

# Recertification Milestone #2 Evidence Binder



Richlands Elementary  
May 6, 2024

# Recertification Milestone #2:

## Onsite Review & Digital Evidence Binder

- **Timeline:** *Two years after Recertification Milestone #1*
- **End in Mind:** *Demonstrate **mature** levels of implementation on the Lighthouse Rubric*
- **Key Resources:** [Lighthouse Rubric](#) | [Lighthouse Rubric Self-Assessment](#) | [Evidence Binder Template](#)

### Steps in the Process:

- Complete the [Lighthouse Rubric Self-Assessment](#) and review the Official Lighthouse Report from Recertification Milestone #1.
- Create an [Evidence Binder](#) that tells your story, including:
  - Areas for Growth Updates
  - Action Plans
  - Measurable Results
- [Schedule an Onsite Review.](#)
- Email completed Evidence Binder and Onsite Review Agenda to [lighthouse@franklincovey.com](mailto:lighthouse@franklincovey.com) two weeks before the Review.
- Host an Onsite Review, expecting a written report from the *Leader in Me* Team within four to eight weeks.

# Richlands Elementary's Lighthouse Journey



Our journey here at Richlands Elementary School (RES) began with the Leader in Me program during the 2016-2017 school year. In 2020, we were honored to become a Franklin Covey Leader in Me Lighthouse School. In 2022, we successfully recertified our Lighthouse status. During the time between our initial certification and our renewal of Lighthouse status, our school overcame many adversities brought on by Covid to successfully maintain program implementation.

Since our recertification in 2022, Richlands Elementary has seen a change in both administration positions and a turnover in staff due to new district lines and our transient population. Nevertheless, we have continued our mission to "Learn. Serve. Lead."



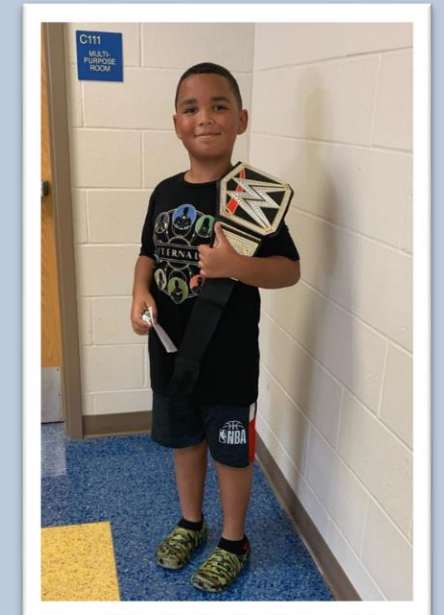
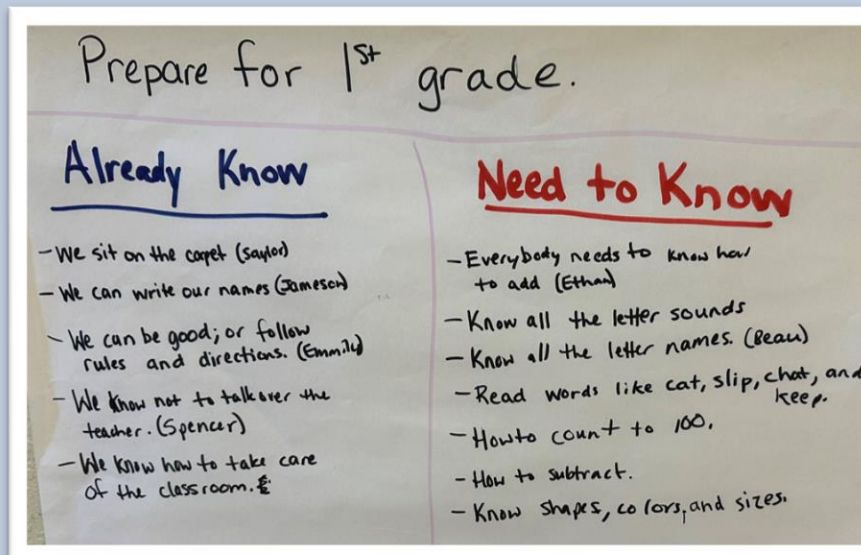


# Richlands Elementary's Lighthouse Journey Continued



RES has continued its focus on leadership and the 8 habits through the intentional teaching of Leadership classes and social skills lessons and the incorporation of leadership language in our everyday interactions.

