

LEA or Charter Name	Moore County Schools	Number:	630
School Name	Pinehurst Elementary School	Number:	342
School Address:	100 Dundee Rd Pinehurst, NC 28374		
Plan Year(s):	2015-2016		
Date prepared:	September 2015		
Principal Signature:			
Local Board Approval Signature:			Date
			Date

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Committee Position*	Name
Teacher	Brooke Wilson		
Teacher/Chair	Meryl Davidson	Instructional Coach	Kim Phelps-Deaton
Teacher	Sarah Durning	Assistant Principal	Judith Douglas
Teacher	Carolyn Wade	Principal	Ashlee Ciccone
Teacher	Rebecca Stone	Parent	Margaret Holman
Teacher	Tiffany Hilyard	Parent	Jermonica Lindsay
Teacher	Melissa Dexter	Parent	Emily Neller
Teacher	Marsha Harms		
Instructional Assistant	Tameka Blue		



School Improvement Plan

School: Pinehurst Elementary School

Principal: Ashlee Ciccone

Pathway:		Critical Element:	
X Learning	Community	Future-ready Skills	
Culture	Leadership		
		Current Growth Stage:	
		X Beginning	Progressing
		Advancing	Excelling

What data provides evidence of current growth stage?

Teacher Evaluation Instrument, Common Core Standards, future implementation of 1:1 digital initiative; implementation of Dolphin Collaboratory; implementation of hands-on curricular materials across grade levels

Annual Objective:

Explore, implement, and refine novel ways to embed future-ready skills into daily learning experiences.

Mid Year Target:

By mid-year, all students will participate in makerspace activities that incorporate multiple areas of STEAM.

By mid-year, all students will be utilizing data notebooks that reflect the development of the whole child.

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed

<p>Implement individual student data notebooks for each child so that student self-awareness of academic, social and emotional progress increases.</p>	<p>All PES faculty</p>	<p>Notebooks for each child Data collection sheets by grade level mClass/SRI data Common Assessment Data</p>	<p>Marie Reidesel Brooke Wilson Sheila Moore Andy Ambrose Meagan Ayers Sharon Turner Marsha Harms Kelly Dontje Catherine Robinette Sarah Durning</p>	<p>Active working notebooks for each child</p>	<p>October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016</p>	<p>June 1, 2016</p>	
<p>Provide embedded professional development in the area of digital learning so that teachers can increase implementation of effective digital tools daily.</p>	<p>All PES Faculty</p>	<p>Meeting Time DIF support</p>	<p>Cathy Wilkison</p>	<p>Meeting Agendas Attendance Rosters Lesson Plans Student Products</p>	<p>October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016</p>	<p>June 1, 2016</p>	
<p>Provide embedded student leadership roles so that all students have multiple opportunities to grow as leaders.</p>	<p>All PES Faculty</p>	<p>Personnel as advisors *STAAR Framework (Service, Teamwork, Accountability, Adaptability, Responsibility) from MCS School Counselor</p>	<p>Ashlee Ciccone Judith Douglas</p>	<p>Documentation of student leadership roles provided to all students K-5</p>	<p>October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016</p>	<p>June 1, 2016</p>	



School Improvement Plan

School: Pinehurst Elementary School

Principal: Ashlee Ciccone

Pathway:	Critical Element:	Current Growth Stage:	
Learning Culture	Community X Leadership	Leadership Skills of Employees	
		Beginning Advancing	X Progressing Excelling

What data provides evidence of current growth stage?

2014 Teacher Working Condition Survey indicated:

71.4% of teachers are resolute to make sound professional decisions about instruction.

71.4% Teachers have an appropriate level of influence on decision-making in this school.

2014 Fall Response (Local School Teacher Working Conditions Survey)

76% Teachers are trusted to make sound professional decisions about instruction.

80.8% Teachers have an appropriate level of influence on decision making in this school.

Annual Objective:

100% of PES faculty members will assume a leadership role in the school.

Mid Year Target:

100% of teachers will be participating actively in School Improvement based committees.

75% of our Professional Learning Communities will operate consistently utilizing effective PLC protocols as measured by quarterly PLC evaluations.

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed

<p>Each teacher will assume a leadership role in a committee or school activity, so that all staff members feel that they have a positive impact on our school community.</p>	<p>All PES Faculty</p>	<p>Mentors Coaching Interest Surveys Meeting Times</p>	<p>Judith Douglas</p>	<p>Committee Minutes</p>	<p>October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016</p>	<p>June 1, 2016</p>	
<p>All teachers will collaborate by participating in goal-focused PLC meetings and vertical planning so that student achievement is increased.</p>	<p>All Teachers</p>	<p>Requested professional development PLC process pd Common Planning time weekly and quarterly</p>	<p>Ashlee Ciccone Judith Douglas</p>	<p>PLC Documentation</p>	<p>October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016</p>	<p>June 1, 2016</p>	



School Improvement Plan

School: Pinehurst Elementary School

Principal: Ashlee Ciccone

Pathway:	Critical Element:	Current Growth Stage:	
X Learning	Differentiation	Beginning	X Progressing
Culture		Advancing	Excelling
Community Leadership			

What data provides evidence of current growth stage?

mClass Data:

BOY Composite Data 2015-16

K - 82.8% proficient

1st - 87% proficient

2nd - 93.2% proficient

BOY TRC Data 2015-16

K - 79.5% proficient

1st - 78.3% proficient

2nd - 58.8% proficient

EOG Data:

4th grade: Reading CCR proficiency in current cohort 67.9% on 2015 3rd grade EOG

Math CCR proficiency in current cohort 56.6% on 2015 3rd grade EOG

5th Grade: Reading CCR proficiency in current cohort 64.9% on 2015 4th grade EOG

Math CCR proficiency in current cohort 71.9% on 2015 4th grade EOG

BOG Data:

47.8% proficient in 3rd grade September 2015

Annual Objective:

Increase mClass reading, EOG Math, reading and science proficiency by at least 10% per year up to 80% and 5% up to 90%.

Mid Year Target:

Continuous increase of student proficiency on quarterly interim assessments for EOG tested subjects as well as MOY mClass assessments.

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed
Effectively refine implementation of Engage NY math curriculum so that student math achievement increases.	All faculty members	Engage NY Resource PLC Meetings Coaching sessions Teammates Formative Assessment Data	Ashlee Ciccone Judith Douglas Kim Phelps-Deaton	Lesson Plans Meeting Minutes Classroom observations Assessment Data	October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016	June 1, 2016	
Implement effective differentiation strategies to enhance literacy instruction across all grade levels.	All faculty members	NCSCOS PLC Meetings Professional Development Sessions Differentiation Resources Teammates	Kim Phelps-Deaton	Lesson Plans Student mClass, SRI and EOG scores Classroom observations	October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016	June 1, 2016	
Using the PLC process, teams will identify strengths and weaknesses of instruction and develop plans of action.	All faculty members	Common Assessments PLC Meetings Coaching sessions Teammates	Ashlee Ciccone Judith Douglas	Meeting minutes Disaggregated data Plans of Action	October 15, 2015 December 15, 2015 February 15, 2016 April 15, 2016	June 1, 2016	



School Improvement Plan

School: Pinehurst Elementary School

Principal: Ashlee Ciccone

Pathway:	Critical Element:	Current Growth Stage:
Learning Community Culture Leadership		Beginning Progressing Advancing Excelling

What data provides evidence of current growth stage?

Annual Objective:

Mid Year Target:

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed