

# Lighthouse Recertification Evidence Binder



Neil Armstrong Elementary



January 2019

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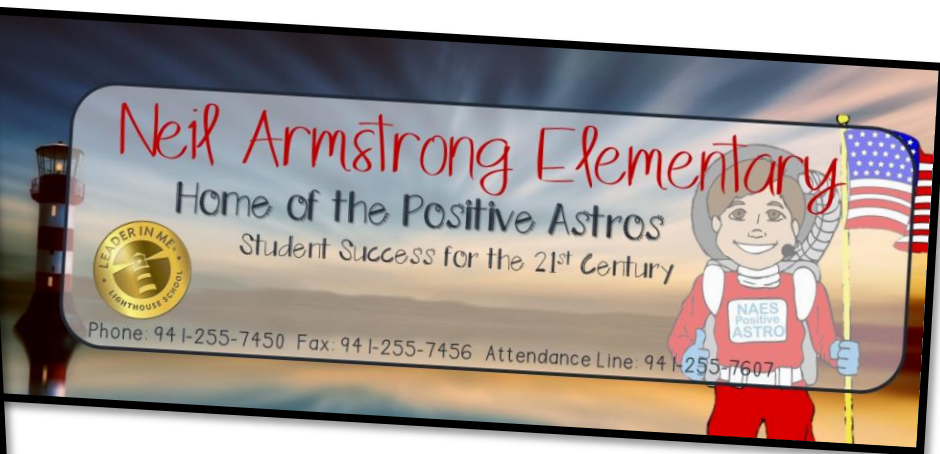
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# Our Story



**Neil Armstrong Elementary**  
22100 Breezeswept Ave  
Port Charlotte, FL 33952  
**Phone:** (941) 255-7450  
**Principal:** Angie Taillon



# Tell Your Story

Our Leader in Me journey began the summer of 2009. Our School Improvement Team met to rewrite our School Vision: Student Success for the 21<sup>st</sup> Century! and Mission Statement: Neil Armstrong Elementary will lead by example to develop character and competence in every student. Then, our Visioning Team met with Franklin/Covey in the summer of 2009 after reading the Leader in Me book by Stephen Covey.

The Visioning Team worked diligently to discuss what our school's foundation would be built on and created a visual of a rocket ship modelled after A.B. Combs' schoolhouse model. We then invited all staff members to read the LIM book in a PLC and implemented the 7 Habits into our school's culture. Our Reading Coach created songs for each of the 7 Habits, and we gathered input from our PTO and SAC Committees and shared the 7 Habits and LIM implementation. We purchased the Leader in Me book and The 7 Habits of Happy Kids book for all staff members, and all classroom teachers were given 7 Habits tree posters and individual bulletin board sets. Students also worked in 7 Habits workbooks with their students. Teacher began developing individual projects that incorporated the 7 Habits using Thinking Maps. Classroom Data Walls began to take-off with students owning their own data and presenting their goals and growth in Student-Led Conferences. Staff members began volunteering to mentor students and we implemented a Student Mentoring Program.

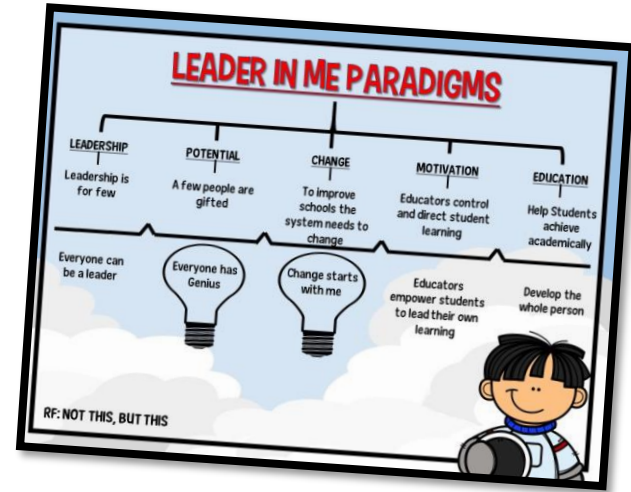
We were approached by our director of PD to see if we were interested in becoming a Lighthouse School. At the time, there were only seven schools in the world that had earned this status. We have tied our WIGs to our academics and have focused all of our last few yearly themes on the LIM paradigms in the LIM Framework. We have also taken our district's Strategic Plan titled, "One Voice, One Team, One Message" and aligned everything we do with the LIM Framework. **Click on this link to see our framework.**

# Tell Your Story

We formed a Lighthouse Team and met with Lonnie Moore and several other Franklin/Covey Team Members and were trained on how to become a Lighthouse School. We developed three Wildly Important Goals (WIGs) to prepare for our Leadership Day and scheduled our 1<sup>st</sup> Leadership Day. We formed a Student Lighthouse Team and a Student Leadership Council. Our Lighthouse Team began meeting weekly, then bi-weekly to discover individual team member talents and to plan our Leadership Day. We collaborated with our entire Staff and partnered with several businesses to beautify our campus, etc. Our Student Lighthouse Team met frequently to prepare for Leadership Day and were provided additional leadership opportunities. We invited Charlotte County school leaders, local businesses, parents, and schools from neighboring districts to attend our Leadership Day. Since this time, we have had over eleven Leadership Days. All of our students are offered the opportunity to be leaders in every aspect of our school. We also encourage our staff and students to find and share their genius with our school community.

