



**2016-2017**

### **School Improvement Plan Brief Overview**

School Name: Carthage Elementary School

Principal: Debbie Warren

School Improvement Chairperson: Lisa Moore

#### **Three measureable points of pride:**

- TWC Survey
- Met all AMO goals
- Academic Growth of males 53.7 to 55.1%

#### **Goals to improve our school in the coming year:**

- Facilitate a successful MTSS program.
- Find the keys to growing our EC and economically challenged students.
- Effective professional development that affects the growth of our students academically and personally.

Key strategies to continuously improve and accomplish goals:

- Utilize our time in instruction.
- Be prepared each day to facilitate learning aligned with the standards.
- Continue to value the close professional relationships that allow for collaboration and cooperation.

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

- Support the academic growth of all our students.
- Emphasize the importance of a Reading Teacher at each grade level.
- Continue to be present at school and community events and celebrations.

<b>School Name</b>	<b>Carthage Elementary School</b>	<b>School Number</b>	<b>316</b>
<b>School Address</b>	312 Rockingham Street, Carthage, NC 28327		
<b>Principal</b>	Debbie W. Warren		
<b>District Name/State Local Education Agency (LEA) Number</b>	Moore County Schools (630)		
<b>Date of Initial School Staff Vote of Approval</b>	9/14/16		
<b>Date of Last Review/Update</b>	9/14/16		
<b>Principal Signature</b>	_____ (Signature On File)		
<b>Board of Education Authority Signature</b>	_____ (Signature On File)		

#### School Vision and Mission Statement

**Vision**  
Carthage Elementary School is the heart of the community. We are clear about our direction, and we are responsive to our students and community. Everyone in our school embraces learning while providing a safe environment where all thrive. We value diversity and we are committed to profound learning that enhances the quality of life for each individual.

#### **Mission Statement**

Our mission is to provide engaging experiences that result in student learning what is needed to be successful citizens.

#### 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.*

<b>School Improvement Team Membership</b>	<b>Name</b>	<b>Date Elected via Secret Ballot</b>	<b>Term (EX: 2016-17 and 2017-18)</b>
Principal	Debbie W. Warren		
Parent Representative	Stephanie Bennett		2016-2017
Parent Representative	Crystal Oster		2016-2017
Kindergarten	Whitney Sanders		
1st Grade	Fran Daley		
2nd Grade	Amber Vernon		
3rd Grade	Lisa Moore		
4th Grade	Denise Brown		
5th Grade	Summer Thomas		
EC	Karyn Greco		
Specials	Deanna Drummond		
	Rebecca Hernandez		
Instructional Assistant	Lesha McCoy		
Pre-K	Lynn Hocutt		
Social Worker	Linda Evans		
Assistant Principal	Judy Heffner		
Guidance Counselor	Michelle Scott		
Instructional Coach	Celeste Smith		

## 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?

2016 Met All AMO Goals. Exceeded MCS in Proficiency with AIG students in 2014, 2015, 2016. Exceeded MCS in Proficiency with Black students in 2014, 2015, 2016. Exceeded MCS in Proficiency in Economically Disadvantaged Students in 2014, 2015, 2016. Exceeded MCS in Proficiency with Hispanic students in 2014, 2015, 2016. Exceeded MCS in Proficiency with Multi Racial students in 2016. Exceeded MCS in Proficiency in 3rd Grade Math for 2016. Teacher Working Condition data showed 100% of the faculty agreed that Carthage Elementary School is a good place to work and learn. Academically rich summer program based on 80 days around the world. The instruction, student facilitate research, filed trips, and food were designed around the international culture. Carthage Elementary School students read over 125,000,000 words The average Lexile level of 2nd grade students in August 2015 was 133. The average Lexile level of those same students in May of 2016 was 555, an average growth of 422 points.

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

Under performed MCS in Proficiency in All, Females, Males, Students with Disabilities, and White students. Under performed MCS in Reading Proficiency in 3rd, 4th, and 5th grade. Under performed 4th grade MCS in Math Proficiency in All, Economically Disadvantage, Males, and Whites. Underperformed MCS Proficiency in Science in All, Female, Male, and Whites.

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

#### Priority Area 1:

Close the achievement gap between Students with Disabilities and All students.

#### Priority Area 2:

Close the achievement gap in Math for all 4th grade students.

#### Priority Area 3:

Carthage Elementary is piloting the MTSS program for MCS. Our goal is to implement the MTSS program to fidelity while utilizing support from the district and state level. The ultimate goal is to be a model for which MCS can utilize in developing an effective MTSS program in all MCS.

