



**2016-2017**

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

School Name: West Pine Middle School

Principal: Douglas Massengill

School Improvement Chairperson: Brooke Carruba

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

- Almost six point increase in Math GLP proficiency.
- 340 students participated in interscholastic athletic programs, 386 students in scholastic competitions, to include 1<sup>st</sup> place finishes at the district level in several competitions; 823 students participated in 40 different clubs.
- WPMS is building on our extracurricular and academic competition success by joining the North Carolina Association of Scholastic Academics

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

- WPMS will improve our proficiency in Math, Reading, and Science by at least 5% in terms of total proficiency and every measurable student subgroup.
- WPMS will work towards at least 70% of students participating in scholastic competitions, clubs, and interscholastic sports. We will engage students inside and outside the classroom.
- WPMS will improve teacher perception and dramatically increase the number of teachers who feel that an atmosphere of trust and mutual understanding exists at WPMS.

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

- Staff and district led professional development on high-yield, research-based, instructional strategies.
- The entire staff will attend a staff development/team building workshop at a venue offsite. Teams will be created based on staff intrapersonal dynamics. These teams will be the basis of year-long+ team building activities as part of ongoing professional development throughout the year.
- Implementation of Staff Digital Data Notebooks to allow teams, content partners, and the administrative team to easily track and disaggregate student data.

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

- Continue to publicize and highlight the amazing things that our students and faculty accomplish.
- Visit as much as possible to support staff, students, and administration in our execution of the school's shared vision.

# SCHOOL IMPROVEMENT PLAN

<b>School Name</b>	<b>West Pine Middle School</b>	<b>School Number</b>	<b>374</b>
<b>School Address</b>	144 Archie Road, West End, NC 27376		
<b>Principal</b>	Douglas Massengill		
<b>District Name/State Local Education Agency (LEA) Number</b>	Moore County Schools (630)		
<b>Date of Initial School Staff Vote of Approval</b>	13-Sep-16		
<b>Date of Last Review/Update</b>	9/13/2016		
<b>Principal Signature</b>	_____ (Signature On File)		
<b>Board of Education Authority Signature</b>	_____ (Signature On File)		

## School Vision and Mission Statement

### Vision

**Wildcats Pursuing Excellence**

### Mission Statement

Through ongoing communication and collaboration of all staff and community members, West Pine Middle School will provide a safe, nurturing environment in which the entire learning community addresses the unique developmental needs of early adolescence and inspires students to become life-long learners who will embrace diversity, academics and creativity to reach their full learning potential.

## 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	Douglas Massengill		
Parent Representative	Mark Spain		2016-2017
Parent Representative	Karin Kent		2016-2017
Teacher Representative	Jamie Simmons		2016-2017
Teacher Representative	Kim Coleman		2016-2017
Teacher Representative	Cynthia Keegan		2016-2017
Teacher Representative	Jami Burr		2016-2017
Teacher Representative	Monica Williams		2016-2017
Teacher Representative	Jeremy Kuhn		2016-2017
Teacher Representative	Wendy McCormick		2016-2017
Teacher Representative	Melody Thomas		2016-2017
Teacher Representative	Courtney Pearson		2016-2017
Support Staff Representative	Tony Chambers		2016-2017
Support Staff Representative	Catina Roberts		2016-2017
Assistant Principal	Matthew Moore		
Assistant Principal	Kimberly Oligario		

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 Pine Middle School maintains consistently high student proficiency that is above the district average for middle schools. Additionally, teacher turnover at West Pine Middle is below the district average and the school has many experienced teachers who boast 10+ years of experience. WPMS has been a Middle School to Watch, a program of the National Forum for Middle Grades Acceleration, since 2008.

