders
- (8) Teachers report feeling supported
- (9) Highly qualified teacher retention will increase across the district
- (10) Opportunities for and participation in extracurricular activities increase

**Strategic Plan Intent #2 - Meeting the Needs of the Whole Child  
Linked Priorities - Care, Capacity, Continuous Improvement**

Key Outcomes: ***Analysis of Safe and Healthy Environment (Attendance, Behavior); Analysis of Rigorous Standards, Instruction & Assessment (MTSS)***

- (1) Proficiency rates increase (Acadience, STAR, SBAC, DeSSA, SAT, PSAT, etc.)
- (2) Increase accessibility to social and emotional resources
- (3) High School graduation rate increases
- (4) Student dropout rate decreases
- (5) Student attendance rates increase
- (6) Staff with dual certifications increases in Special Education, Gifted/Talented, ELL
- (7) Staff with national certifications will increase
- (8) Behavioral incidents decrease
- (9) Students receiving multiple behavior referrals decreases



- (10) Increased student engagement
- (11) Enrollment across the district increases
- (12) Increased positive perception of schools by all stakeholders
- (13) Individual Education Plans (IEPs) will be implemented with fidelity

**Strategic Plan Intent #3 - Senator Pride  
Linked Priorities - Community**

Key Outcomes: ***Analysis of School Climate Areas***

- (1) Teacher job satisfaction improves
- (2) Students report feeling safe
- (3) Teacher retention improves
- (4) Parental involvement increases
- (5) An increase in educator applicants through “Join Delaware Schools”
- (6) Student enrollment will increase
- (7) Student involvement increases – curricular and extra-curricular
- (8) Partnerships with community organizations increases

**District Balanced Scorecard**





### **Link to Balanced Scorecard**

The Balanced Scorecard is the framework that communicates the targets from each Strategic Intent (SI) to all stakeholders. Each Key Performance Indicator on the Balanced Scorecard is aligned to a Key Outcome that was determined by the three SI teams. The Balanced Scorecard measures the targets over the next five years and includes annual milestones. In addition to annual milestones, work groups may identify interim data sources to more closely monitor their progress. The Scorecard will serve as an important tool for aligning our initiatives, gaining systematic feedback, and monitoring progress.

### **School Profile**

North Dover Elementary School is a nationally recognized Title I Distinguished school that has a whole child focus and works to provide a variety of experiences for its students each day. We are currently integrating more movement throughout our day to provide more physical activity for our students, in an effort to meet the recommended 60 minutes of activity per day. We have added new play spaces and opportunities centered around our quarter mile fitness trail, with long term plans to include an outdoor learning space, garden, greenhouse, and a variety of activity stations. Our staff is dedicated to providing a rigorous classroom experience for our students along with opportunities for fine arts, STEAM, music, physical education, and media information technology. We have active families that attend events such as Family Literacy Night, a variety of choral programs and musicals, Family Math Night, and other family centered events. We are a Positive Behavior Support school, meaning we focus on recognizing positive behaviors throughout our campus and working with students to develop skills needed to consistently display those positive behaviors in a variety of social settings. Everything we do at North Dover is driven by what is best for our students. Families are welcome to come in any time and visit our classrooms, mentor students, and participate in our leadership team. The Senator Pride is definitely strong at North Dover!

### **Delaware School**

### **[Link to School Report Card](#)**

The Delaware School Success Framework (DSSF) is the statewide system of accountability for publicly reporting progress in multiple areas at both the district and school levels. Federal law requires a single statewide system of accountability that replaces the previous Adequate Yearly Progress (AYP) system



under No Child Left Behind (NCLB). This is the second year that the DSSF has been released. The reports focus on five areas: Achievement, Growth, On-Track to Graduate, College and Career Preparation, and Contextual Measures.

### North Dover Elementary Needs Assessment

#### Link to Needs Assessment

The Needs Assessment is a systematic process for determining and addressing needs or “gaps” between current conditions and desired conditions or “wants”. The school Needs Assessment allows teams to collect and analyze school level data in an ongoing process throughout the year in order to develop goals, monitor progress towards goals, and reflect on outcomes to determine next steps.