Our philosophy has become Stephen Covey's - "Leadership is communicating people's worth and potential so clearly that they are inspired to see it in themselves." This concept has become vital to our entire staff understanding that WE are the catalyst to helping our students become leaders and to succeed in areas they never imagined possible

# Living the Five Core Paradigms



# Paradigm of Leadership

NAE believes that everyone can be a leader. With this belief, NAE has built a positive culture that is entrenched with a structure of school-wide leadership roles. Students apply, interview, or participate in class discussions that help students nurture and identify unique contributions to the school environment through leadership opportunities. Classroom leadership roles can be found in all grade levels with meaningful influences to the overall school culture.

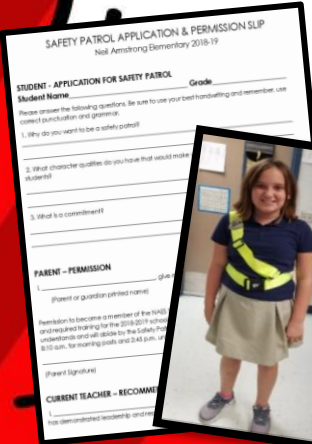
Student voice is highlighted at NAE by involving students in school decisions such as school uniform policy and community involvement events. Furthermore, students use their voice to lead events, present at PTO and SAC, lead school tours and assemblies, and contribute to class meetings.

NAE has active Student and Staff Lighthouse Teams that meet regularly. Our Lighthouse Teams and other action teams work collaboratively on school-wide initiatives to achieve our WIGS. NAE students and staff members work endlessly to improve and maintain all leadership aspects of our school environment. NAE's Parent and Family Engagement Team works with school leaders to develop action plans that are implement to increase stakeholders participation. At NAE, shared leadership empowers students to develop skills needed to be successful in all areas of their lives.

# Paradigm of Leadership

## 5.1 Student Leadership Roles at NAE:

- Student Leadership Team
- Tour Guides
- Leadership Day
- Safety Patrols
- Environment Defenders
- News Crew
- Mini-Model U.N. Debate Team
- Chorus
- Mentors
- Leadership Events
- Girls on the Run
- National Elementary Honor Society
- School Store
- Community Events
- Pre-K Helpers
- Reading Buddies
- K-Kids
- Assembly Speakers
- STEM and Coding Club

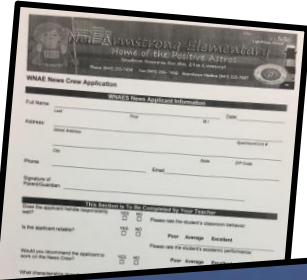


**SAFETY PATROL APPLICATION & PERMISSION SLIP**  
Neil Armstrong Elementary 2018-19

**STUDENT - APPLICATION FOR SAFETY PATROL**  
Student Name \_\_\_\_\_ Grade \_\_\_\_\_  
Please answer the following questions. Be sure to use your best handwriting and remember, use correct punctuation and grammar.  
1. Why do you want to be a safety patrol?  
2. What character qualities do you have that would make a student?  
3. What is a commitment?

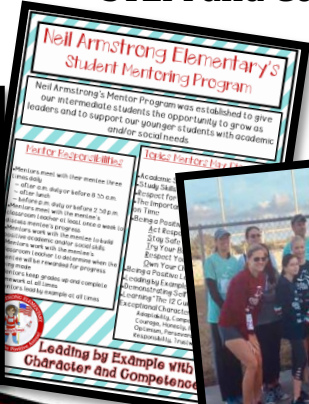
**PARENT - PERMISSION**  
(Print or question printed names)  
I authorize the student to be a member of the Safety Patrol and to participate in the 2018-2019 school year. I understand that the student will be responsible for their own safety and will arrive to school on time. I will be notified if my child is absent from school. For more information, call 343-544-1000.  
(Parent Signature) \_\_\_\_\_

**CURRENT TEACHER - RECOMMENDATION**  
I recommend the student to be a member of the Safety Patrol.  
(Teacher Signature) \_\_\_\_\_



**NAE News Crew Application**  
Neil Armstrong Elementary

Full Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_ Email \_\_\_\_\_  
Signature of Parent/Guardian \_\_\_\_\_  
Date \_\_\_\_\_





# Paradigm of Leadership

## 5.2 Student Voice

- Student Lighthouse Team
- PBIS Assemblies
- Leadership Day
- School Decisions
- School Uniforms Debate
- Restorative Justice
- Contests
- PTO/SAC Meetings
- Student-Led Conferences
- School Projects
- Open Door Policy
- Data Chats

