North Liberty Elementary School
400 School Drive
North Liberty, Indiana 46506
574-656-8123

Corporation Number: 7150
School Number: 7456
Grades: KDG-6
Enrollment: 525

_____________________________
Richard Reese, Superintendent

_____________________________
William Groves, President, Board of School Trustees

_____________________________
Kathy Snyder, President, Education Association

_____________________________
Randy Romer, Principal
Complete this form and attach one copy of the school improvement plan that is submitted to the Department of Education on or before November 1, 2014.

County #72  School Corporation #7150  School #7456
School Name North Liberty Elementary School
School Corporation Name John Glenn School Corporation
City North Liberty
Principal Name Randy Romer
Principal Telephone # School (574) 656-8123
Date this school improvement plan was “established by the local governing body” this must be no later than November 1, 2014

The following components are required State Board of Education rules. Our school’s plan included each of the required components on the page(s) indicated below:

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School Information

North Liberty Elementary School Mission Statement

North Liberty Elementary School provides opportunities to meet educational and developmental needs, instills personal identity and a sense of belonging, and enables each student to be successful. The students, parents, and community are encouraged to work with the staff in order to share the responsibility of presenting learning as a lifelong process.

North Liberty Elementary School Philosophy

We believe that North Liberty Elementary School exists to provide a program that will meet the educational and developmental needs of students regardless of race, belief, economic status, or physical handicap. Every student should have opportunities for the fullest development in mental, social, physical, creative, and emotional areas. Each student should have guidance to develop attitudes, knowledge, and skills essential for effective citizenship in a democratic society.

We realize that our students differ in abilities, aptitudes, interests, and ambitions. Home and community environments contribute to these differences. We believe the education of young people requires the best coordinated efforts of both school and home. We also believe the school should supplement rather than
supplant the home.

We **strive** for a continuum through our educational process, whereby the student develops a personal identity, a sense of belonging, and an awareness of self and others, which will enable the student to be successful throughout his or her educational experience.

**North Liberty School Improvement Team**

**Principal**
Randy Romer

**Co-Chair(s)**
Christine Houston
Amy Strong

**Staff Members**
Karlie Gibson
Carla Gurtner
Melanie Heiser

**Parent/Community Members**
Lisa Rice
Dana Hooten
North Liberty Certified Staff

**Principal**  
Randy Romer

**Assistant Principal**  
Rebecca Cummings

**School Counselor**  
Melanie Heiser

**Kindergarten**  
Kellye Fitzgerald  
Karlie Gibson  
Kym Groves  
Brittney Savill

1st  
Nicki Buss  
Carla Gurtner  
Amy Strong

2nd  
Sandra Anderson  
Laurie Morris  
Erin Stidham  
Carmen Olds

3rd  
Darlene Bell  
Kathryn Mahoney  
Lisa Morris

4th  
Kim Kosinski  
Dawn Marks  
Sarah Martin

5th  
Jordan Leeper  
Jennifer Traub  
Stephanie Underwood
6th
Pat Crone
Christine Houston
Michele Weiss

Resource Teachers
Leslie Irish
Dena Leodanski

Band
Cathy Burnett

Art
Lyn Sumpter

Music
Cathy Burnett

Physical Education
Denise Brooks

High Ability Coordinator
Jeniece Bogard

Title 1 Coordinator
Dana Kniss-Ferman
Amy Weiss

Speech Pathologist
Barb Rans
Marsha Frey

Special Education Staff
Stacy Pecsi
Suzanne Lawson
Tresa Leazenby
MaryAnne Christensen
North Liberty Classified Staff

**Secretary**
Sabrina Walden

**Secretary/Treasurer**
Melita Beeney

**Nurse**
Jessica Beem
Teresa Russell

**Technology Facilitator**
Gale Brinkhoff

**Cafeteria Staff**
Kim Bers
Brenda Cisney
Crystal Edgerton
Michelle Helminger
Deb Walls

**Custodial Staff**
Ollie Frazier
Shelby Gibson
Steve McCoige

**Before/After School Care Director**
Charman Dreesen

**Before/After School Care Aides**
LeAnn Becker
Ashley Carey
Leah Klopfenstein
LeAnn Leatherman

**Media Center Aide**
Jane McGaughey
Instructional Aides
Holly Elia
Erica Franklin
Mary Kopinski
Angela Limerick
Paula Limerick
Charlotte McCaffery
Melissa McNeill
Keith Meola
Jennifer Minnick
Gale West

Title 1 Aides
Kelli Craft
Amy Hughes
Rachel Kaser
Robin Zoellner
Who we are…

The community of North Liberty is located 15 miles south of South Bend and currently has a population of 1,896. The population of Liberty Township is 3,839. These figures are based on the 2010 census.

