



Title I School-Wide Improvement Plan

LEA or Charter Name	Moore County Schools	Number:	9109472976
School Name	West End Elementary School	Number:	9106736691
School Address:	4483 NC Hwy 211 West End, NC 27376		
Plan Year(s):	2015-2016		
Date prepared:	9/21/15		
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
Chair	Stephanie Mills	Specials rep	Lance Barber
Spanish Immersion	Diana Davila	Parent	Carrie Clark
Principal	Leigh Ann McClendon	Parent	Alicia Hill
Assistant Principal	Judy Heffner	TA rep	Mary Hankins
K rep	Sandy O'Gorman		
1st rep	Peggy Overton		
2nd rep	Ashley Wilson		
3rd rep	Melanie Randolph		
4th rep	Desirae Ball		
5th rep	Teresa Phillips		

School Data And Summary Analysis - Component 1 Needs Assessment

Use data identified in your **comprehensive needs assessment** for the basis for understanding the school and identifying priority areas for improvement.

Demographic Profile 2014-2015		
Students	Numbers	Percentages
Male	227	50
Female	226	50
White	329	73
Black	47	10
Hispanic/Non-Hispanic	64	14
Hawaiian/Am. Indian	0	0
Multi-racial	4	1

Free/Reduced Lunch Profile 2014-2015 Percentage: 42		
Total Students	Reduced Students	Free Students
191	17	170

Disaggregated Data Chart EOG Reading 2014-2015						
Grade	White	Black	ED	LEP	SWD	ALL
3	60.4	42.9	61.8	*	15.8	56.6
4	47.1	*	18.2	*	13.3	42.6
5	57.1	40.0	23.8	*	11.1	53.3

**Disaggregated Data Chart
Math
2014-2015**

Grade	White	Black	ED	LEP	SWD	ALL
3	66.1	28.6	58.8	*	14.3	63.6
4	33.3	*	9.1	*	6.7	29.5
5	69.0	60.0	38.1	*	22.2	65.0

**Lexile Data
2014-2015**

Grade	White	Black	ED	LEP	SWD	ALL
3	78	38		17	25	67
4	65	40		33	8	61
5	57	*		*	8	48

**mClass (% below proficient)
2014-2015**

Grade	White	Black	ED	LEP	SWD	ALL
K	19	6		1	4	34
1	18	2		7	2	27
2	13	5		6	2	35

1. What does the analysis tell you about your school's strengths?

Our data indicates that we are growing and increasing in enrollment.

2. What does the analysis tell you about your school's gaps or opportunities for improvement?

4th grade math reading (current 5th grade students) need opportunities for improvement.

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

Economically disadvantaged student data is confidential therefore making tracking this subgroup very difficult.

4. Based upon the analysis conducted, what 3-4 top priorities emerge for the school? Cite relevant evidence from your analysis to support these priorities.

Achieve/exceed growth in all subject areas. Track current 5th grade students for progress and monitor current 4th grade students for trends.

School Improvement Plan

School: West End Elementary School

Principal: Leigh Ann McClendon

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

What data provides evidence of current growth stage?

1. Staff indicates that they want increased collaboration and decision making as reported on the 2014-2015 "mock" TWC survey.
2. As reported on Parent Advisory Council notes, continue monthly PAC meetings with parents.

Annual Objective:

Provide a more collaborative work environment between staff, students, and parents as measured by required state and school created surveys.

Mid Year Target:

Mid year staff survey (February 1, 2016) will indicate an increase of teacher morale as measured by local and school surveys.

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed
1. Recognize staff for accomplishments by giving them prompt feedback (30 second and five minute feedback) after successful lessons, observations, and walkthroughs so that teachers feel valued for their work.	PLC members, Administration, Instructional Coach	Scheduled weekly time for meetings	Leigh Ann McClendon	PLC minutes Surveys	Weekly Mid -term and EOY	June 2016	Ongoing
2. Create Teacher, Parent and Student Advisory Groups so that all stakeholders have a voice in the collaborative school environment.	Select Members	Scheduled monthly meeting dates	Leigh Ann McClendon	Minutes	Monthly	June 2016	

3. Encourage peers to recognize each other for accomplishments by completing a "shout out" form and celebrate at staff meetings.	Selected staff members	"Shout out" forms	Individual staff members	Staff recognitions	Monthly staff meetings	June 2016	.
4. Develop a survey to measure progress of teacher morale mid-year.	SIT members	Regularly scheduled meetings. Time for collaboration Survey monkey	SIT chair - Jenifer Wolfe	Completed surveys	Feb.1st, 2015 and May 2015	May 2016	
5. Support teachers by participating in weekly PLC meetings so that they receive prompt and accurate feedback on their lesson planning and data analysis.	Individual grade levels and administration	Weekly PLC meeting time	Teachers and Admin	PLC minutes	Weekly	June 2016	
6. Using teacher input,(grade level, SIT team, TAC, and individual) provide differentiated Professional Development activities so that training for teachers are specific to West End Elementary's needs.	Teachers and Admin	Specific to teacher needs (ongoing)	Leigh Ann McClendon	Teacher surveys	Mid year and End of year	June 2016	
Educate teachers about the Teacher Working Conditions survey and how it impacts our school.	Administration	Staff meeting	Leigh Ann McClendon and Judy Heffner	Sign in sheet	Spring 2016	Spring 2016	

School Improvement Plan

School: West End Elementary School

Principal: Leigh Ann McClendon

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

What data provides evidence of current growth stage?