## 5.3 Active Lighthouse Teams

### Staff Leadership Roles

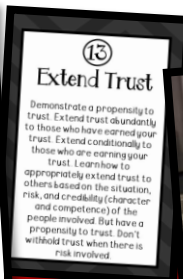
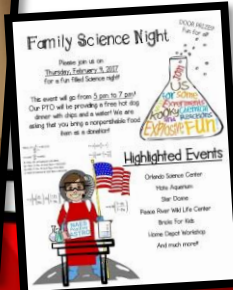
- 13 Behaviors of High Trust
- Program Planners
- Mentors
- Facilitators: Building Leadership Capacity

### Action Teams (PLCs)

- Provide Monthly Meeting Times
- Focus on School-Wide Goals
- Plan School-Wide Events

### Student Leadership Opportunity

- Active Student Leadership Lighthouse Team



# Paradigm of Potential

NAE believes that everyone has genius. NAE's school-wide theme for the past two years has revolved around the paradigm of potential. NAE has made an effort to show everyone how to identify their genius, ignite their genius, and launch their genius. From this effort, we have developed and sustained a more positive physical environment, a common language, and a supportive emotional environment.

NAE school leadership ensures that staff and students feel valued and appreciated for what they contribute to our school environment. NAE cultivates relationships through school-wide initiatives such as class meetings using Restorative Justice and Sanford Harmony kits.

At NAE, we have high standards for the physical environment. School leadership believes all students deserve to learn in a safe learning environment that is beautified and well-maintained for all stakeholders. All staff members participate in the beautification process. Action Teams plan school-wide projects that not only help beautify and keep our campus clean, but encourages our students to have pride in their school.

At NAE, students and staff members comfortably and organically use the 7 habits language. The language is displayed in the physical environment and can be found within lesson plans. Staff members engage in ongoing professional development that helps to sustain and expand on the use of our common language. For example, NAE staff members participated in a booster for the Speed of Trust recently. The 13 Behaviors of High Trust are embedded deeply in our schools' culture, along with the 7 Habits. The language and behaviors taught in the Speed of Trust are reviewed annually with all staff members. Another common language used around our NAE campus derives from our ASTRO expectations. Our ASTRO expectations can be found all over campus, in student planners, and on digital platforms. The ASTRO expectations stand as a great reminder of what is expected for behavior at all times.



# Paradigm of Change

NAE promotes this paradigm by expressing an attitude that we can always improve by continuously sharing school-wide data with stakeholders and setting goals to improve. Setting goals and striving for improvement is entrenched in our school culture through development of school-wide WIGs and Action Steps. NAE has one academic WIG this year. NAE is striving to become an "A" school in the Florida Accountability system by increasing by 10% (71 points) more total points earned in 2017-2018. NAE developed three Action Steps to help accomplish this goal. This WIG models and displays the correct format for writing goals. On campus, NAE has four WIG walls that display our school's monthly data and the progression of each Action Step towards the school WIG. Each grade level displays WIG walls that highlight their own data and progression of each Action Step. NAE's WIG is written for student to fully understand what is needed to be accomplished by the end of the school year. Lastly, each classroom exhibits their own WIG wall. Data is reviewed monthly and classrooms are rewarded with a Traveling Genius Trophy when criteria of our Action Steps is achieved. School leaders visit each classroom monthly to celebrate the growth of individual students' progression and contribution to our Action Steps.

Students are taught to make a habit of setting academic and social goals. Templates are designed for students to understand the importance of developing SMART goals and action steps to accomplish those goals. Academic goals align with our school-wide WIG and directly influence student achievement in targeted areas. Teachers confer with students often to confirm that progress is being made and goals are being achieved. NAE has developed a mentoring program that offers peer-to-peer relationship building that includes accountability partners.

NAE has developed a master schedule that allows teachers to collaboratively plan by developing impactful and meaningful lessons that implement effective instructional strategies into all classrooms. NAE strives to create equal educational opportunities for all students. Lastly, NAE teachers participate in three grade level data days throughout the school year. These data days allow us to review data, reflect on current practices, develop and review action plans and build collaborative relationships.

# Paradigm of Change

## 7.1 School Goals

- WIG Walls

## 8.1 Student Goals

## 9.3 Collaborative Planning and Reflection

- Action Teams
- Data Days

**SMART Goal**

What do you want to accomplish? (Goal)

How will you measure success? (Action Steps)

When will you start? (Start Date)

When will you finish? (End Date)

Who will you work with? (Team/Support)

What resources do you need? (Resources)

**3rd Grade Collaborative Planning – November 6<sup>th</sup>, 2018**

to create a plan for the year for the year:

1) Review the 3rd Grade standards and the current state of the school.

2) Review the 3rd Grade standards and the current state of the school.

3) Review the 3rd Grade standards and the current state of the school.

**Goal**

By the end of the year I will be able to...