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

At the conclusion of the 2015-2016 academic year, data from state assessments (see attached), local assessments, and formal and informal observations and walkthroughs, indicate the following in regards to the instructional practices of West Pine Middle School:

- West Pine Middle School has not met growth for three consecutive years. For the 2015-2016 academic year, WPM has a negative growth index of -2.58.
- The negative trend in proficiency data seems to have subsided, but a sense of staff-wide urgency regarding the need for renewed consistent growth is needed.
- Instruction was aligned to the appropriate state standards, but the use of rigorous instructional practices is inconsistent.
- "Core" instructional practices are inconsistent throughout the building.
- Common Assessments were used in the place of summative, unit assessments and tended to not be formative in nature.
- Other than Black males in Math, all subgroups when tracked in cohort groups reflect a negative trend and/or negative growth. The data suggests that students are not being met at their level of performance and differentiation is a problematic area.

Efforts regarding the regular use of rigorous instructional practices in all classrooms continue to be a focus for West Pine Middle School. A noted limitation of data is the lack of centrally collected walkthrough data from previous academic years.

# 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?**  
No formal or informal walkthrough data was available for consideration.

<b>Priority Area 1:</b> Proficiency
<b>Priority Area 2:</b> Student Culture
<b>Priority Area 3:</b> Community and Parent Involvement
<b>Priority Area 4:</b> Staff Culture

# SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

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

No formal or informal walkthrough data was available for consideration.

### Priority Area 1:

Proficiency

### Priority Area 2:

Student Culture

### Priority Area 3:

Community and Parent Involvement

### Priority Area 4:

Staff Culture

# 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>	Proficiency
<b>*SMART Goal</b> *Specific, Measurable, Attainable, Results-Oriented, Timebound	West Pine Middle School will increase EOG Math, reading and science CCR proficiency by at least 10% by the end of the 2017-2018 school year as measured by EOG scores.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	West Pine Middle will increase the student cohort proficiency by 5% in Reading and Math by the end of the 2016-2017 school year as measured by EOG scores.
<b>MCS Growing to Greatness 2.0</b>	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

Regular administrative monitored PLC meetings will be established to facilitate conversations about individual, cohort, and class assessment data. PLCs will follow the schedule: Tuesdays: Content Area PLC (Assessment Design) 2x month, Tuesdays: Cross-Curricular PLC (Math/Science, ELA/Social Studies) 2x month, and Thursdays: Content Area PLC – Lesson/Learning Activity Design (based on previous assessment design or data gained from formative assessment)

### Action Steps to Implement Improvement Strategy

- 1) Staff professional development on Effective PLCs and PLC Norms/Expectations
- 2) Weekly participation in content area PLCs by administrative team members.
- 3) Focus PLC conversations on individual student achievement via the use of Dufour's four essential PLC questions.
- 4) Continued implementation of learning walks to establish a collaborative instructional environment.
- 5) Train staff and implement tuning protocol on a rotating basis.
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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)

# PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

## 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 1 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

Implementation of Staff Digital Data Notebooks to allow teams, content partners, and the administrative team to easily track and disaggregate student data.

### Action Steps to Implement Improvement Strategy

- 1) Train staff members during PLCs on format and use of digital data notebooks.
- 2) Quarterly review of staff data notebooks during staff data chats. Particular focus and attention will be paid to AMO subgroup data trends.
- 3) Administrative team will review data notebooks and compile teacher data into administrative data notebooks.
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### Action Steps to Implement Associated Professional Development

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### Action Steps to Implement Associated Parental Involvement

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# PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

Staff and district led professional development on high-yield, research-based, instructional strategies.

### Action Steps to Implement Improvement Strategy

- 1) Identify staff professional development needs and gaps via survey.
- 2) Schedule teacher and district led professional development sessions during grade level PLCs throughout year.
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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.

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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 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?

Starting NLT Oct. 2016, Staff Data Notebooks will be monitored throughout the course of the year and utilized for quarterly staff "data chats".

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

starting in Nov. 2016 and quarterly thereafter. Data chats will be documented in digital data notebooks. Teacher common assessment data will be tracked in admin. data notebook.