North Liberty Elementary is part of the John Glenn School Corporation, which is located mainly in southern St. Joseph County and includes parts of Marshall and LaPorte Counties, and the communities of Walkerton, North Liberty, Tyner and Teegarden. The total population served by the school corporation is approximately 9,917. This figure is from the Indiana Department of Education.

North Liberty Elementary School, prior to 1981, was part of the South Bend Community School Corporation and the facility housed a high school and an elementary school. After seceding from the South Bend School Corporation, North Liberty School became a member of the Polk-Lincoln-Johnson School Corporation, which became known as the John Glenn School Corporation. The North Liberty facility was converted to a middle and elementary school serving students in grades K-8. In 1988, the corporation moved grades 7 and 8 to Urey Middle School, allowing North Liberty to become an elementary school. In 1999-2000, the building went through a renovation, adding six new classrooms and a new office area. The entire building was air conditioned and carpeted.

At present, North Liberty Elementary School (NLES) consists of grades K-6, with an enrollment of 516 students. It is one of two elementary schools in the John Glenn School Corporation (JGSC), the other being Walkerton Elementary School (WES). The corporation has one middle school, Urey Middle School (UMS), with grades 7 and 8, and John Glenn High School (JGHS) containing grades 9-12. The school corporation has an enrollment of 1,866.

### Free Lunch

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### Staffing

The North Liberty staff consists of a full-time principal, part-time assistant principal, part-time counselor, media center aide, an art teacher, a music teacher, a physical education teacher, two part-time nurses, a building technology facilitator and twenty-three regular education classroom teachers. North Liberty staff also includes one secretary, one treasurer, ten instructional aides, five cooks, three custodians and six bus drivers. The following staff is shared with other schools in the John Glenn School Corporation: District Technology Facilitator and a High Ability Coordinator.

NLES is part of the JESSE (Joint Educational Services in Special Education) co-op and provides guidance to keep current with Article 7. For NLES the co-op provides the shared services of a speech pathologist, one physical therapist, one occupational therapist, and one hearing impaired teacher. NLES is one of two options for education of students in the North Liberty community. Students also have the option to attend the North Liberty Church of Christ K-6 school.
NLES has qualified since the 2010-2011 school year participating in the federally funded Title I program. It serves grades K-6 in reading and math. NLES complies with all of the guidelines provided by the DOE. Title I at NLES employs the following staff: one certified coordinator, one certified interventionist and four paraprofessionals.

**North Liberty Programs**

North Liberty provides before and after school care for students, and has implemented Minds in Motion, St. Joseph County sponsored Environmental Education Program, Sixth grade Junior Achievement Program, North Liberty Fire Prevention Program, Tri-Kappa sponsored Writing, and Veteran’s Day Program.

A few of the programs developed by the staff with the help and support of the community, the Falcon 500 Club, and the North Liberty Parent-Teacher Organization include: Student Council, Athletic Teams, Academic Teams, Science Fair, Athletic Camps, Summer School, School Sponsored Summer Reading Incentive Program, Outdoor Lab, Honor Roll Breakfast, Book Fair, Book-It, the bi-annual Washington D.C trip (taken over spring vacation).

The community offers Boy Scouts, Cub Scouts, 4-H, Girl Scouts, Little League, travel athletic leagues, and a summer reading program through the St. Joseph County Public Library located in North Liberty.

**Description and Location of Curriculum**

North Liberty Elementary School offers a standard elementary curriculum based on the Indiana Academic Standards (IAS) with supplemental programs offered to enrich and remediate the learning experience. Copies of this curriculum can be found on:

- [www.jgsc.k12.in.us](http://www.jgsc.k12.in.us)
- [www.doe.in.gov](http://www.doe.in.gov)
- John Glenn School Corporation Office
- Principal’s Office
- Classrooms
- Professional Library/Conference Room
- Online Harmony Lesson Plans

**Title and Description of Assessment Instruments**

**Standardized and Computerized Assessments**

**ISTEP+** is the Indiana Statewide Testing for Educational Progress. It is given in two parts to 3rd-6th grades every spring. Results of the tests are used to plan instruction and identify student strengths and weaknesses in Math, Reading/Language Arts, Social Studies and Science.