**Action Step 1**

**Action Step 2**

**Action Step 3**

**MOY DATA DAY**

**NEIL ARMSTRONG ELEMENTARY**

Leading of Learning

Home of the Positive Astronaut

**NAES 2018-2019**

**WILDLY IMPORTANT GOAL**

Increase 30% (70pts) of the total points NAES earned in 2018-2019 to achieve a school grade of 'A' in Florida's Accountability and Assessment System

Neil Armstrong Elementary School will distribute 30% (70pts) of the total allowable points available through the School Grades formula among the following components:

EA Achievement (25% of total)	EA Progress (25% of total)	EA Growth (25% of total)	Math Skills (25% of total)	Math Habits (25% of total)	Math Habits (25% of total)	Science Achievement (25% of total)
625x0.6	525x0.6	375x0.6	675x0.6	565x0.6	365x0.6	205x0.6
-2	-7	-2	-3	-3	-3	-2
685x0.6	555x0.6	505x0.6	735x0.6	605x0.6	365x0.6	235x0.6

**WILDLY Important Goal**

**Action Step #1:** Use AR to increase the grade ready by 25% from last year.

**Action Step #2:** Monitor pass rates monthly for literacy at 70% average or above.

**Action Step #3:** Using the Scientific Method to complete a minimum of one experimental study to increase the number of students who are ready to read by January.

In 2018-2019, NAES will increase 30% (70pts) of the total points earned in 2017-18 on the ESA!

NAES is an "A" School

#launchyourgeniusnaes

**LAUNCH YOUR GENIUS AWARD**

**NEIL ARMSTRONG ELEMENTARY**

Presents this certificate of celebration of epic proportions to Mrs. Provencal's 3rd Grade Class.

For launching their genius with warp-drive capability by having 30% of their students pass an AR test in the month of January.

GO, POSITIVE ASTRO GENIUS READERS!

Mrs. Taitlen, Principal  
Mrs. Latta, Assistant Principal

**NAES Action Team Agenda**

Team: Leadership + Instruction

Meeting Date: 11/13/18

Responsible: (List of names)

Agenda Items:

- Review and discuss the NAES Action Team Agenda
- Review and discuss the NAES Action Team Agenda
- Review and discuss the NAES Action Team Agenda

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Meeting Date: 11/13/18

Responsible: (List of names)

Agenda Items:

- Review and discuss the NAES Action Team Agenda
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**MAJOR AREAS OF FOCUS FOR 2018-2019**

**Focus 1:** Increase the percentage of students making learning gains in lowest 25% in EA.

**Focus 2:** Increase the percentage of students making learning gains in lowest 25% in Math.

**Focus 3:** To Maintain and continue to increase over all proficiency in Grade 3 Science on FCAT Science.

**LAUNCH YOUR GENIUS**

WILDLY Important Goal

Goal

Using Warp-drive Capability

WIG WALLS

SMART GOALS

LAUNCH YOUR GENIUS AWARD

# Paradigm of Motivation

NAE works to empower students to be a leader of their own learning. Generational poverty is an issue that is seen in our community. Empowering students to take the lead in their own learning is critical to helping them overcome this challenge and many others they face in their daily lives.

NAE's Positive Astros use leadership notebooks to develop academic and personal goals. Students WIGS are aligned with school-wide Action Steps, grade level standards, and classroom expectations. Classroom routines are developed to monitor and update leadership notebooks. Students begin with the end in mind to set goals for tracking their data. They take pride in accomplishing personal goals and taking ownership of their data.

Parents are invited to attend formal and informal student-led conferences in all grade levels. Leadership Day is another opportunity for students to share their data with visitors. With student leadership notebooks, students share goals, celebrations, contributions, and other accomplishments. Students take ownership of their leadership notebooks and enjoy conversing with their families, adult leaders, student mentors, and/or peers. The process of sharing data at student-led conferences is continuously improved through feedback from stakeholders.

NAE's Action Teams develop school-wide projects that empower students to take charge of their own learning, also. Student-led learning is encouraged through many experiences such as Genius Hour, Shark Tank projects, Wax Museums, and International Market Day.



# Paradigm of Education

NAE develops the whole student by providing multiple opportunities for all stakeholders to be involved in our school culture. This involvement can be seen at NAE through teachers and staff members modeling the 7 Habits and other leadership principles. Teachers and staff members know, speak, and apply the 7 Habits in our school environment. Students observe and duplicate behaviors seen at school. For example, SRO Moore is a vital member of our school's culture. The behaviors exhibited from SRO Moore have greatly impacted our students positively. With her Positive Astro Training Program, students have worked on applying these principles and some students have expressed they want to become a police officer when they grow up.

NAE strives to communicate effectively through print, electronic, and or verbal communication. NAE's assistant principal makes weekly phone calls that remind students and parents of all upcoming events. NAE has an active social media platform for communication. Numerous family and community members follow this platform. NAE teachers use DOJO and Remind apps to communicate frequently with families. NAE sends school stories out using DOJO and Remind, as well. Our school website is updated frequently and utilized by most stakeholders. Our school website provides information on Title 1, SAC & PTO, community events, and so much more! Lastly, NAE has school planners that help students stay organized and provide families with daily communication, grade level resources, attendance tracking, and goal setting!

NAE is involved in our local community by hosting and participating in many family and community events. One of the largest events we host accompanies our beginning of the year Title 1 Open House. This event is called Neil's Nuggets of Knowledge. At this event, community partners are invited to share information and give resources. Families enjoy a PTO provide dinner while gaining a great deal of information about community partnerships. NAE hosts a Leadership Day each year and involves all stakeholders including families, community partners, and other school staffs. Lastly, we participate in community wide projects, contests, and competitions. Through our participation, NAE has made long-lasting partnerships with Chick-fil-A and Sonshine Baptist Church.