### 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.)

## 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).*

<b>Priority Area 1</b>	Student Culture
<b>*SMART Goal</b> <i>*Specific, Measurable, Attainable, Results-Oriented, Timebound</i>	By the end of the 2017-2018 academic year, at least 70% of WPMS students will participate in a interscholastic sport, club, or academic competition as measured by student survey and sign-in rosters.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	By the end of 2016-2017 academic year, at least 60% of WPMS students will participate in a interscholastic sport, club, or academic competition as measured by student survey and sign-in rosters.
<b>MCS Growing to Greatness 2.0</b>	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

WPMS will join the North Carolina Association of Scholastic Activities in order to begin to build on existing programs and accomplishments. The goal of membership would be to begin to increase academic engagement by establishing a comprehensive scholastic program. If approved by SIT, a staff member will be selected by the leadership team to be the Scholastic Director. A particular focus will be placed on increased academic engagement of AMO subgroups with a focus on allowing participation during the school day. Administration will also seek district, grant, and outside community agency support for the transportation of students who wish to participate in after school activities for those students for which transportation is a barrier.

#### Action Steps to Implement Improvement Strategy

- 1) Staff survey to determine interest in sponsoring scholastic competitions.
- 2) Student Club Fair to introduce student and parents to existing and new scholastic opportunities.
- 3) Continuous identification of community and district resources to support increased participation in scholastic activities of low performing AMO subgroups.
- 4) Increasing in-school club days to two per month.
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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.

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## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

### 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**

**Action Steps to Implement Improvement Strategy**

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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.

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# PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

Administration will appoint students and parents to an AYPYN (Army Youth Programs in Your Neighborhood) Advisory Council to advise the Principal/SIT on offerings to benefit military and civilian youth. Membership shall be comprised of active duty Army and Air Force connected parents and students and civilian parents and students. This advisory council will meet twice yearly: once at the beginning of the year to make recommendations to the principal regarding program implementation and improvements and at the end of the year to provide a program evaluation. The AYPYN Advisory Council will also work in conjunction with the

### 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

**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?**

Student surveys, sign in sheets, and scholastic competition teams

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

Starting August 2016, we will how students complete surveys at Mid-Year and End-of-Year.

**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?)*

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



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## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

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<b>Priority Area 1</b>	Community and Parent Involvement
<b>*SMART Goal</b> <i>*Specific, Measurable, Attainable, Results-Oriented, Timebound</i>	By June 2018, WPMS will improve the parent perception of teacher communication efforts by 10%, from 66% to 76%, as measured by the twice yearly Parent Communication Survey.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	By June 2017, WPMS will improve the parent perception of teacher communication efforts by 5%, from 66% to 71%, as measured by the twice yearly Parent Communication Survey.
<b>MCS Growing to Greatness 2.0</b>	Key Indicators of Success - Community

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### IMPROVEMENT STRATEGY #1

The administrative team and faculty will work with the SIT, PTA, and Parent Advisory Council to plan several events for the benefit of our families.

#### Action Steps to Implement Improvement Strategy

- 1) SIT Committee, PTA, and Parent Advisory Committee to meet to brainstorm potential events.
- 2) Events will be placed on calendar by October 1.
- 3) Committees and Stakeholder groups will meet at least quarterly to plan and execute events.
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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.

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## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

### 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 3 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

### Action Steps to Implement Improvement Strategy

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### Action Steps to Implement Associated Professional Development

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### Action Steps to Implement Associated Parental Involvement

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# PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

## 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?**

Sign-in google form from events will provide measurable metrics throughout the year.

