



**2016-2017**

## **School Improvement Plan One Page Summary**

School Name: West End ES

Principal: Antigone P. Peek

School Improvement Chairperson: Stephanie Mills

### **Three measurable points of pride:**

- WEE data shows strong gains in SY 15-16 5<sup>th</sup> EOG/Sci (82% proficient); SY 14-15 (58% proficient); and SY 13-14 (64% proficient)
- Met 15-16 growth status and gains in overall Reading proficiency with 69%. Further, WEE met all of its target groups in all content areas
- 3<sup>rd</sup> grade highest proficiency in Reading/Math (75% and 70.3% respectively). 5<sup>th</sup> grade made gains in reading/math by 5.6% and 15.5%; 4<sup>th</sup> grade proficient in reading/math (72.2% and 62%). Our lexile growth increased EOY (15-16) and BOY (16.17).

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

- WEE data shows 5<sup>th</sup> proficiency in Reading/Math (59% and 56% respectively)
- Gap between Black/White/Hispanic Students (13-23% points); need to close the gap by raising proficiency among the non-white students
- Provide an intervention/tutor part-time to support our struggling readers at WEE (K-5)

### **Key Strategies to continuously improve and accomplish goals:**

- Hire part-time tutor for remediation/intervention for students (R/M)
- Provide professional development in Reading/Math to staff (specifically to 5<sup>th</sup> teachers and K-3 teachers on MClass/TRC strategies)
- Observation, monitor, reflection and focus on data in PLCs, grade level meetings

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

- Opportunities for teachers to observe in MCS schools with similar demographics in our target deficit areas (Reading/Math)
- Central office services to facilitate specific professional development strategies to staff in target areas (Reading/Math instructional best practices).

# SCHOOL IMPROVEMENT PLAN

<b>School Name</b>	West End Elementary School	<b>School Number</b>	<b>368</b>
<b>School Address</b>	4483 NC Hwy 211, West End, NC 27376		
<b>Principal</b>	Antigone P. Peek		
<b>District Name/State Local Education Agency (LEA) Number</b>	Moore County Schools (630)		
<b>Date of Initial School Staff Vote of Approval</b>	12-Sep-16		
<b>Date of Last Review/Update</b>	9/19/2016		
<b>Principal Signature</b>	_____ (Signature On File)		
<b>Board of Education Authority Signature</b>	_____ (Signature On File)		

## School Vision and Mission Statement

**Vision**  
West End Elementary vision is to develop a well rounded student who is eager to learn, is self-confident, and is a productive member of society. This will be accomplished in a nurturing environment, utilizing a comprehensive

**Mission Statement**  
The faculty and staff of West End Elementary School, with the support of community, are committed to creating a safe, positive environment where all children are encouraged and expected to learn. We believe that it is our task to set high expectations for growth of students and the staff by providing appropriate instruction and staff development.

## 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	Antigone P. Peek		
Parent Representative	Carrie Clark		2016-17 & 2017-18
Parent Representative	Alicia Hill		2015-16 & 2016-17
Chair	Stephanie Mills		2015-16 & 2016-17
Kindergarten Representative	Sandy O'Gorman		2016-17 & 2017-18
First Representative	Peggy Overton		2016-17 & 2017-18
Second Representative	Courtney Fiore Glendenning		2015-16 & 2016-17
Third Representative	Melanie Randolph		2015-16 & 2016-17
Fourth Representative	Desirae Ball		2015-16 & 2016-17
Fifth Representative	Teresa Phillips		2015-16 & 2016-17
EC Representative	D. J. Waters		2015-16 & 2016-17
Resource Representative	Lance Barber		2016-17 & 2017-18
Classified Representative	Mary Hankins		2015-16 & 2016-17
Spanish Immersion	Diana Davila		2015-16 & 2016-17

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?

West End ES data shows strong gains in 5th Science EOGs of SY 16-17 (82% proficient); SY 15-16 (58% proficient); and SY 13-14 (64% proficient). Meeting NCDPI growth status and gains in Reading proficiency overall with 69% proficient. West End ES met all of its target groups in all content areas. Our 3rd grade students had the highest proficiency in reading and math (75% and 70.3% respectively). WEE 5th graders made gains in reading and math proficiency ( 5.6% points and 15.5% points). 4th graders proficiency in reading was 72.2% and in math, 62%.

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

West End data shows 5th grade proficiency in Reading and Math (59% and 56% respectively). Also, the gap between Black and White students are between 30 and 40 points in reading and math. Hispanics and Economically Disadvantaged students all perform significantly better than our Black students at West End. (We must keep in mind that some of these students may represent the same subgroup). For the past three (3) years, the free and/or reduced priced meals at West End has been consistently about 40%. Due to not all students showing proficiency in mClass/TRC (K-5), there is need to provide intervention/tutor support to our struggling readers at WEE.

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

Currently, West End ES is missing the specific students who are economically disadvantaged. We do not know specifically which students are performing significantly below their peers due to being economically disadvantaged. Additionally, there is a lack of math data due to not having a universal screener that addresses math.