# Paradigm of Education

## 2.3 Modeling

- Teacher Mission Statements
- Class Mission Statements
- Leadership Day
- School Pledge

## 3.1 Family Communication

- Dojo
- Remind
- Website
- School Newsletter
- SAC & PTO
- Weekly Call

## 6.3 Family & Community Events

- Neil's Nugget of Knowledge
- Family Themed Nights
- Chick-fil-A Challenge
- Stone Crabs Reading Program



**Neil Armstrong Elementary**  
*Home of the Positive Astronauts*

You are invited to our 9th Annual LEADERSHIP DAY!  
Join us ALL DAY on Friday, March 1, 2019  
from 9:30 a.m. to 2:30 p.m.!

Neil Armstrong Elementary School strives to develop leaders one child at a time by instilling the 7 Habits into our culture in every possible way. We support Stephen Covey's belief that "Leadership is communicating people's worth and potential so clearly that they are inclined to use it on themselves." Your support is vital to the success of our 21st Century student leaders. Please come see how we've launched our games at Neil Armstrong Elementary!

**Activities and Events**  
Student Leader Night  
Basketball Junior Class Meeting  
Student Leadership Meeting  
Student Gift a Choice  
Student Leadership Pledge  
School Wide Leadership And so much more!

Please don't forget to bring your own water bottle and a snack. We'll have a special lunch for you on Friday, March 1st. We'll be serving delicious pizza and drinks. We'll be serving delicious pizza and drinks. We'll be serving delicious pizza and drinks.

Leading by Example Every Day!

**Mrs. Provencal**

My WEISS  
My VISION

My WEISS  
My VISION

Mrs. Provencal's Mission Statement  
My mission is to create a learning environment with high expectations, where every child is challenged to reach their potential. I will ensure that every child is safe, secure, and supported. I will ensure that every child is safe, secure, and supported. I will ensure that every child is safe, secure, and supported.

Leading by Example

**Neil Armstrong Elementary**  
*Home of the Positive Astronauts!*

Ignite Your Genius!

Leading by Example

8th Annual Leadership Day

**Family Science Night**  
Thursday, February 7, 2019  
For a Fun-Filled Science Night!

This event will go from 5:00 a.m. to 7:00 p.m. Our PTO will be providing a free hot dog dinner with chips and a water! We are asking that you bring a reusable food item as donation!

**Highlighted Events**

Science Project Fair for all  
Experiment with Science  
Science Fun!

**Class Mission Statement**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Hello Positive Astro Families,**

This is Mrs. Latta with this week's announcements. On Monday, January 14th, your child will receive a letter containing a link and password to the Charlotte County Public Schools' Title I Annual Family Survey. This survey helps Neil Armstrong better meet the academic and social needs of our students and families. The link to the survey goes live at 6:00 pm on Monday morning. If you do not have access to a computer, you may use a computer in the Family Resource Center. The survey will be sent home on Monday, January 14th. Check those lockboxes for the survey and hug your children for giving their best effort. Please call the school to confirm if you would like to talk to your child's teacher about his/her progress.

Survey will be open on Monday, January 14th, in a new location. Due to the new security at the school store is now located in Healthy Way in the kindergarten hallway. We will be opening at 8:00 AM and will remain open until 8:00 AM. The store has a wide variety of food supplies that range in price from \$1.00 (basic yellow pencil) to up to \$8 (Flash drive) in the first few weeks, pens and pencils are no more than \$1.00. Please be patient with the busy day times.

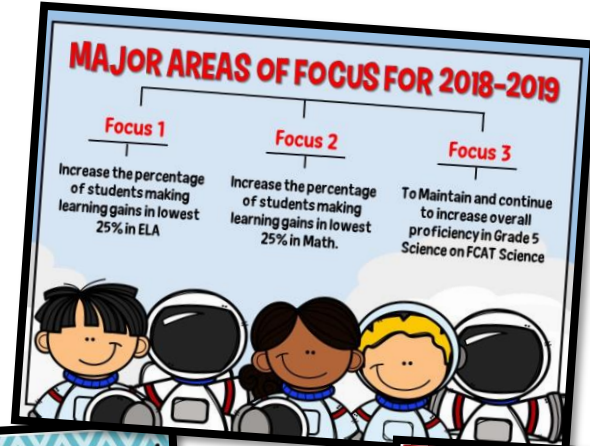
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# Measurable Results



## Parent Survey

Positive Astro Families:

Please take the time to complete the Parent Survey for our Leader in Me program. As a Lighthouse School, we want to maintain the amazing leadership program that has shaped our positive school climate. Help us make this possible by completing the survey and giving us your valuable feedback. Please go to this link to complete the survey:

<https://theleaderinmeonline.org/assessments/assessment/173037431d6ef2e6>

THANK YOU!