**IREAD3** is the IDOE developed assessment of reading skills at the third grade level. The data obtained from IREAD3 is used to determine eligibility for promotion to 4th grade.
mCLASS: Reading 3-D/Math K-2 is an assessment tool that combines quick indicators of foundational/skills development with a running-record Text Reading and Comprehension (TRC) diagnostic to determine how students find meaning in text. The Math component used to uncover students’ mathematical reasoning, and measure fundamental skills required by state standards.

Acuity Math/Reading/Science/Social Studies Gr. 3-6 is a readiness assessment that helps educators measure student growth and achievement, and provides valuable standards based reports to guide instruction.

Textbook Assessments are given throughout the year to draw baselines for student placement, and monitor student progress on Indiana Academic Standards for the language arts and math programs. Each grade level utilizes the research based programs which are aligned with the Indiana Academic Standards. Our curriculum textbooks include Journey’s HMH, Units of Study Lucy Calkins, Saxon Math, and Pearson.

Classroom Assessments

- Teacher-made tests
- Student self-assessment
- Portfolios
- Journals
- Teacher observation and anecdotal assessment
- Performance-based assessments

Reports

- Student Led Conferences
- Attendance Rate
- Mid-term Progress Reports
- Nine Week Report Cards
- Harmony Classroom Weekly Reports-Online

Staff Evaluation Model

Indiana Department of Education John Glenn RISE Evaluation and Development System Administration trained in using RISE model.
Parent Participation
North Liberty Elementary School works with parents in the following ways:

- Classroom weekly newsletter
- Parent Teacher Organization (PTO) monthly newsletter
- PTO steering committee monthly meetings
- Harmony web-based Homework posting
- Market Day
- Scholastic Book Fair
- Open House
- Fun Fair
- Parent-Teacher Conferences
- Grandparents Week
- Athletic Events
- Tri Kappa Art Show
- Picture Day volunteers
- Library volunteers
- Lucky Shamrock Mentors
- Classroom Support
- Email staff at jgsc.k12.in.us for parent questions
- Honor Roll Breakfast
- Title I Parent Education Evenings
- School Wide Field Day
Technology as a Learning Tool

North Liberty Elementary School integrates technology across the curriculum:

- One multi-media lab with 30 computers.
  - Each student is scheduled for a minimum of one thirty minute session each week.
  - 1:1 Chromebook for grades 3-6 during the school day
- Grades K through 3 have a minimum of three computers per classroom
- Grades K-2 have 1 classroom set of iPads per grade level
- Music room has 24 student computers, a projector unit for the computer and VCR
- Every classroom has an interactive whiteboard.
- All classrooms have access to a television, VCR, and DVD.
- Each teacher is assigned a computer for classroom use
- Media Center has computers and iPads
- Digital cameras for staff use
- Microsoft Active Directory network for students and staff
- Study Island is available on-site as well as web-based
- Teachers and students have access to online resources to Journeys, Saxon, Pearson, Fusion, National Geographic, and The Great Body Shop.
- Each of the above computers has the following: GMail, Harmony, Microsoft Office, Open Office, Mozilla Firefox, Web-based programs, Accelerated Reader, Type To Learn, and Moodle.
Safe and Disciplined Learning Environment

Safe School Measures

John Glenn School Corporation and North Liberty Elementary School have taken many steps towards ensuring a safe and disciplined learning environment. This has been done by developing the John Glenn School Corporation Crisis Response Manual, the North Liberty Elementary School Teachers’ Manual, and the John Glenn Elementary Schools’ Handbook. Within the context of these documents you will find plans and procedures for emergencies, staff and student conduct, and policies for guest involvement. School wide researched based counseling programs are offered at all grade levels.