1. 58% of students at WEE are proficient or above as reported on the Mclass BOY assessment
2. SRI data indicates that 50% of our students (138 total) are proficient or above as reported on the SRI BOY assessment (3% increase from last year BOY)
3. Math students in grade 4 significantly scored lower than any other grade level (29.5% proficient as compared to 63.6% in 3rd and 65% in 5th).
4. Reading students in grade 4 significantly scored lower than any other grade level (42.6% as compared to 70.1% in 3rd and 53.3% in 5th)
4. WEE met 17 of our 21 AMO targets. We did not meet the objectives in Reading (SWD), Math (White), and Science (White and All). Goal is 66.6%.
5. Fifth grade students did not meet Science AMO targets in the All - 44.6% (17.20% less than goal) and White 51.3 (20.4% less than goal).
6. 48% of third grade students passed the Read to Achieve standards based on the BOG assessment. (5% increase from last year BOY)
7. We made a SPG of C and an overall Performance Composite CCR 53.7% and GLP 63.6%

Annual Objective:

West End Elementary will meet or exceed federal annual measurable objectives in all subgroups in Reading, Math, and Science and all state-mandated target proficiency rates by the end of 2016 school year.

Mid Year Target:

In order to meet Annual AMO targets, current 4th grade must increase 30.2% by EOY (13 students- move from 33 to 46 students) in math and 18% (14 students - move from 33 to 47 students) in reading by the EOY. Current 5th grade must maintain current math score of 65% but increase 7.4% (4 students - move from 33 to 37) in Reading. I would expect to meet 1/2 of these measurable goals by MOY benchmarks in order to indicate that we are on target to meet AMO's and all state-mandated target proficiency rates. In addition, SRI data should indicate a 25% (69 students) increase in proficiency by MOY. 41/61 students need to be proficient in Science in order to meet the AMO target. By mid year, benchmark data should show that at least 1/2 (22) are proficient.

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

1. Identify and target instruction for all students that are below grade level by providing research based interventions (LLI, mclass, or Reading Mastery, Moby Max Math, Reading, Science) so that achievement increases.	SIT team, Leigh Ann McClendon, Judy Heffner	LLI kits, mclass materials and assessments, Reading mastery materials, data	Teachers	Increase in student achievement, schedules	Monthly	June, 2016	Ongoing
2. Restructure PLC's in order to be more effective and students centered in order to impact student growth and achievement.	PLC team	PLC training	Judy Heffner	PLC documentation	Weekly	June, 2016	.
3. Utilize individuals from MCS Curriculum and Instruction team to provide meaningful PD in the area of Math.	SIT	Curriculum and Instruction Dept.	SIT	PLC notes	Quarterly	June 2016	
4. Create a data wall so that teachers have a visual and to raise awareness of our students that are not being successful. Teachers will celebrate successes as we close this achievement gap among students.	Classroom Teachers	Charts, index cards, data	Classroom teachers; Stephanie Mills , Leigh Ann McClendon	Data wall created and achievement gap closing by EOY	PLC's	June, 2016	
5. Participate in Interim assessments so that West End can compare how our school is performing compared to other schools in the county.	All 4th and 5 grade teachers in math and reading and 3rd grade teacher in math only	Interim assessments created by the county	Classroom teachers, testing coordinator	Completed interim assessments	Once each quarter	Quarterly at the end of each nine weeks.	
6. Monitor lexile levels of students and ensure they are checking out and testing on appropriate books and material so that proficiency and growth are increased.	Renee Robbins, Classroom Teachers,r	Notebook listing all lexile levels in Media Center.	Renee Robbins	Student reading logs, tests completed on their levels, benchmark scores	Monthly	October 1	Continous
7. Revise the schedule in order to provide 90 minute math blocks in 4th and 5th grade.	Leigh Ann McClendon	N/A	Leigh Ann McClendon	New Schedule	August 2015	August 2015	

<p>8. K-3 teachers will support reading strategies and instruction so that third grade students will meet Read to Achieve requirements for third grade proficiency.</p>	<p>K-3 teachers Principal Assistant Principal</p>	<p>Reading Intervention Teachers SST Model Instructional Support Model Intervention during the school day LLI Kits</p>	<p>Principal Instructional Coach</p>	<p>Progress Monitoring mClass data SRI data Personal Education Plans Lesson Plans Student achievement</p>	<p>Benchmark assessments (mclass, SRI), Formative and Informative assessments</p>	<p>June 2016</p>	<p>Ongoing</p>
<p>9. Read to Achieve will be implemented in third grade along with research based interventions (LLI, Reading Mastery) and rigorous lesson plans aligned to standards so that students will be proficient in Read to Achieve state standards and be successful in fourth grade.</p>	<p>Third grade teachers Administration</p>	<p>LLI Kits Reading Mastery Kits Pacing guides Unpacking documents Read to Achieve passages</p>	<p>Kelly Cook Teresa Phillips Diana Christian Desirae Ball</p>	<p>All students meeting RTA standards Level P in mclass 725 in SRI or 439 in BOG</p>	<p>September - BOG test results Sept,</p>	<p>June 2016</p>	
<p>10. Revise the schedule in order to provide more instruction in Science and Social Studies weekly for students. (Students will have 270 min in Science and 180 min. in SS during Week 1 and rotate in Week 2)</p> <p>11. Using scale scores from the previous year, identify students that are not making growth or proficiency and provide rigorous, meaningful, targeted and specific instruction in order to improve academics.</p>	<p>Mary Susan Humphrey and Matt Glendenning PLCs</p>	<p>none Mike Metcal / Lacey Miller</p>	<p>Leigh Ann McClendon Leigh Ann McClendon</p>	<p>Increase in final exam scores and Science EOG scores. Student list and interventions in place</p>	<p>Benchmark assessments October</p>	<p>June 2016 October 16, 2015</p>	