## Building Leaders for the 21st Century

Your Comments Count:

Opening Leadership Ceremony  
 Fair  Good  Great

Overall Student Leadership  
 Fair  Good  Great

Character and Competence Tours  
 Fair  Good  Great

Goal Tracking (Data)  
 Fair  Good  Great

Leadership Environment  
 Fair  Good  Great

Overall Experience at our School  
 Fair  Good  Great

Thank You For Supporting Our Positive Astro Leaders!

Neil Armstrong Elementary  
Home of the Positive Astro!

27100 Brookwood Ave. Phone: 941-255-1456  
Port Charlotte, FL Fax: 941-255-1456  
33452  
[http://www.naefl.net/pages/Neil\\_Armstrong\\_K5](http://www.naefl.net/pages/Neil_Armstrong_K5)  
New York 2016 Florida 2016

# Measurable Results: Leadership

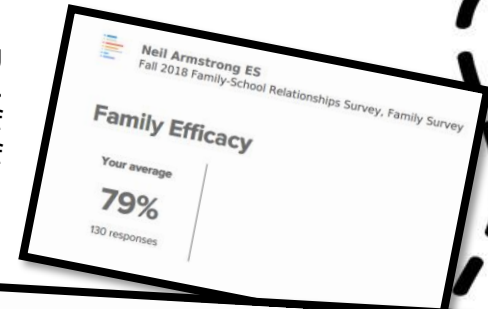
Our MRA results show above average results in Staff Social-Emotion Teaching Readiness and Family Involvement. Staff Social-Emotional Teaching Readiness is one of NAE's highest measureable results. NAE has worked hard to maintain the staff readiness in social-emotional concepts. With the implementation of PBIS and Restorative Justice, our character education at NAE continues to benefit our students greatly. Developing Character and Competence in our students remains a priority in our pursuit of developing the whole child. NAE staff models interpersonal and personal effectiveness that contributes to the social-emotional teaching of all our students. NAE has worked hard to involve families in our school environment. One way that we have improved this area is by including parents on our Action Teams. This has allowed parents to be involved in decisions, planning, and overall improvement of our instructional environment. Parents have found their voice at NAE and know that they are a valuable part of our school community.

Surprisingly to us, student leadership seems to be a lower measureable result. When looking more closely at this area of improvement, we see many positive results within the section. For example, students know what is important in their lives and that they are in charge of doing well in school. This positive reflection is uplifting in our continuous pursuit of overcoming generational poverty.

Dear Mrs. Taillon, Mrs. Latta, and Mrs. Hazeltine,  
I wanted to thank you and your entire staff for an amazing experience last Friday. Your Lighthouse Leaders were outstanding as speakers, tour guides, and source of information. The way your students represent themselves and their school is something to be proud of. We can only hope to bring a small part of what you do at Neil Armstrong to our school next year. As a team we have great pictures and informational sheets from our visit to guide us in our next steps.

Again, thank you so much for opening your doors for us to visit.

Sincerely,  
Kimberley Molhem  
Assistant Principal

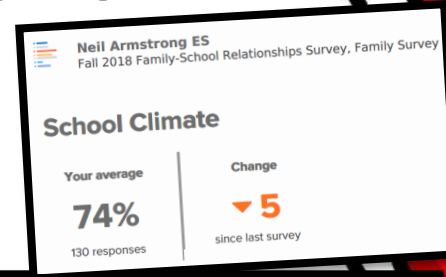


	Your School	Non-LH LIM	+/-	LH LIM	+/-
Student Leadership	65.7	68.4	-2.7	70.7	-5.0
Staff Social-Emotional Teaching Readiness	87.0	81.2	5.8	83.7	3.3
Family Involvement	82.9	81.0	1.9	82.8	0.1

# Measurable Results: Culture

When visitors speak about their experiences at Neil Armstrong, they speak most often of our positive school culture. Neil Armstrong is known for having a “pulse-like” feel when you enter our school. The overall school environment is positive, safe and welcoming. Students and staff feel supported, and this contributes to our positive environment. School events are scheduled and planned throughout the school year that allow families to contribute to the academic and social successes of students. Student Engagement is an area that produced lower than expected results on our survey.

Within this area, we find students are not as excited about their school work as we hoped they would be. However, they are excited to be at school and involved in their own instructional environment. Furthermore, students expressed that they learn as much as they can from their classes. Finally, the culture of Neil Armstrong is supported by our incredibly motivated staff. Staff members feel empowered and fulfilled by working in a positive school climate. Staff members feel that they are involved in important work for children and strive to make a difference in our students’ lives. Staff members feel accountable for hitting professional goals and support our school WIGS and Action Steps.



Culture		Your School	Non-LH LIM	+/-	LH LIM	+/-
Supportive Environment		79.7	73.7	6.0	79.8	-0.1
Student Engagement		66.4	71.4	-5.0	73.7	-7.3
Staff Satisfaction		86.6	81.0	5.6	85.1	1.5

**CLIMATE SURVEY AVERAGES - ELEMENTARY**  
**Parent Ultimate Question**  
**2018 - 2019**

ELEMENTARY									
	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11
NAE	7.84	7.96	8.04	8.16	7.72%	7.6	8	8	7.8

# Measurable Results: Academics

In the first few years of our Leader in Me implementation, NAE witnessed a 10% proficiency increase on our state reading assessments. That increase continued to grow as we became the 17th Lighthouse school in the world in 2011. In our ten years of implementing Leader in Me, we have seen academic growth in all areas. We have increased to one of the top performing schools in our district.