A maintained focus on growth through personal, grade level, and school-wide WIGs has supported students to keep a growth mindset as we continue to close gaps for our older students who have experienced learning loss with Covid during their earlier years. They have also helped us get our younger students off to their best start by helping them set goals and make plans to achieve them.





# Richlands Elementary's Lighthouse Journey Continued



A renewed focus on getting more families involved through certified volunteer training, student-led conferences, fall festival, book fairs, and grade level Fun Days has helped us to repair and reinforce the family and community partnership. In 2024, we also brought back in-person Leadership Day after a few years of celebrating virtually.

Without a doubt, this program has continued to foster a culture of leadership, family and community partnerships, and spotlighted educational growth through the implementation of the Leader In Me program.



# Areas for Growth Updates





# Family and Community Partnerships

**WHY JOIN?**  
**THE RICHLANDS ELEMENTARY PTO NEEDS YOU!**

- #1 OUR STUDENTS BENEFIT**  
Help your child perform better academically by being an active participant and role model in the community that helps raise your child!
- #2 OUR SCHOOL BENEFITS**  
Help create a positive, caring, and engaging community by supporting the teachers and administration!
- #3 CREATE CONNECTIONS**  
Develop powerful relationships with teachers and staff while making life-long friends with other parents!
- #4 YOU BENEFIT**  
Volunteering your time, talents, and energy while socializing with other parents is fun, healthy, and rewarding!

**READY TO SIGN UP?**  
Contact our PTO President or Vice President at [richlandstptovp@gmail.com](mailto:richlandstptovp@gmail.com) and join us for one of our monthly meetings or message your teacher for more information. We'd love to hear from you!

Richlands Elementary School  
**Volunteer Handbook**  
Learn Serve Lead

One of our areas for growth from our previous recertification was Family and Community Partnerships. These areas did not flourish in recent years due to Covid regulations. With those regulations removed, we opened our doors full force last year to get families and community connections back in. We have been happy to accept volunteers in classrooms for extra assistance, duty-free lunches on staff celebration days, two Book Fairs each year, Fall Festival, popping and passing out popcorn on our Leadership Days, and our spring Fun Days.

Assistant Principal, Mr. Carl Henderson, joined the RES staff this year and brought with him a focus on getting those who would like to volunteer on our campus trained and certified through district fingerprinting. So far this year, he has trained 39 parent volunteer prospects. Twenty of those volunteers became fully certified after completing the fingerprinting process.





# Family and Community Partnerships Continued

Richlands Elementary has continued our community partnerships with the local fire departments and the Onslow County Museum outreach program. Each assist in on-site educational visits which are free for our students.

Last year we brought in Agriculture as one of our enrichment classes. Richlands has a rich heritage in farming, and Mrs. Good's lessons often tie into NC state standards for science and social studies. Mrs. Good also worked to bring the 4-H program to our school for Club days. RES 4-H Club members have been assisting in a recycling project that aims to cut down on waste at our school. This spring, the club is partnering with our new musical program to host a "Farm to Plate" dinner show.





# Family and Community Partnerships Continued



Other community programs that students at RES benefit from are CHEW and the Bobcat Den. CHEW stands for Children Healthy Eating on the Weekend, and it allows for students in need to receive food items to last them through the weekend when school meals are not accessible. Our school not only receives items from the local CHEW community donations, but has also held food drives to support the CHEW program. It helps show students that the mission to serve can have a direct impact not only in our community, but at our school.

The Bobcat Den is our school's local outreach program. It was started in 2023 and serves any student who has a need. Clothing, food items, and more are available upon request. Bethlehem Baptist Church has partnered with RES to help gather items for the Den.