### Identified Goal #1

|                                                            |                                                                                                                              |                               |                                                                         |
|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------|
| <b>Goal Description</b>                                    | <i>North Dover will increase Math scores, as measured by STAR and I-Ready.</i>                                               |                               |                                                                         |
| <b>Strategic Intent Alignment</b>                          | <i>SI2</i>                                                                                                                   | <b>Key Outcomes Alignment</b> | <i>Proficiency rates will increase as measured by STAR and I-Ready.</i> |
| <b>What identified need(s) are you looking to address?</b> | <i>Student Performance on STAR and I-Ready assessment.</i>                                                                   |                               |                                                                         |
| <b>What data have you analyzed to determine the need?</b>  | <i>Based on a review of STAR data, 39.6% of students fall below proficient in grades K-4.</i>                                |                               |                                                                         |
| <b>Target</b>                                              | <i>By EOY, student STAR and I-Ready math performance will improve from an average of 60.4% proficient to 63% proficient.</i> |                               |                                                                         |



| Action Plan                                                             | Timeline    | Point Person(s)                                       | Funding | Status |
|-------------------------------------------------------------------------|-------------|-------------------------------------------------------|---------|--------|
| Implementation of IReady                                                | Sept - June | Michelle Bundek, Shani Benson                         |         |        |
| Implementation of Bridges Number Corner                                 | Sept - June | Michelle Bundek, Shani Benson                         |         |        |
| Implementation of WIN interventions                                     | Sept - June | Michelle Bundek, Shani Benson                         |         |        |
| 6 week cycle progress checks                                            | Sept - June | Michelle Bundek, Classroom Teachers                   |         |        |
| Classroom Observation (fidelity Check) monthly                          | Oct - June  | Shani Benson, Michelle Bundek                         |         |        |
| Follow MTSS guidelines to promptly identify needs                       | Oct - June  | MTSS team and Classroom Teachers                      |         |        |
| Staff Training offered and delivered to ALL staff who instruct in Math. | Oct - June  | Michelle Bundek, Shani Benson, all Classroom Teachers |         |        |

**Identified Goal #2**



|                                                           |                                                                                                          |                               |                                                                                     |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------|
| <b>Goal Description</b>                                   | Increase leadership capacity in students and staff                                                       |                               |                                                                                     |
| <b>Strategic Intent Alignment</b>                         | SI2 & SI3                                                                                                | <b>Key Outcomes Alignment</b> | Increase in high trust relationship and student empowerment, as measured in the MRA |
| <b>What identified need are you looking to address?</b>   | Increase in students voice and choice, student to student relationships, and student leadership capacity |                               |                                                                                     |
| <b>What data have you analyzed to determine the need?</b> | Leader in Me MRA                                                                                         |                               |                                                                                     |
| <b>Target</b>                                             | By June of 2023, all MRA data points will demonstrate an increase.                                       |                               |                                                                                     |

| Action Steps                                                                                   | Timeline    | Point Person(s)                                  | Funding | Status |
|------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------|---------|--------|
| Continued implementation of the Student Lighthouse Team (monthly meetings, projects, etc).     | Sept - June | Renea Guthrie, Alisha Hanna, Shanika, Teachery   |         |        |
| Continued implementation of Staff Action Teams (meeting monthly, following action plans, etc.) | Sept - June | Alisha Hanna, Shanika Teachey, Action Team Leads |         |        |
| Continued implementation of student suggestion box.                                            | Sept - June | Heather Crowe                                    |         |        |
| Daily announcements to share out work being done by the action                                 | Sept - June | Shani Benson                                     |         |        |



|                                                                                   |             |               |  |  |
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| teams and student suggestion items (validation that student voice is being heard) |             |               |  |  |
| Student led assembly opportunities                                                | Sept - June | Renea Guthrie |  |  |

| Identified Goal #3                                        |                                                                                                                                 |                               |                                                                           |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|
| <b>Goal Description</b>                                   | <i>North Dover will increase Reading scores, as measured by STAR and Acadience.</i>                                             |                               |                                                                           |
| <b>Strategic Intent Alignment</b>                         | SI2                                                                                                                             | <b>Key Outcomes Alignment</b> | <i>Proficiency rates will increase as measured by STAR and Acadience.</i> |
| <b>What identified need are you looking to address?</b>   | <i>Student Performance on STAR and Acadience assessment.</i>                                                                    |                               |                                                                           |
| <b>What data have you analyzed to determine the need?</b> | <i>Based on a review of STAR and Acadience data, ~ 44.8% of students fall below proficient in grades K-4.</i>                   |                               |                                                                           |
| <b>Target</b>                                             | <i>By EOY, student STAR and Acadience performance rates will improve from an average of 55.2% proficient to 60% proficient.</i> |                               |                                                                           |