#### 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).

<b>Priority Area 1</b>	Close the achievement gap between Students with Disabilities and All students.
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	Students with Disabilities(24.0%) scored lower than All students (58.4%) in all grades and subjects. The 2016-2018 (2 years) goal is for our students with disabilities to be 58.4% or higher in proficiency..
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	Instruction will be rigorous, engaging, and on grade level for all students with disabilities to reach our 2016-2017 goal of 45.0% or greater proficiency.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

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### IMPROVEMENT STRATEGY #1

#### Action Steps to Implement Improvement Strategy

- 1) Observe instruction at least 3 times per week in each teacher's classroom. These observations will be completed by principal, assistant principal, and instructional coach.
- 2) Increase the number of instructional assistants serving in 1st grade to create a 1:1 ratio (one teacher with one instructional assistant).
- 3) Utilize materials that are aligned with the content area standards.
- 4) IEPs goals will be aligned with content standards and specific skills each student needs to acquire.
- 5) Disaggregate assessment data to align instruction with academic needs of individual students.
- 6) Utilize small group instruction in class and out of class(resource room) to meet the requirements of grade level instruction.
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- 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) Focus on differentiated instruction facilitated through the instructional coach one time per month during PLC time for the 2016-2017 school year.
- 11) Using data to facilitate learning for all students to be delivered by the instructional coach one time per month during PLC time for the 2016-2017 school year.
- 12) How to align the IEP goals in the regular education setting? This will be facilitated in collaboration with the EC department and instructional coach.

#### Action Steps to Implement Associated Parental Involvement

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

- 13) Share with parents the MCS content standards in a user friendly language for parents to partner with their child's teacher to enhance learning at home.
- 14) Parents will have a draft of the IEP at least 48 hours before the scheduled meeting to be able to better understand and participate in the IEP development.
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### IMPROVEMENT STRATEGY #2

#### Action Steps to Implement Improvement Strategy

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#### Action Steps to Implement Associated Professional Development

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IMPROVEMENT STRATEGY #3

Action Steps to Implement Improvement Strategy

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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?)

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

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.)

**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?

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## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

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<b>Priority Area 1</b>	Close the achievement gap in Math for all 4th grade students.
<b>*SMART Goal</b> <small>*Specific, Measurable, Attainable, Results-Oriented, Timebound</small>	All 4th grade students will exceed 75.0% proficiency on the Math EOG by June 2018.
<small>Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)</small>	All 4th grade students will exceed 62.5% proficiency on the Math EOG by June 2017.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

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### IMPROVEMENT STRATEGY #1

#### Action Steps to Implement Improvement Strategy

- 1) All materials and instruction will be tightly aligned with the content standards as reflected in lesson plans.
- 2) Our instructional coach will work with our teachers to align instruction in at least 60 minutes of instruction each day.
- 3) Utilize instruction in small group settings.
- 4) Principal, assistant principal, and instructional coach will walk through classrooms during instruction at least 3 times per week.
- 5) MCS assessments in Schoolnet will be utilized to measure the growth on unit test in math by using 80% accuracy as the minimally acceptable score.
- 6) Desegregate assessment data to utilized for planning, instruction, and material selection.
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- 8)
- 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) MCS math coaches will partner with Carthage Elementary School instructional coach to facilitate programs to educate our teachers on math content knowledge, standards aligned materials, and Engage NY.
- 11)
- 12)

#### Action Steps to Implement Associated Parental Involvement

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

- 13) 4th grade teachers will focus on math for curriculum night.
- 14) Homework will be utilized to engage parents in their child's learning.
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### IMPROVEMENT STRATEGY #2

#### Action Steps to Implement Improvement Strategy

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**\*SMART Goal**  
 \*Specific, Measurable, Attainable, Results-Oriented, Timebound  
 The MTSS Team will be set up and complete all the gateways of a successful MTSS program at the end of the 2018 school year.

Target Goal for 2016-17  
 (What goal must be reached to be on target to meet SMART goal?)  
 The MTSS Team will be developed and trained at the pace designed by MCS for this pilot training year by the end of June 2017.

**MCS Growing to Greatness 2.0** Key Indicators of Success - Culture Pathway

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### IMPROVEMENT STRATEGY #1

#### Action Steps to Implement Improvement Strategy

- 1) Team will complete Module 2 of PBIS along with specific training delivered by MCS district leaders on MTSS integration.
- 2) Teachers will report quarterly to the School Improvement Team the strategies, data, and overall wants/needs of their grade level to maximize core instruction.
- 3) Start training for all teachers and support staff.
- 4) Eliminate distraction to instruction by utilizing the Educators Handbook to track discipline and time off task.
- 5) Core instruction will meet the needs of more than 80% of our students because it is content rich, aligned, and rigorous.
- 6) MTSS Team will utilize the Educators Handbook reports to make decisions about specific student's behavior needs and wants.
- 7) MTSS Team will follow the lead of the MCS to integrate PBIS into MTSS.

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#### Action Steps to Implement Associated Professional Development

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- 10) CES team will complete module 2 of PBIS training along with district lead training on MTSS integration.
- 11) CES MTSS team will meet at least once per month to discuss and receive training on "where we are."

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#### Action Steps to Implement Associated Parental Involvement

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- 13) Share MTSS information, training, and updates with parents through School Improvement team.

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