# Family and Community Partnerships Continued



In April, we celebrate our military children and their families for Month of the Military Child. Breakfast with the Brave is one way RES shows appreciation for our military families.





# Family and Community Partnerships Continued

The staff at RES showed up and showed out during the Richlands High Homecoming Parade. Showing support for our other educational families demonstrates partnership and continuity in education across all settings.



The fifth grade team partnered with Duke Energy to bring a science fair day to RES.



## No Shave November with the Men of Richlands Elementary

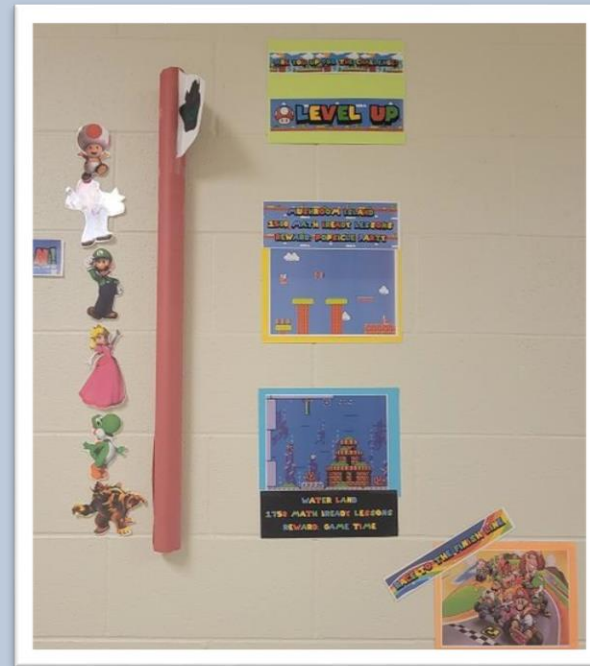


In an effort to increase Men's Health Awareness, the Men of Richlands Elementary School are taking part in No Shave November. We are not asking for funds or donations, we are simply raising awareness. If you would like to know more about No Shave November you can go to <https://no-shave.org>. Be sure to check out the Richlands Elementary School Facebook page for weekly updates.

Pictured from left to right: Blake Sumrall (School Resource Officer), Carl Henderson (Assistant Principal), Anthony Collison (Music Teacher), Evan Jarman (PE Teacher), Justin Allen (Cafeteria Manager), Reggie Barber (Boys and Girls Club Unit Director), William Bellamy (Head Custodian).

The male staff members of RES took time to raise awareness for Men's Health during "No Shave November".

# Paradigm of Motivation



At RES, we have set a focus on helping students set goals related to their learning and personal lives. Students work with staff members to set educational and personal goals throughout the year. When a student meets a WIG they get a note/celebration certificate to take home, commence their individual celebration, and have their name called over the intercom. Classrooms and grade levels also celebrate when they reach their WIG goals. Everyone is included.

Our school worked towards a WIG of each grade level passing 700 iReady Math lessons. We celebrated as a whole school with a pajama day. We extended the fun and individual grade levels worked to “level up”, passing more lessons for more rewards. On our Spring 2024 MRA we saw a 17% increase in “School Goals” over the last year.