- Camera system monitors are installed throughout the interior and exterior of the building and can be digitally recorded if needed.
- All North Liberty busses have digital recording camera systems.
- All outside doors are locked by 8:15 a.m.
- Visitors enter the front entrance doors utilizing the Airphone Security system and are required to report to the office, sign-in and wear badges.
- Parents and guests must check in at the office and wait for child to be brought to the office for early dismissals.
- All volunteers are required to complete a volunteer form which requires a background check.
- Fire drills are conducted monthly, storm drills are conducted once per semester, and lockdown drills are conducted once per semester.
- Emergency evacuation plan exists with near and far primary and secondary shelters identified.
- Indiana State Policeman Troy Leffert adopted our school to perform periodic security checks and randomly does school visits and security checks.
- Research-based planners were given to all grades 3-6 students.
- Classroom discipline plans written and communicated in writing to students and parents as well as posted inside every classroom.
- Indiana No Bullying Law is posted outside or inside every classroom.
- Administration conducts anti-bullying lessons.
- North Liberty Elementary School Handbook includes Student Code of Conduct and policy and procedures for Bullying.
- In School Suspension, After School Detention and Time-Out rooms are available and staffed full time.
- We have one part time Assistant Principal and Counselor to support student needs.
- Principal has a beginning of the year visit with students to discuss cafeteria procedures, how to take care of our school, their things, and each other.
Student Achievement

The following graphs are from the JGSC Data Warehouse. They detail student achievement on ISTEP+ in grades 3-6. The column indicates the percentage of NLES students passing the indicator and the line graph signifies the state average passing each indicator.

They are listed in the following order:

- V – vocabulary
- Nit – Nonfiction/Info Text
- Lt – Literary Text
- Wp – Writing Process
- Wa – Writing Applications
- Lc – Language Conventions
- Ns – Number Sense
- C – Computation
- Af – Algebra and Functions
- G – Geometry
- M – Measurement
- dap - Data Analysis and Probability
- Ps – Problem Solving
- h - History
- cg - Civics and Government
- geo – Geography
- nst – Nature of Science and Technology
- st – Scientific Thinking
- tps – The Physical Setting
- tle – The Living Environment
- tmw – The Mathematical World
- ct – Common Themes
- econ - Economics
Grade Three

ISTEP Scores (Grade 3, Year '14_SPRING)

English Scale
Scores

Math Scale
Scores

Pass+ (6)  Pass (58)  DNP (13)

Pass+ (15)  Pass (45)  DNP (17)
Grade Four

ISTEP Scores (Grade 4, Year '14_SPRING)

English Scale
Scores

Math Scale
Scores

Science Scale
Scores

Five-Star Pivot

Pass+ (13)  Pass (59)
DNP (6)

Pass+ (23)  Pass (46)
DNP (9)

Pass+ (13)  Pass (47)
DNP (18)
Grade Five

ISTEP Scores (Grade 5, Year '14_SPRING)

English Scale Scores

Math Scale Scores

Social Studies Scale Scores

Five-Star Pivot

Five-Star Pivot

Five-Star Pivot
Grade Six

ISTEP Scores (Grade 6, Year '14_SPRING)

English Scale Scores
- Pass+ (16)
- Pass (45)
- DNP (13)

Math Scale Scores
- Pass+ (30)
- Pass (35)
- DNP (9)

Science Scale Scores
- Pass+ (29)
- Pass (34)
- DNP (11)
Specific Areas Where Improvement is Needed Immediately

- No urgent issues have been identified at this time.
Student Achievement Strategies and Benchmarks

Goal #1: All students will show improvement in writing applications. **Essence of Goal**

The essence of the goal includes:

1. the ability to write responses to literature that are evidence-based. (Gr. K-6)
2. the ability to write an informative/explanatory composition. (Gr. K-3)
3. the ability to write an Informational Reading/Argument composition. (Gr. 4-6)

**Demonstration of Goal**

Students shall demonstrate writing for different purposes and to a specific audience or person, such as:

1. the ability to write a short story using logical order.
2. the use of evidence-based writing.
3. the ability to respond to a piece of literature.
4. the ability to write argumentative pieces that ask for an action or a response.

**Intervention #1**

Students will utilize appropriate materials and programs for the use of writing applications.

**Strategies**

Students will use the Simple 6 writing rubric.

Students will use grade level writing prompts.

Students will be instructed using the Units of Study Common Core Writing curriculum.

**Assessments**

1. ISTEP+ Writing Application Scores
2. Journeys Common Core 2014 writing rubric
3. Two school-wide writing prompts

**Results-Based Staff Development**

1. Sharing successful approaches to Writing Applications at staff meetings as well as grade level meetings.
Goal #2: All students will improve word recognition and vocabulary development.