| Action Steps                         | Timeline    | Point Person(s)                  | Funding | Status |
|--------------------------------------|-------------|----------------------------------|---------|--------|
| Implementation of Wonders Curriculum | Sept - June | Michelle Bundek,<br>Shani Benson |         |        |
| Implementation of WIN interventions  | Sept - June | Michelle Bundek,                 |         |        |



|                                                                                                             |             |                                                             |  |  |
|-------------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------|--|--|
|                                                                                                             |             | Shani Benson                                                |  |  |
| 6 week cycle progress checks                                                                                | Sept - June | Michelle Bundek,<br>Classroom Teachers                      |  |  |
| Classroom Observation (fidelity Check) monthly - Scheduled walkthroughs with Instructional Coach and Admin. | Oct - June  | Shani Benson,<br>Michelle Bundek                            |  |  |
| Follow MTSS guidelines to promptly identify needs                                                           | Oct - June  | MTSS team and<br>Classroom Teachers                         |  |  |
| Staff Training offered and delivered to ALL staff who instruct in Reading                                   | Oct - June  | Michelle Bundek,<br>Shani Benson, all<br>Classroom Teachers |  |  |



| Identified Goal #4                                        |                                                                                                                                   |                               |                                                            |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------------------------------|
| <b>Goal Description</b>                                   | Continued implementation of Leader In Me “Core 2.”                                                                                |                               |                                                            |
| <b>Strategic Intent Alignment</b>                         | SI3                                                                                                                               | <b>Key Outcomes Alignment</b> | Lighthouse Rubric for Core 2 will reach developing status. |
| <b>What identified need are you looking to address?</b>   | Increase student leadership                                                                                                       |                               |                                                            |
| <b>What data have you analyzed to determine the need?</b> | Lighthouse Rubric indicates that we need to move into Core 2 as the next step of implementation.                                  |                               |                                                            |
| <b>Target</b>                                             | By EOY, we will reach “developing” in all areas, as measured by the Lighthouse Rubric by implementing the Leader In Me practices. |                               |                                                            |

| Action Steps                                                                                                | Timeline      | Point Person(s)                  | Funding | Status |
|-------------------------------------------------------------------------------------------------------------|---------------|----------------------------------|---------|--------|
| Staff will model the development and tracking of an individual goal (WIG) using the 4DX Leader In Me model. | October 2022  | Alisha Hanna and Shanika Teachey |         |        |
| Grade level teams will meet and select a grade level goal following the 4DX Leader In Me model.             | October 2022  | Alisha Hanna and Shanika Teachey |         |        |
| Classroom goals will select and track a goal (WIG) following the 4DX model.                                 | November 2022 | Alisha Hanna and Shanika Teachey |         |        |
| Students will use an individual tracking sheet in their Leadership                                          | December 2022 | Alisha Hanna and                 |         |        |



|                                                                                                                                     |           |                                                               |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------|-----------|---------------------------------------------------------------|--|--|
| Binders to practice tracking a classroom goal.                                                                                      |           | Shanika Teachey                                               |  |  |
| School will set a goal (WIG) to be monitored by students and staff throughout the remainder of the year.                            | June 2023 | Alisha Hanna, Shanika Teachey, Michelle Bundeck, Shani Benson |  |  |
| All students will utilize Leadership Portfolios to capture artifacts from the school year around goals and leadership work samples. | June 2023 | Alisha Hanna, Shanika Teachey                                 |  |  |
| Teachers will consistently implement Leader In Me lessons in the classroom following the Leader In Me curriculum.                   | June 2023 | Alisha Hanna, Shanika Teahey                                  |  |  |
| Action Teams will meet on a monthly basis to develop an action plan and carry out the action items identified.                      | June 2023 | Alisha Hanna, Shanika Teachey                                 |  |  |
|                                                                                                                                     |           |                                                               |  |  |