# Paradigm of Motivation Continued

## IREADY MATH MINUTES

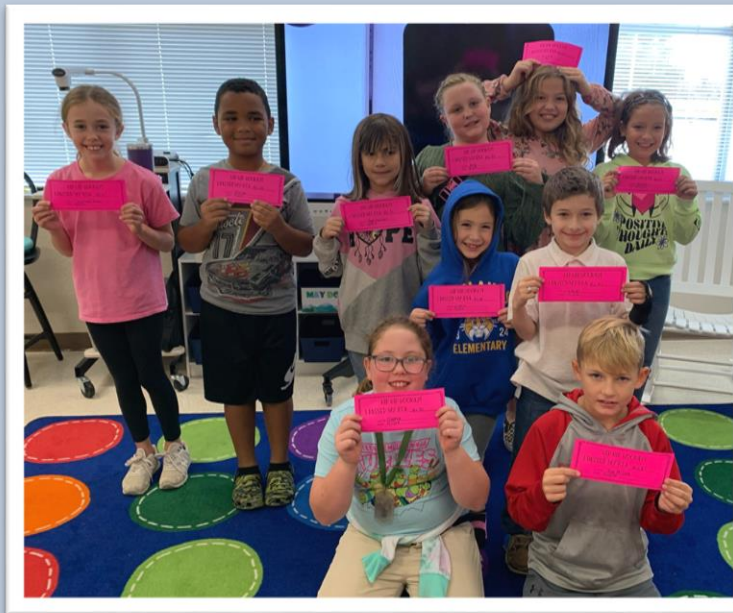
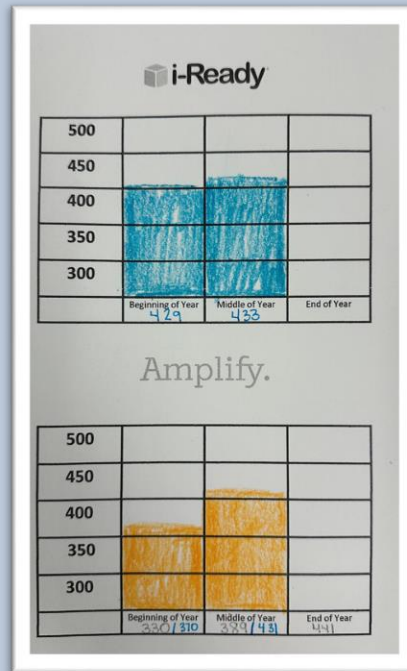
NUMBER OF STUDENTS WHO GOT THEIR MINUTES

**BEGIN WITH THE END IN MIND:**  
Marking an iReady lesson for 15 minutes every week helps us get better at math! The lessons we complete help us reach our physical and intellectual growth goals!

## BOOST READING MINUTES

NUMBER OF STUDENTS WHO GOT THEIR MINUTES

**PUT FIRST THINGS FIRST:**  
We can read our monkey business and work on our best learning path to help us become better readers!



## R SOARING TO 100%

Color in a star every time you pass an i-Ready lesson with a score of 80% or higher.

## M SOARING TO 100%

Color in a star every time you pass an i-Ready lesson with a score of 80% or higher.

### My Wildly Important Goals

**READING**  
I will grow my MAZE score from 8.5 to 14 by May 20, 2024.  
Date Met: 11/08 21.5

**MATH**  
I will grow my diagnostic score from 398 to 411 by May 20, 2024.  
Date Met: JAN 2024

SMASH YOUR GOALS!

### MY MATH WIG

I will go from 6 lessons passed to 14 lessons passed on iReady Math by November 3, 2023.

Indicators:  
 ▲ I completed 45 minutes on iReady Math this week.  
 ● I passed at least two lessons on iReady Math this week.

October/November					
Mon	Tues	Wed	Thurs	Fri	Sat
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31	1	2	3	

Where: My Goal is Met  
 Who: Myself  
 Celebration: In-classroom, Surprise

## TOP DOG

This certificate is awarded to:

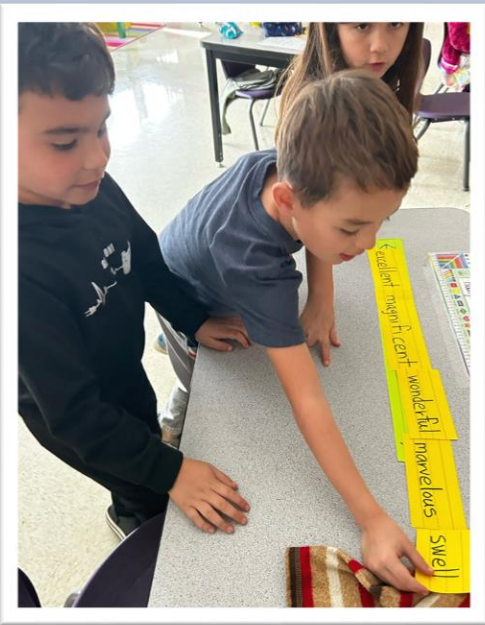
# Mila

for meeting their Reading WIG.