### Priority Area 1:

Staff/Student Culture

### Priority Area 2:

Math

### Priority Area 3:

Literacy

### 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>	Staff/Student Culture
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	By June 2018, WEES will increase teacher survey results regarding Teacher Leadership by 10% points from 46.9% to 56.9% and Managing Student Conduct from 79.4% to 89.4% as evidenced by the NC Teacher Working Conditions Survey.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By June 2017, WEES will increase teacher survey results regarding Teacher Leadership by 5% points from 46.9% to 51.9% and Managing Student Conduct from 79.4% to 84.4% as evidenced by the NC Teacher Working Conditions Survey.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Culture Pathway

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### IMPROVEMENT STRATEGY #1

Continue appropriate implementation of PBIS.

#### Action Steps to Implement Improvement Strategy

- 1) Provide additional differentiated training for staff on PBIS.
- 2) Provide materials for staff to implement PBIS in classroom (Warrior Bucks, etc.)
- 3) Ensure WEE is using a common language in every setting as related to our PBIS tenants.
- 4)
- 5)
- 6)
- 7)
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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.

WEE will participate in a refresher PBIS course schoolwide to facilitate continued implementation.

12)

#### Action Steps to Implement Associated Parental Involvement

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

- 13)
- 14)
- 15)

### IMPROVEMENT STRATEGY #2

West End ES will increase collaboration between certified staff and administration regarding decision making as indicated via the 2016 TWC survey.

#### Action Steps to Implement Improvement Strategy

- 1) Admin and teachers will collaborate during weekly PLC meetings discussing specifics as related to each grade level with feedback.
- 2) Using staff input (grade level - K-5, EC and resource, SIT team, TAC and individually) provide differentiated PD activities specific to WEE teachers.
- 3) WEE will develop and administer a school created survey with teachers to determine areas of focus to address school culture.
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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) WEE teachers, staff and admin will collaborate, plan and design specific PDs with our Instructional Coach and Central Office staff as necessary
- 11) Specifically, WEE will participate in PDs that will increase student proficiency and teacher growth.
- 12)

**Action Steps to Implement Associated Parental Involvement**

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

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- 14)
- 15)

**IMPROVEMENT STRATEGY #3**

**Action Steps to Implement Improvement Strategy**

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**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?)

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?

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

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## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

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<b>Priority Area 1</b>	Math
<b>*SMART Goal</b> <small>*Specific, Measurable, Attainable, Results-Oriented, Timebound</small>	By June, 2018, West End ES will increase all student proficiency by 10% overall in all math.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By June 2017, WEE will decrease the gap between Blacks and Whites by 10% math as measured by SY 15-16 EOG data.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

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### IMPROVEMENT STRATEGY #1

West End will meet/exceed the math objectives for all subgroups in math and all state mandated target proficiency rates by the end of SY 16-17.

#### Action Steps to Implement Improvement Strategy

- 1) Enhance the math block framework to include whole group, small group, and rotations.
- 2) Identify and provide data driven instruction to low performing students in math using research based practices/resources.
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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) Provide PD to support the math framework, teaching strategies, and standards. Administrative team will see evidence of the concepts learned and will provide feedback.
- 11) Implement vertical PLCs in order to analyze standards and ensure vertical alignment.
- 12)

#### Action Steps to Implement Associated Parental Involvement

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

- 13) Offer curriculum nights for parents to learn about the concepts taught at school and provide resources for reinforcement.
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- 15)

### IMPROVEMENT STRATEGY #2

#### Action Steps to Implement Improvement Strategy

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## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

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<b>Priority Area 1</b>	Literacy
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	By June 2018, WEE will increase the number of students proficient in reading in 5th grade from 50 to 68 percentage points as measured by state mandated assessments.
Target Goal for 2016-17 (What goal must be reached to be on target to meet SMART goal?)	By June 2017, WEE will increase the number of students proficient in 5th grade reading by 9 percentage points (half way to our goal of 18 percentage points by 2018) to remain on target; thus decreasing the achievement gap.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Learning Pathway

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### IMPROVEMENT STRATEGY #1

Appropriately implement the reading instructional best practices during the Literacy block which incorporates components of the Writing Block.

#### Action Steps to Implement Improvement Strategy

- 1) Build master schedule to include the writing block, explicit use of the intervention time and specific instructional methods during the ELA block to enhance student proficiency and mastery.
- 2) Utilize a writing framework to support teaching and student learning.
- 3) PLCs will utilize data analysis to plan for intervention and enrichment.
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- 5)
- 6)
- 7)
- 8)
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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) Provide PD to support the writing framework and literacy standards. Administrative team will see evidence of the concepts learned and will provide feedback.
- 11)
- 12)

#### Action Steps to Implement Associated Parental Involvement

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

- 13) Offer curriculum nights for parents to learn about the concepts taught at school and provide resources for reinforcement.
- 14)
- 15)

### IMPROVEMENT STRATEGY #2

Appropriately analyze and implement literacy standards.

#### Action Steps to Implement Improvement Strategy

- 1) PLCs will create and administer common assessments once per grading period.
- 2) PLCs will analyze common assessment data in order to inform instruction and to form I/E groups and plans.
- 3) Continue to implement the explicit elements of a structured Literacy program school-wide to provide differentiation individualized learning pathway in reading for every student.
- 4) Provide extra literacy support via a part-time tutor.
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- 6)
- 7)
- 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) Provide PD to support the implementation of common assessments and to support literacy standards and teaching strategies. Administrative team will see evidence of the concepts learned and will provide feedback.
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<b>Action Steps to Implement Associated Parental Involvement</b>
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**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?)*

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