In the past year, our B School Grade dropped to a C in Florida's Accountability and Assessment System. This drop was disheartening after working so hard to maintain and improve our school grade. However, with a growth mindset, NAE developed an academic WIG that will help achieve the growth necessary in all academic areas. In the development of our academic WIG, we identified areas of strengths and weaknesses. We have high academic achievement in all areas but need to close the achievement gap between students without disabilities and students with disabilities. Finally, we have developed and implemented Action Steps to overcome this gap and improve our overall academic gains.

School Grades History				
Year	2017-18	2016-17	2015-16	2014-15
Grade	C	B	B	B*

**WILDLY IMPORTANT GOAL**

Increase 10% ( 70pts.) of the total points NAES earned in 2018-2019, to achieve a school grade of "A" in Florida's Accountability and Assessment System.

Neil Armstrong Elementary School will distribute 10% (70 pts) of the total allowable points available through the School Grades formula among the following components:

	ELA Achievement (3 <sup>rd</sup> , 4 <sup>th</sup> , and 5 <sup>th</sup> )	ELA Gains (4 <sup>th</sup> and 5 <sup>th</sup> )	ELA Lowest 25% Gains (4 <sup>th</sup> and 5 <sup>th</sup> )	Math Achievement (3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> )	Math Gains (4 <sup>th</sup> and 5 <sup>th</sup> )	Math Lowest 25% Gains (4 <sup>th</sup> and 5 <sup>th</sup> )	Science Achievement (5 <sup>th</sup> Grade)	
2018-19 Actual School Grade Earned:	62% = A	52% = C	18% = F	67% = A	56% = B	36% = D	70% = A	= 361/52% C
2018-19 Percentage Increase needed for A:	+2	+7	+32	+4	+4	+22	+0	+71
2018-19 School Grade Wanted:	64% = A	59% = B	50% = C	71% = A	60% = B	58% = B	70% = A	432/62% A

This map shows the increased percentage and points needed to earn a school grade of "A" in Florida's Accountability and Assessment System. This is important because it takes focus on the areas that need the most improvement. POV: NAES Leadership Team

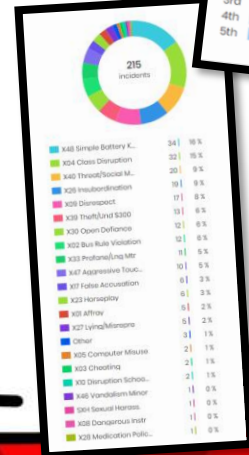
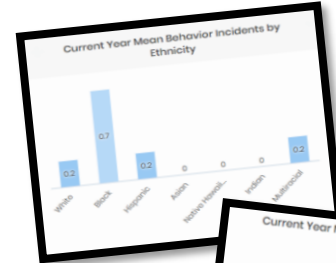
Academics	Your School	Non-LH LIM +/-	LH LIM +/-
Teacher Efficacy	84.1	79.5 4.6	84.6 -0.5
Student-Led Achievement	65.1	66.4 -1.3	67.3 -2.2



# Area for Growth & Continuous Improvement

Neil Armstrong has been a Lighthouse school for nine years. In those nine years, our deltas have continuously improved. In our initial review, Discipline was a major area of concern. Neil Armstrong started the process to become a Lighthouse school in 2009. With the implementation of the Leader in Me program, Neil Armstrong was starting to make great strides academically, but staff morale was low and discipline issues were increasing. In 2010, Neil Armstrong developed a school-wide PBS Team to work aside the Lighthouse Team. These teams started meeting monthly to develop a plan that would decrease discipline issues, increase staff morale, and improve the school culture. In the first two years, Neil Armstrong was busy enhancing the culture of the school with a new logo and became known as "Home of the Positive Astros". Additionally, Neil Armstrong implemented 34 character words into the curriculum and celebrated these characteristics during Positive Astro Assemblies. Finally, Mrs. Taillon shared Franklin/Covey's 13 Behaviors of High Trust Leaders with Staff, PTO and SAC to improve relationships and start the process of building a more positive school culture. In that second year of implementation, discipline incidents decreased by approximately sixty percent.

In more recent years, Neil Armstrong has implemented other programs that have helped maintain a low percentage of discipline incidents. Neil Armstrong has Action Teams in place that monitor student discipline incidents. One Action Team that has been very successful is our Restorative Justice Team. This team has developed systems to help teachers implement Class Meetings to resolve classroom issues while understanding and incorporating the 7 Habits. At this time, we have 79% of our students without any discipline incidents. This is an improvement from last year. We will continue to maintain and improve in the area of discipline incidents.