Date: 10/31



# Paradigm of Education



Over the past two years, RES has continued to bridge the gap in instruction we saw over previous years due to Covid. We even received the Leader in Me Lighthouse Honor Roll for our growth attained over the 2022-2023 school year.

RES started implementing the updated state MTSS process with reading and math across all grade levels. Teachers track growth in the areas of reading through Amplify and iReady Reading lessons, and math through iReady Math lessons and check-ins.

At RES, we have continued to support students through Leadership classes across all grade levels. A focus on the Habits also helps promote 21<sup>st</sup> century centered classrooms through collaboration, problem solving, critical thinking, creativity, innovation, and communication. By instilling these skills in our students, we are shifting whole-self paradigms, and reinforcing positive habits.



# Paradigm of Education Continued

We have extended the reach of our Leader in Me program through at home connections in monthly newsletters. Connections on how to help promote the Habits at Home were made during our fall Book Fair through a brochure, along with connections to books that promote positive social skills and habits.

**Leader in Me**

2024 is officially here and the new year brings about a time of reflection. Many of us set goals that we hope to achieve. Our hope is that we are successful in achieving those goals, but how can you gain support for yourself and empower your family members along the way?

- Step 1: Start with Habit 2: Begin with the End in Mind. What goal do you want to achieve and by when?
- Step 2: Next use Habit 3: Put First Things First to decide how you plan to achieve your goal. What steps do you need to take that support success?
- Step 3: Track your progress. Are the steps you're taking working, or do you need to make a change?
- Step 4: Find an accountability partner to meet or chat with daily/weekly to reflect on progress. Find someone who will listen to, encourage, and challenge you.

**Leader in Me**

In Leader in Me, we learn about our Emotional Bank Accounts. Emotional Bank Accounts, or EBAs, reflect the amount of trust that exists in a relationship. Of course, we take time throughout the year to build positive classroom communities here at RES, but did you know that you can do activities or hold discussions at home to foster positive Emotional Bank Account deposits at home? During the holidays coming up, chat with your child individually or as a whole family about what makes your family special.

Here are some questions to guide your conversation:

- What is your favorite part about being a part of our family?
- How does our family show each other we care?
- What is your favorite family tradition that we do?
- How might our family be the same as other families? How might we be different?

**FIND HABITS TO TREASURE...**

**Leaders At Home**

Reinforcing the Leader in Me Habits of Happy Kids at Home

Click on me to see more! ➡

# Action Plans for Future Growth



**BOBCATS**  
Richlands Elementary School

*Learn. Serve. Lead.*





# Action Plan #1: New and Ongoing Staff Training

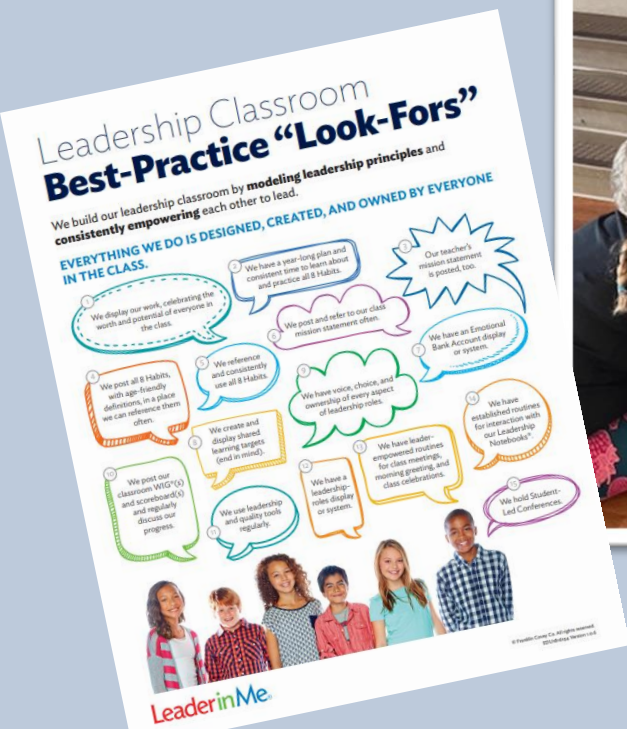


Since our recertification in 2022, Richlands Elementary has seen a change in both lead administration positions and a turnover in staff due to our transient population.