Essence of Goal

The essence of this goal includes:

1. students will understand the precise meaning of grade-level-appropriate words through differentiated learning strategies.
2. students will be able to apply this knowledge to achieve fluent (smooth and clear) oral and silent reading.

Demonstration of Goal

Students shall:

1. demonstrate mastery of vocabulary from weekly selection test.
2. demonstrate mastery of grade level sight words. (K-2)
3. demonstrate mastery of academic vocabulary words.
4. demonstrate mastery of vocabulary usage within sentences.

Intervention #1

Students will utilize appropriate materials and programs for the use of vocabulary development.

Strategies

1. The adopted Journeys Common Core 2014 program will be implemented with fidelity.
2. Students will utilize Vocabulary and Spelling City online resources.
3. Students will demonstrate weekly dictation sentences using Journeys Common Core 2014.

Assessments

1. ISTEP+
2. Acuity Reading
3. Students will be administered a beginning of the year/screening assessment per grade level.
4. Students will be administered an end of the year/final assessment per grade level.
5. Students will take weekly vocabulary tests provided by Journeys Common Core 2014.

Results-Based Staff Development

1. Cooperative sharing of effective vocabulary strategies.
2. Cooperative sharing of information gained from conferences that enhance teaching methods on vocabulary.
Goal #3: All students will improve in reading comprehension.

Essence of Goal

The essence of this goal includes:

1. students will recognize and respond to grade-level literary text.
2. students will read and respond to nonfiction selections.

Demonstration of Goal

Students shall:

1. demonstrate the ability to read and understand grade-level literary text.
2. demonstrate basic knowledge through daily practice lessons in Journeys Common Core 2014.

Intervention #1

Students will utilize appropriate materials and programs for the use of reading comprehension.

Strategies

1. Students will use Accelerated Reader.
2. The adopted Journeys Common Core 2014 will be implemented with fidelity.

Assessments

1. ISTEP+ Nonfiction/Informational Text
2. Acuity Reading
3. Students will be administered a beginning of the year Reading assessment per grade level.
4. Students will be administered an end of the year/final assessment per grade level.
5. Students will take online assessments using the Accelerated Reader program.

Results-Based Staff Development

1. Cooperative sharing of effective reading comprehension strategies amongst grade levels.
2. Cooperative sharing of information gained from conferences that enhance teaching methods on reading comprehension.
3. In-service on reading comprehension instruction.
Goal #4: All students will show improvement in problem solving.

**Essence of Goal**

The essence of this goal includes:

1. students making decisions about how to approach problems and communicating their ideas.
2. students using strategies, skills and concepts in finding and communicating solutions to problems.
3. students determining when a solution is complete and reasonable; then move beyond a particular problem by generalizing other situations.

**Demonstration of Goal**

Students shall:

1. Decide whether a solution is reasonable in the context of the original situation. (Gr. 3-6)
2. Choose the approach, materials and strategies to use in solving problems.
3. Explain the reasoning used and justify the procedures selected in solving the problem.

**Intervention #1**

Students will utilize appropriate materials and programs for the use of math problem solving.

**Strategies**

1. Daily math review for problem solving: Saxon Power-Up
2. Saxon Math Meeting Board
3. Pearson Harcourt Problem of the Day
4. Teacher created standard based activities

**Assessments**

1. ISTEP+ problem solving
2. Acuity Math
3. mCLASS Math
4. Weekly Problem Solving
5. PHSchool.com (Pearson Harcourt) Grade 6

**Results-Based Staff Development**

1. Collaboration time to discuss with peers.
2. Inservice on problem-solving instruction.
Professional Development

1. Sharing successful approaches to Writing Applications at staff meetings as well as grade level meetings.
2. Cooperative sharing of effective vocabulary strategies.
3. Cooperative sharing of information gained from conferences that enhance teaching methods on vocabulary
4. Cooperative sharing of effective reading comprehension strategies amongst grade levels.
5. Cooperative sharing of information gained from conferences that enhance teaching methods on reading comprehension.
6. In-service on reading comprehension instruction and assessment.
7. Collaboration time to discuss with peers.
8. Inservice on problem-solving instruction and assessment.

Statutes and Rules to be Waived

North Liberty Elementary School is not requesting any statutes or rules to be waived at this time.

Three Year Time Line

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