



2016-2017

School Improvement Plan One Page Summary

School Name: **Cameron Elementary**

Principal: **Robert Breyer**

School Improvement Chairperson: **Kim Mabe**

Three measurable points of pride:

- Cameron's school letter grade rose from a "D" to a "C" this past year.
- Science proficiency rose from (GLP) 41.7% to 59% and (CCR) 16.7% to 43.6%.
- 100% of staff thinks that Cameron Elementary is a great place to work (TWC).

Goals to improve our school in the coming year:

- Cameron will increase overall EOG Reading Proficiency (grades 3-5) by 7 percentage points from 60.5% to 67.5% as measured by EOG scores.
- Cameron will increase overall EOG Math Proficiency (grades 3-5) by 10 percentage points from 42.2% to 52.2 % as measured by EOG scores.
- Cameron will increase all areas of the TWC survey to at least 80% according to school designed surveys to measure school culture.

Key Strategies to continuously improve and accomplish goals:

- Reduce the achievement disparity among subgroups by broadening culturally relevant text and materials and increasing engagement in instruction and school activities for all students and parents.
- Strengthen the implementation of instructional strategies and utilize the MCS math framework to enhance core instruction.
- Strengthen the implementation of our school-wide intervention program.

Board of Education and community members can assist us in reaching our goals by:

- Be visible in our schools, as our teachers and students would like for you to visit.
- Continue to actively advocate for teachers, students, and public schools, and publicly recognize our teachers for their hard work and accomplishments.

SCHOOL IMPROVEMENT PLAN

School Name	Cameron Elementary School	School Number	312
School Address	2636 NC Hwy 24-27, Cameron, NC 28326		
Principal	Robert F. Breyer		
District Name/State Local Education Agency (LEA) Number	Moore County Schools (630)		
Date of Initial School Staff Vote of Approval			
Date of Last Review/Update			
Principal Signature	_____ (Signature On File)		
Board of Education Authority Signature	_____ (Signature On File)		

School Vision and Mission Statement

Vision

Cameron Elementary School will provide all students equal access to a challenging curriculum and a broad range of educational experiences, while building relationships and connecting to students' interests to achieve optimal growth for each child.

Mission Statement

The mission of Cameron Elementary School is to develop a commitment with staff, families, and the Cameron community that enables us to meet the needs of all students, providing them with an education that allows them to realize their highest learning potential and affords them endless opportunities in their futures.

District and State Goal Alignment

Moore County Schools Key Indicator of Success - 1) Learning Pathway
Supports State Board of Education Goal: North Carolina public schools will produce globally competitive students.

Moore County Schools Key Indicator of Success - 2) Community
Supports State Board of Education Goal: Leadership will guide innovation in North Carolina public schools.

Moore County Schools Key Indicator of Success - 3) Culture Pathway
Supports State Board of Education Goal: North Carolina Public School students will be healthy and responsible.

Moore County Schools Key Indicator of Success - 4) Leadership Pathway
Supports State Board of Education Goal: North Carolina public schools will be led by 21st Century professionals.
Supports State Board of Education Goal: North Carolina public schools will be governed and supported by 21st Century systems.

School Improvement Team Membership	Name	Date Elected via Secret Ballot	Term (EX: 2016-17 and 2017-18)
Principal	Robert F. Breyer		
Parent Representative	Holly Jorgensen		2016-2018
Parent Representative	Tina Stromco		2016-2018
Assistant Principal	Brenda Cassady	7/14/2016	2016-2018
Non Certified Staff	Kathy Porter	7/14/2016	2016-2018
Kindergarten	Diane Miller	7/14/2016	2016-2018
First Grade	Tammy Trueblood	7/14/2016	2016-2018
Second Grade	Laura Mashburn	7/14/2016	2016-2018
Third Grade	Kim Mabe	7/14/2016	2016-2018
Fourth Grade	Pam Gaddy	7/14/2016	2016-2018
Fifth Grade	Traci Keith	7/14/2016	2016-2018
EC	Lori Holland	7/14/2016	2016-2018
Specials Teacher	Lori Paulus	7/14/2016	2016-2018

School Improvement Plans are developed in accordance with NC General Statute 115C-105.27.

SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

1. What does an analysis of your school data and/or a comprehensive needs assessment tell you about the school's strengths?