**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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## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

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<b>Priority Area 1</b>	Staff Culture
<b>*SMART Goal</b> <i>*Specific, Measurable, Attainable, Results-Oriented, Timebound</i>	By the end of the 2017-2018 academic year, WPMS staff will increase the number of teachers that feel that there is an atmosphere of trust and mutual respect in the school, the number of teachers that feel comfortable raising issues and concerns that feel comfortable to them, and the number of teachers that feel that school leadership consistently supports them to 80%. Efficacy of goal achievement will also be measured by a measurable reduction in teacher turnover by 5%.
<b>Target Goal for 2016-17</b> (What goal must be reached to be on target to meet SMART goal?)	By the end of the 2016-2017 academic year, WPMS staff will increase the number of teachers that feel that there is an atmosphere of trust and mutual respect in the school, the number of teachers that feel comfortable raising issues and concerns that feel comfortable to them, and the number of teachers that feel that school leadership consistently supports them to 70%. Efficacy of goal achievement will also be measured by a measurable reduction in teacher turnover by 10%.
<b>MCS Growing to Greatness 2.0</b>	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

The entire staff will attend a staff development/team building workshop at a venue offsite. Teams will be created based on staff intrapersonal dynamics. These teams will be the basis of year-long+ team building activities as part of ongoing professional development throughout the year.

#### Action Steps to Implement Improvement Strategy

- 1) Monthly faculty meetings with a focus on celebration and continued team-building.
- 2) Monthly small team and PLC celebrations.
- 3) Work with a SIT staff correlate to establish regular events, both on and off campus, to build staff morale and relationships.
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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.
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  - 11)
  - 12)



## PRIORITY AREA 4 AND ASSOCIATED STRATEGIES

### 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 4 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #2

Administration will make every effort to be present in every grade level PLC meeting and will coordinate with the grade level chair to add administrative action items when needed. Every grade level PLC meeting will have an opportunity to provide the administrative and school leadership team with feedback.

### Action Steps to Implement Improvement Strategy

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- 2)
- 3)
- 4)
- 5)
- 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)
- 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 4 AND ASSOCIATED STRATEGIES

## IMPROVEMENT STRATEGY #3

The Principal will implement an anonymous weekly plus/delta form that will be issued to staff weekly on Friday afternoons. Office staff to ensure anonymity will compile this feedback weekly. The principal will use this feedback to ensure continual self-reflection and to determine the efficacy of SIT and Leadership efforts.

### Action Steps to Implement Improvement Strategy

- 1)
- 2)
- 3)
- 4)
- 5)
- 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)
- 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 4 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?**

Beginning in August 2016 and then ongoing in PLCs and Faculty Meetings, staff will be surveyed anonymously.

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

The administration team will examine the plus deltas after each monthly faculty meeting. We will also revise the Mid-Year "Mini" Survey to check progress and the June 2016, EOY Survey.

**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.)

## PRIORITY AREA 4 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?)*

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

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

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

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*Review 2 - 2017-18 (Based on results evidenced December through February, should/how 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.)*



**2016-2017**

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

School Name: West Pine Middle School

Principal: Douglas Massengill

School Improvement Chairperson: Brooke Carruba

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

- Almost six point increase in Math GLP proficiency.
- 340 students participated in interscholastic athletic programs, 386 students in scholastic competitions, to include 1<sup>st</sup> place finishes at the district level in several competitions; 823 students participated in 40 different clubs.
- WPMS is building on our extracurricular and academic competition success by joining the North Carolina Association of Scholastic Academics

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

- WPMS will improve our proficiency in Math, Reading, and Science by at least 5% in terms of total proficiency and every measurable student subgroup.
- WPMS will work towards at least 70% of students participating in scholastic competitions, clubs, and interscholastic sports. We will engage students inside and outside the classroom.
- WPMS will improve teacher perception and dramatically increase the number of teachers who feel that an atmosphere of trust and mutual understanding exists at WPMS.

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

- Staff and district led professional development on high-yield, research-based, instructional strategies.
- The entire staff will attend a staff development/team building workshop at a venue offsite. Teams will be created based on staff intrapersonal dynamics. These teams will be the basis of year-long+ team building activities as part of ongoing professional development throughout the year.
- Implementation of Staff Digital Data Notebooks to allow teams, content partners, and the administrative team to easily track and disaggregate student data.

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

- Continue to publicize and highlight the amazing things that our students and faculty accomplish.
- Visit as much as possible to support staff, students, and administration in our execution of the school's shared vision.