While Leader in Me information has been continuously passed along during beginning of the year staff training, monthly staff and action teams meetings, grade level PLCs, and emails, the training of new staff has not been up to prior standards we had set.

Our goal is to get every staff member fully trained through initial beginning of the year training for new staff, monthly staff empowerment lessons, and by reinforcing Leader in Me Habits and language in their every day encounters.

[Full action plan here!](#)



# Action Plan #2: Student Voice



Students at RES have many opportunities to share leadership in and outside of their classrooms, as well as, around the school. Some of those opportunities include classroom jobs, creating personal and classroom mission statements, group projects, extracurricular clubs (Odyssey of the Mind, Battle of the Books, Math Counts, etc.), chorus and musical, and the Richlands Elementary's Student Lighthouse Team.

Our goal moving forward is to give every student a chance for their voice to be heard in the school and community through representation with a Student Action Team. This new team will be compiled of class and grade level representatives who will work alongside the Staff and Student Lighthouse Team members to continuously improve our school culture and support community service needs.



[Full action plan here!](#)



# Results and Celebrations



**BOBCATS**  
Richlands Elementary School

*Learn. Serve. Lead.*



# Comparison of MRA Results

Category	2021-2022	2022-2023	2023-2024
<b>Overall</b>	<b>70</b>	<b>76</b>	<b>78</b>
Leadership	75	78	78
Culture	75	76	79
Academics	68	76	78

Our recent MRA showed a lot of positive growth in many areas. We saw a 10% growth in the paradigm of Academics, where we have put forth a tremendous effort to empower students and continue to close educational gaps. Our future goal is to move many areas to the “effective” range instead of just a few.



# Growing Proficiency

**School Performance Grade**

School Performance Grade Overview

	Ach	Growth	Perf	Grade
Overall	46.4	59.1	49	D
ALL				Insuff
AMIN				Insuff
ASIA				Insuff
BLCK	30.6	76.2	40	D
HISP	47.1	68.0	51	D
MULT				Insuff
WHITE	48.6	63.9	52	D
EDS	33.2	65.1	40	D
ELS				Insuff
SWD	11.1	61.9	21	F
Reading 3-8	41.9	65.6	47	D
Math 3-8	50.6	66.1	54	D