Overall, Cameron has scored relatively well on the EOG's for reading, which supports the fact that our implementation of the county framework has been successful. We continue to support our struggling readers with 45 minutes of LLI everyday as well. We maintain low numbers in 3rd grade who need to attend the Rita summer camp. This year our Science EOG scores. According to our TWC Cameron is overall a great place to work, and staff is provided leadership opportunities, and they work on clean and safe campus.

2. What does the data analysis and/or comprehensive needs assessment tell you about the school's gaps or opportunities for improvement?

According to our data our school has struggled with Math EOGs for the past few year's in 4th and 5th grades. Our 3rd grade scores although significantly higher than 4th and 5th have declined for the past 3 years. 3rd grade in 2014 scored an 86% proficiency, 4th gr. 50%, and 5th gr 36%. 2015 3rd grade 68%, 4th gr. 36%, 5th gr. 36%. 2016 3rd grade 57%, 4th gr 34%, 5th gr 41%. There is a large proficiency gap with our SWD 16% and our EDS 35.2%. According to the TWC survey data that overall school leadership is a real concern, as is parent and community involvement/communication.

SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

3. What data is missing, and how will you go about collecting this information for future use?

After collecting staff data, and meeting with our PAC it was determined that parent involvement was low due to lack of communication, staff morale was very low, and teachers did not feel valued or appreciated. This data was collected through notes, personnel meetings, and a Google staff survey.

Priority Area 1:

Math

Priority Area 2:

Literacy

Priority Area 3:

TWC

Priority Area 4:

PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

PLAN: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

Priority Area 1	Math
*SMART Goal *Specific, Measurable, Attainable, Results-Oriented, Timebound	By EOY 2018, Cameron will increase overall EOG Math Proficiency (grades 3-5) by 15 percentage points from 42.2% to 57.2 % as measured by EOG scores.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By EOY 2017, Cameron will increase overall EOG Math Proficiency (grades 3-5) by 10 percentage points from 42.2% to 52.2 % as measured by EOG scores.
MCS Growing to Greatness 2.0	Key Indicators of Success - Learning Pathway

DO: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

IMPROVEMENT STRATEGY #1

Strengthen the implementation of instructional strategies and utilize the MCS math framework to enhance core instruction.

Action Steps to Implement Improvement Strategy

- 1) Teachers will utilize Classworks to provide a diagnostic tool to identify areas of need in math, and use the online program to support student specific needs to help them reach math proficiency.
- 2) Teachers will utilize the Engage NY math program as a resource.
- 3) PD around unpacking the standards.
- 4) Teachers will develop lessons that support the use of cooperative learning which will be monitored through daily admin walkthroughs.
- 5) Teachers will use PLC's to analyze benchmark data to identify and support student needs in reaching proficiency for each standard.
- 6) The school will utilize the county math framework with a focus on the 8 mathematical practices.
- 7) Adjust master schedule to reflect an increase of 45 minutes for math moving it from 45 minutes to 90 minutes.
- 8) 3-5 Math teachers will attend a two day training on Guided Math "An Instructional Framework to Build Conceptual Understanding in All Students".
- 9)

Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

- 10) Cooperative learning strategies will be modeled and shared during PLC's and staff meetings throughout the year to improve instruction in the classroom.

PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

11) Provide professional development through Classworks to support teachers with the implementation of the Classworks program.

12) C&I specialist will provide training for staff on the county math framework and provide strategies to better utilize the Engage NY program during assigned PD times, as well as PLC's.

Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

13) Schedule parent curriculum night to share best practices for math instruction and provide resources for parents during the school year.

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PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #2

Strengthen the implementation of our school-wide intervention program.

Action Steps to Implement Improvement Strategy

1) Students will use technology-based learning program (Schoolworks) to provide extra support and practice in specific math standards to be monitored by teachers who will use the data collected to differentiate individual lesson plans

2) Adjust master schedule to provide each teacher with at least 40 minutes of intervention time daily.

3) Provide tutoring for students 2 days per week for 6 weeks prior to EOG testing.

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Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

10) PD for teachers on using Classworks as a resource for differentiated intervention

11) Create new master schedule over the summer.

12) 1/2 day vertical planning for all classroom teachers along with teaching study.

Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

13) Session for parents on Curriculum night around what intervention is, and how they can help their children at home.