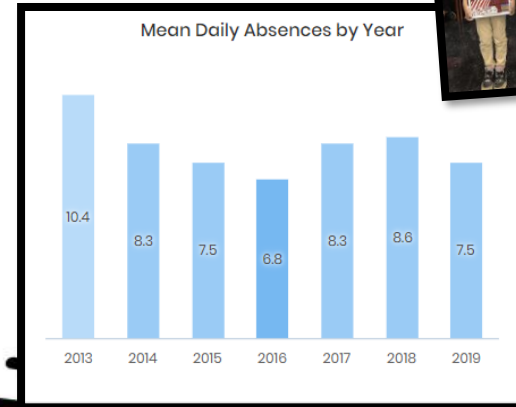


# Area for Growth & Continuous Improvement

Another delta identified when Neil Armstrong first started the Leader in Me program was attendance. The first two years of implementation resulted in a decrease of missed school days. Attendance occurrences decreased from over 9,500 in the first year of implementation to about 5,400 the following year, even with a higher population.

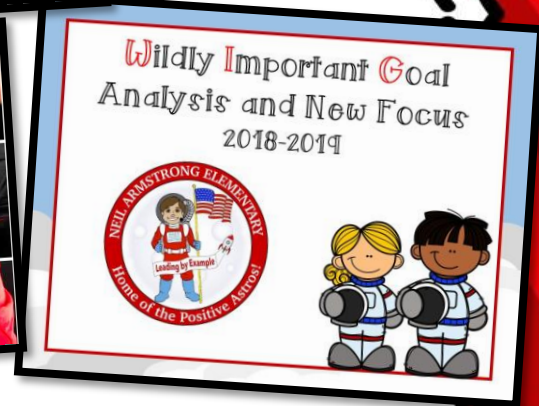
As a Lighthouse school, we have continuously seen a decrease in daily absences until recently. In the years of 2017 and 2018, we started to see our attendance data increase. At the beginning of this year, we decided to focus more on attendance. Neil Armstrong's assistant principal made an effort to remind parents of the importance of attendance by adding daily attendance tracking to school planners. In addition, students set attendance goals and attendance was tracked weekly and reported to families through school phone calls. Neil Armstrong participated in community projects that highlighted the importance of being at school all day, every day! Students ever participated in a state-wide poster contest!

Neil Armstrong's school social worker diligently called parents weekly about their child's attendance. Neil Armstrong created a data wall on attendance in a common location for all students to see the effort being made to track attendance. Finally, attendance was celebrated all year long with positive reinforcements be awarded to students who had perfect attendance each quarter. With a focus on attendance, we have seen a decrease in daily absences this school year. Our hope is to continue this trend.





# Action Plan



# Action Plan

In the 2019-2020 school year, Neil Armstrong is taking on “A” new 20/20 vision. With this laser like focus, Neil Armstrong is developing action plans to improve three subcategories of the three main areas on the Leader in Me Framework. These subcategories were identified using our Measureable Results Assessment.

**Leadership:** Neil Armstrong is looking to improve our overall usage of our Student Leadership Notebooks. Our Measureable Results showed a weakness in our Personal Effectiveness subcategory of Leadership. This subcategory is defined as students taking responsibility for their actions, setting goals, and persisting even when things are difficult. Neil Armstrong is recently one-to-one in technology in all 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grade classrooms. With this advantage, Neil Armstrong’s Core Team is developing a digital Leadership Notebook. Neil Armstrong believes this will help students more easily set goals, track progress towards goals, and celebrate successes. Furthermore, we are looking forward to making this process more manageable for Neil Armstrong’s teachers.

# Action Plan

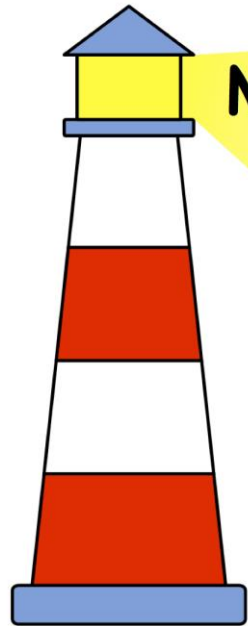
**Culture:** Neil Armstrong is setting goals to improve student engagement. The MRA results indicated that students are happy at Neil Armstrong and are learning a great deal from their classes. However, students are not always excited about their school work and/or do not feel understood as a person. To address these concerns, Neil Armstrong is continuing with the "I Am... Campaign". This campaign is a nation-wide platform that encourages students and staff to select a word that represents their identity and potential. This campaign supports our Positive Astros by helping them feel better understood. Furthermore, Neil Armstrong will continue with Class Meetings to further improve students' ability to share their concerns/ideas with their teachers and peers.

**Academic:** The MRA results showed a weakness in student-led achievement, especially in the subcategory of Academic Goal Achievement. This subcategory is student results driven. Students want to take a more active role in setting academic goals, deadlines for achievement of these goals, and tracking progress towards completion of the goal. With the effort to improve Student Leadership Notebooks, Neil Armstrong believes this will support students in taking a more active role in their own Academic Goal Achievement.

# Concluding Question



# Concluding Question



**Neil  
Armstrong  
Elementary**

Yes! After completing the self-study process, Neil Armstrong believes that we should be certified as a Lighthouse School.