Alternative School Model

Option	Rating

2021-2022 Proficiency Data

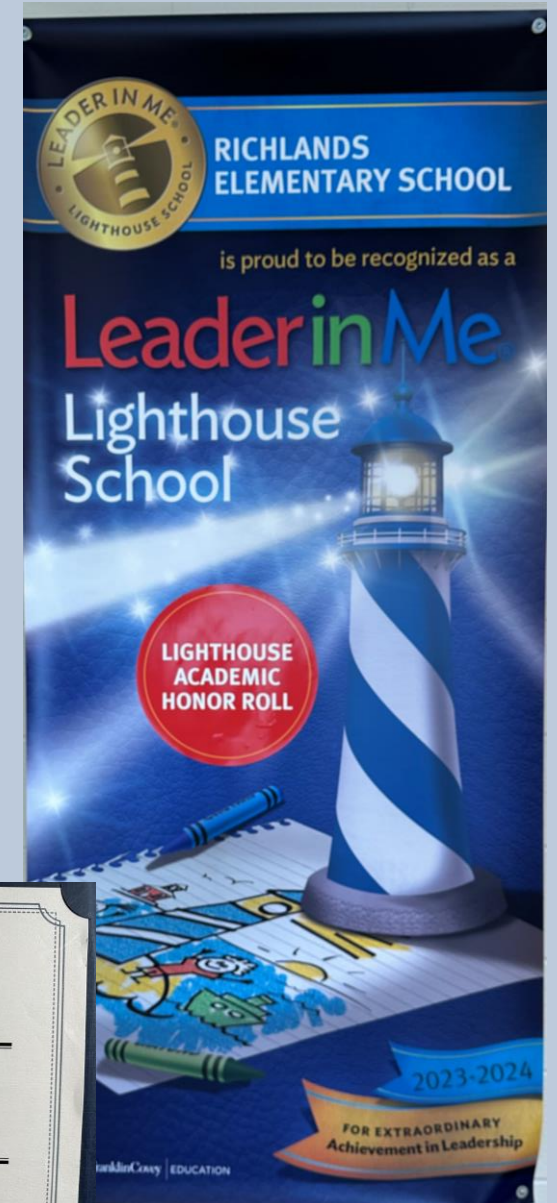
**School Performance Grade**

School Performance Grade Overview

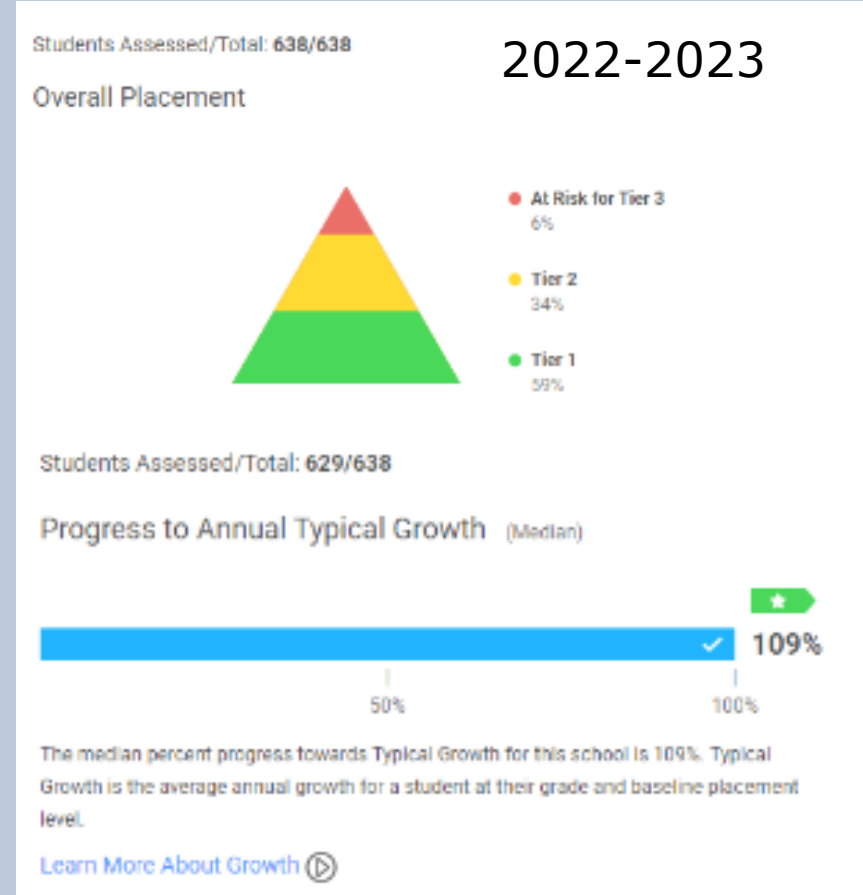
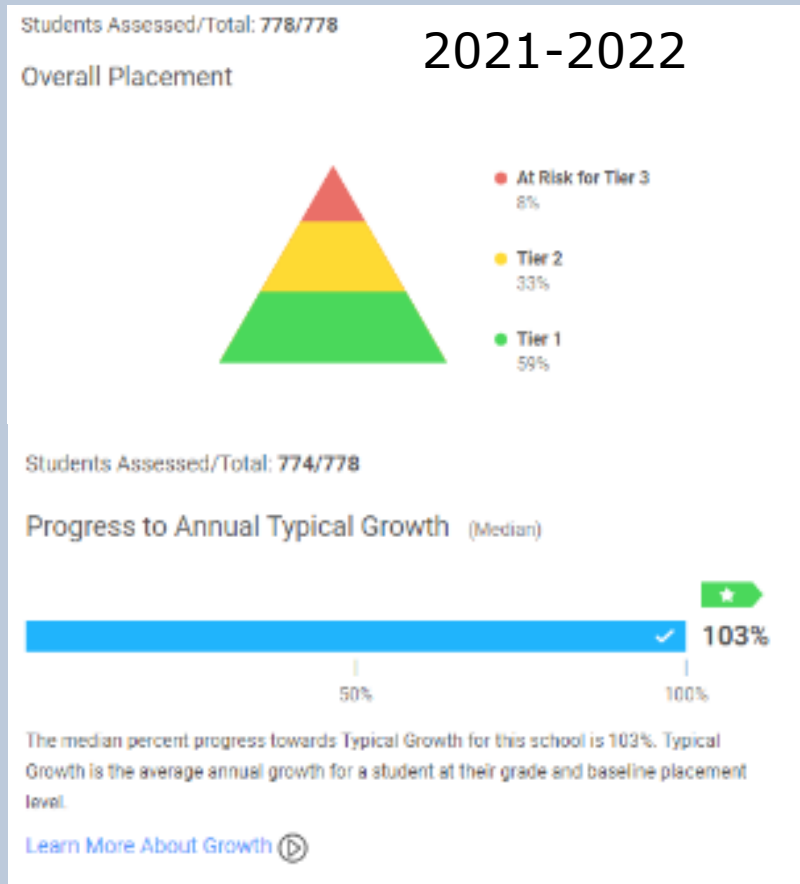
	Ach	Growth	Perf	Grade
Overall	55.9	68.2	58	C
ALL				Insuff
AMIN				Insuff
ASIA				Insuff
BLCK				Insuff
HISP	54.3	73.1	58	C
MULT				Insuff
WHITE	57.2	71.6	60	C
EDS	51.9	70.0	56	C
ELS				Insuff
SWD	12.7	63.4	23	F
Reading 3-8	50.0	81.0	56	C
Math 3-8	59.1	60.3	59	C