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PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #3

Action Steps to Implement Improvement Strategy

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- 2)
- 3)
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Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

- 10)
- 11)
- 12)

Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

- 13)
- 14)
- 15)

PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

CHECK: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

What data will be used to determine whether the improvement strategies were deployed with fidelity?

How will you determine whether the strategies led to progress toward the SMART goal? (Include formative, benchmark and summative data as appropriate.)

What does the data/evidence show regarding the results of the implemented strategies?

Review 1 - 2016-17 (Based on results evidenced August through November, how/should strategies be changed?)

Review 2 - 2016-17 (Based on results evidenced December through February, how/should strategies be changed?)

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Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)

Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

ACT: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

Based upon identified results, should/how should strategies be changed?

Review 1 - 2016-17 (Based on results evidenced August through November, should/how strategies be changed?)

Review 2 - 2016-17 (Based on results evidenced December through February, should/how strategies be changed?)

Review 3 - 2016-17 (Based on results evidenced March through June, should/how strategies be changed?)

Review 1 - 2017-18 (Based on results evidenced August through November, should/how strategies be changed?)

Review 2 - 2017-18 (Based on results evidenced December through February, should/how strategies be changed?)

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

PLAN: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

Priority Area 1	Literacy
*SMART Goal *Specific, Measurable, Attainable, Results-Oriented, Timebound	By EOY 2018, Cameron will increase overall EOG Reading Proficiency (grades 3-5) by 12.5 percentage points from 60.5% to 72.5% as measured by EOG scores.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By EOY 2017, Cameron will increase overall EOG Math Proficiency (grades 3-5) by 7 percentage points from 60.5% to 67.5% as measured by EOG scores.
MCS Growing to Greatness 2.0	Key Indicators of Success - Learning Pathway

DO: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

IMPROVEMENT STRATEGY #1

Reduce the achievement disparity among subgroups by broadening culturally relevant text and materials and increasing engagement in instruction and school activities for all students and parents.

Action Steps to Implement Improvement Strategy

- 1) Provide students the opportunity to speak with an author and receive a copy of their book to help grow their love for reading which will be measured by their growth according to SRI
- 2) Increase access to culturally relevant texts across all grade levels through the school media collection, guided reading room, and classroom libraries
- 3) Participate in "One-Book, One-School" and providing activities for students and parents to engage them in the story to help grow students love of reading.
- 4) Purchase Brain Pop and Brain Pop Jr. to increase instructional strategies that promote student engagement and provide students access to a wide range of culturally relevant texts.
- 5) Purchase Big Universe to provide students with a large assortment of culturally relevant fiction and non-fiction texts.
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Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

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Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

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PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #2

Enhance Core Reading Instruction

Action Steps to Implement Improvement Strategy

1) Teachers will utilize Classworks to provide a diagnostic tool to identify areas of need in reading, and use the online program to support student specific needs to help them reach reading proficiency according to their mClass scores in K-2 and EOG scores in 3-5.

2) PD around unpacking the standards.

3) Teachers will use PLC's to analyze benchmark data to identify and support student needs in reaching proficiency for each standard.

4) K-1 teachers will utilize the Schoolwide writing program to enhance students writing which help increase student success on the written part of the mClass assessment.

5) Adjust master schedule to reflect an increase of 30 minutes for literacy moving it from 90 minutes to 120 minutes in K-1 to allow time to implement the writing block.

6) Utilize a data wall to track and monitor student achievement toward proficiency, guide discussion, and evaluate progress toward established goals

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Action Steps to Implement Associated Professional Development

Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.

10) Schoolwide writing professional development conducted by our IC.

11)

12)

Action Steps to Implement Associated Parental Involvement

Identify parental involvement activities, providers, and the dates activities will begin and end.

13) Schedule parent curriculum night to share best practices for literacy instruction and provide resources for parents including the parent school compact

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PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #3

Action Steps to Implement Improvement Strategy

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Action Steps to Implement Associated Professional Development

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PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

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What data will be used to determine whether the improvement strategies were deployed with fidelity?

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How will you determine whether the strategies led to progress toward the SMART goal? (Include formative, benchmark and summative data as appropriate.)

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What does the data/evidence show regarding the results of the implemented strategies?

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Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)

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Review 1 - 2017-18 (Based on results evidenced August through November, how/should strategies be changed?)

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Review 2 - 2017-18 (Based on results evidenced December through February, how/should strategies be changed?)

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PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

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Review 2 - 2017-18 (Based on results evidenced December through February, should/how strategies be changed?)

(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

PLAN: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

Priority Area 1	TWC
*SMART Goal *Specific, Measurable, Attainable, Results-Oriented, Timebound	By EOY 2018, Cameron will increase all areas of the TWC survey to at least 80% according to 2018 TWC survey.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By EOY 2017, Cameron will increase all areas of the TWC survey to at least 80% according to school made surveys to measure school culture.
MCS Growing to Greatness 2.0	Key Indicators of Success - Culture Pathway

DO: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

IMPROVEMENT STRATEGY #1

Increase Teacher Morale

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Budgeted to Support Action Step	
	Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
1) Kickoff celebration to celebrate teachers.			\$0.00	\$0.00
2) School planning retreat, to create goals for the upcoming year.			\$0.00	\$0.00
3) Teacher of the month, with pictures and short blurb published in main corridor of the school and a celebration during monthly staff meetings where the teacher will receive a key chain that says "Anything is possible! Think Teamwork!".			\$0.00	\$0.00
4) "Retirement Party" for the D letter grade at the school during our curriculum night so that staff and community can celebrate our new grade of a C.			\$0.00	\$0.00
5)			\$0.00	\$0.00
6)			\$0.00	\$0.00
7)			\$0.00	\$0.00
8)			\$0.00	\$0.00
9)			\$0.00	\$0.00
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Budgeted to Support Action Step	
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.	Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
10)			\$0.00	\$0.00
11)			\$0.00	\$0.00

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

12)			\$0.00	\$0.00	
Action Steps to Implement Associated Parental Involvement		Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I or Magnet Funding Budgeted to Support Action Step	
Identify parental involvement activities, providers, and the dates activities will begin and end.		Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
13)		Title I		\$0.00	\$0.00
14)				\$0.00	\$0.00
15)				\$0.00	\$0.00

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #2

Parental Involvement

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Budgeted to Support Action Step	
	Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
1) Parent Advisory Committee meetings every month.			\$0.00	\$0.00
2) Establish, maintain, and support a new PTA group at the school.			\$0.00	\$0.00
3) Work with PTA to create a "Cameron Super Dad's" group to support more fathers working/volunteering in the school.			\$0.00	\$0.00
4) Provide meals at evening events to attract more parents.			\$0.00	\$0.00
5)			\$0.00	\$0.00
6)			\$0.00	\$0.00
7)			\$0.00	\$0.00
8)			\$0.00	\$0.00
9)			\$0.00	\$0.00
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Budgeted to Support Action Step	
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10)			\$0.00	\$0.00
11)			\$0.00	\$0.00
12)			\$0.00	\$0.00
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Allocated to Support Action Step	
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
13) Meal costs are accounted for in each event I have planned in our Title I plan.			\$0.00	\$0.00
14) Promote PTA events and meeting via social media and our website.			\$0.00	\$0.00
15)			\$0.00	\$0.00

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

IMPROVEMENT STRATEGY #3

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Allocated to Support Action Step	
	Improvement Plans (drop down menu)	Other (Specify)	Title I	Title I State Focus
1)			\$0.00	\$0.00
2)			\$0.00	\$0.00
3)			\$0.00	\$0.00
4)			\$0.00	\$0.00
5)			\$0.00	\$0.00
6)			\$0.00	\$0.00
7)			\$0.00	\$0.00
8)			\$0.00	\$0.00
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11)			\$0.00	\$0.00
12)			\$0.00	\$0.00
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step Supports (select all that apply from drop down or specify in "Other")		Supplemental Title I Funding Allocated to Support Action Step	
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13)			\$0.00	\$0.00
14)			\$0.00	\$0.00
15)			\$0.00	\$0.00

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

CHECK: School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

What data will be used to determine whether the improvement strategies were deployed with fidelity?

How will you determine whether the strategies led to progress toward the SMART goal? (Include formative, benchmark and summative data as appropriate.)

What does the data/evidence show regarding the results of the implemented strategies?

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Review 3 - 2016-17 (Based on results evidenced end-of-year results, how/should strategies be changed?)

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(New SIP will be developed based on end of year results to begin the next two year planning cycle.)

PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

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