2022-2023 Proficiency Data

RES was recognized on the Lighthouse Academic Honor Roll for academic growth made in the 2022-2023 school year.



# iReady Performance Data



iReady is our core curriculum for math instruction. It is also how we assess students' growth throughout the year. These charts show how we have continued to see growth in students' overall placement in the program and growth over the past two years. We are excited to see this years' growth as we finish out the school year.



# Supporting Students-2024 MRA

Students have really benefited from the positive school culture at RES. Building trusting relationships with students year-round not only helps promote positive behaviors in the classroom, but has the ability to positively impact students' education.

## Student Leadership



76 → 79

↑ 3%

### Personal Development



↑ 2%

76 → 78

### Positive Wellbeing



↑ 5%

76 → 81

### Self-Advocacy



77 → 77

### Interpersonal Development



↑ 3%

75 → 78

### Prosocial Behaviors



↑ 4%

75 → 79

## Supportive Environment For Students



75 → 79

↑ 4%

### Student Empowerment



↑ 6%

74 → 80

### School Belonging



↑ 3%

76 → 79

### School Climate



↑ 10%

73 → 83

### Trusted Relationships



↑ 3%

74 → 77

## Goal Achievement



74 → 77

↑ 3%

### Student Goals Support



↑ 5%

73 → 78

### Student Goals



75 → 75

### School Goals



↑ 17%

67 → 84

## Empowered Learners



77 → 77

### Social Supports



↓ 1%

75 → 74

### Academic Self-Efficacy



↑ 1%

79 → 80

Thank you for reviewing our Recertification Binder. We think the amazing staff and students really shine through the Leader in Me program, and RES should continue to be a recognized as a Lighthouse School.

