LEA or Charter Name	Moore County Schools	**Number:**	630
School Name	West Pine Middle School	**Number:**	374
School Address:	144 Archie Road West End, NC 27376		
Plan Year(s):	2015-2016		
Date prepared:	September 3, 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
Classified	Janice Gillespie	Chair	Courtney Pearson
6th grade teacher	Monica Williams	Parent	Douglas McKinnis
7th grade	Cynthia Keegan	Parent	Melissa Holt
8th grade teacher	Jennifer Bellmore	Parent	Kimberly Ledford
EC teacher	Jennifer Hirtle	Parent	Gina Voight
Encore Teacher	Adam Martinez	Student-8th grade	Maddie Arrington
8th grade Teacher	Kim Coleman	Student-Grade Advanced 8th	Helen West
Administrator	Jeni Wiley	Student-7th grade	Krystyna McKinnis
Administrator	Robin Calcutt		
Administrative Intern	Susan Rodriguez		
Administrator	Matt Moore	link to notes	https://docs.google.com/a/ncmcs.net/doc

School Improvement Plan

School: West Pine Middle School   **Principal: Robin Calcutt**

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

What data provides evidence of current growth stage?

Based on data from the 2014-2015 Annual Measurable Objectives (AMO) State Report, West Pine Middle met 13 out of 14 targets in reading. Proficiency increased for total students in 2014-2015 but many subgroups have considerable gaps between the state-required 2015-2016 AMO target and the current level of proficiency as follows: Amer.Indian:10.3, Black: 19.5, ED: 10.7, SWD: 12.4. West Pine Middle had mixed results of the expected growth requirement as indicated by EVAAS data specifically in 8th grade -2.9; 7th grade -0.2 and 6th grade met growth with 1.6 points.

Annual Objective:

Using targeted interventions, West Pine Middle School will increase reading proficiency for Black students by 19.5%, American Indian students by 10.3%, Economically Disadvantaged students by 10.7%, and Students with Disabilities by 12.4% and maintain expected growth for all other student subgroups in order to meet or exceed AMO targets and decrease the achievement gap for the 2015-2016 school year.

Mid Year Target:

By implementing our action steps and strategies, students will increase their Lexile levels by at least 50 points using the Scholastic Reading Inventory (SRI) mid year assessment in February. English Language Arts interim assessments data points are monitored to assess growth. English Language Arts teachers and the Reading Plus teacher will meet monthly to design differentiated instruction. Personal Education Plans are in place for at-risk students. Flex time will be implemented with fidelity as teachers meet with identified students. First time implementation of our data wall by teachers in October 2015 and quarterly progress check in January 2016.

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

Selected students (scoring at a low level 2 and level 3) who did not pass the EOG for reading as well as students considered at risk for not passing the EOG were placed in Reading Plus, a tier three intervention. Students are assessed quarterly using SRI data and placed as needed into Reading Plus.	EC teachers, ELA teachers, Reading Plus monitor, Counselors, Administrators, Melody Thomas	Reading Plus Instructional Support Model	ELA and EC teachers, Administration	Student Reading Plus Reports, SRI lexiles, EOG Reading	Monthly SIT Meeting	Mid year check Feb. 2016 June 2016	
Language Arts teachers will collaborate with their small team members and the media specialist to provide individualized strategies generated by SRI and to provide reading materials that generate growth and other data points to differentiate instruction daily throughout all content areas so that remediation and extension will occur.	Grade Level- teachers Heather Plourde Courtney Pearson Deanna Kimball Brooke Carruba Debbie Henry Jami Burr Sarah Malpass Laura Barnes Jeni Wiley Melody Thomas	SRI Data Training Reading Plus training News ELA	Jeni Wiley	lesson plans, weekly PLC meeting All content areas using lexiles to drive the differentiation of instruction for all students	Monthly SIT Meeting	October 2016 December 2015 February 2016 April 2016 June 2016	
Learning Walks continue this year for teachers to observe instructional strategies and grading practices so that we support a PLC learning community. Teachers will provide feedback to their colleagues using Canvas, LMS pilot.	Robin Calcutt All teachers Jeni Wiley Matt Moore	Learning Walks Structure PLC time CANVAS LMS	Administration	Oct. 18-intro to teachers Schedule of observations Feedback for teachers	Monthly SIT Meeting	October 2016 December 2015 February 2016 April 2016 June 2016	
ELA teachers will meet with chosen targeted students to review goals for reading and monitor reading growth during Reading Plus. Teachers will meet with these students during FLEX (a 40 minute focused instruction based upon student need) time and during class as needed.	ELA teachers, Reading Plus monitor, EC teachers	Reading Plus Report	Jeni Wiley	SRI Reports and Reading Plus Reports and reports of meetings	Monthly SIT Meeting	October 2016 December 2015 February 2016 April 2016 June 2016	

All teachers will support all students during FLEX time with targeted interventions, content acceleration and skill development so that they are prepared for content assessments and rigor increases in the classroom. DEAR (drop everything and read) days during FLEX will provide support for silent reading stamina.	ELA, Math, Science, SS and encore teachers	Time to plan and review current assessments from small teams		Reading Plus Reports, EOG scores and lesson plans documenting work	Monthly SIT Meeting	June 2016	
Teachers/Admin. will use a data wall to visually monitor selected AMO subgroup students using their reading scores and other measures so that all staff members know and address student mastery of content.	Jeni Wiley, Robin Calcutt All teachers	Time to analyze data	Jeni Wiley, Robin Calcutt	SRI data	Monthly SIT meeting	October 2016 December 2015 February 2016 April 2016 June 2016	
Common assessments will be used by all teachers at least one time each 9 weeks so that data is available to teachers, admin. and students to monitor student mastery of all content areas.	Teachers Administrators	PLC by content area on gradelevel	teachers administration	data available teachers meet to reflect on the data they collect	Monthly SIT meeting	October 2016 December 2015 February 2016 April 2016 June 2016 every 9 weeks	
Support sessions using SchoolNet to provide class performance data and common assessment management so that teachers have tools to monitor student mastery.	Robin Calcutt Jeni Wiley Matt Moore Lacey Miller	Early release days PLC meeting time SchoolNet training	Robin Calcutt	Teachers provide evidence of data analysis at mid-year during PDP meetings Teachers participate with data wall progress.	Monthly SIT meeting	Sept. 2015 February 2016	

Reading specialists will provide professional development to all teachers in the use of instructional strategies that will increase reading proficiencies.	Jeni Wiley Patricia Cox Suzanne Sell	PLC meeting time Scholastic Reading Inventory access Materials to share-NewsELA	Jeni Wiley	Teachers integrate Lexile appropriate reading materials, Teachers use SRI data to provide reading supports for students.	Monthly SIT meeting	October 2015 January 2016 June 2016	

School Improvement Plan

School: West Pine Middle School   **Principal: Robin Calcutt**

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

What data provides evidence of current growth stage?

Based on data from AMO Targets and State Targets from the 2014-2015 school year, West Pine Middle met 11 out of 14 targets in math. Proficiency in math was achieved by total students in 2014-2015 but many subgroups have considerable gaps between the state-required 2015-2016 AMO target and the 2014-2015 level of proficiency as follows: Black: 27.3, Hispanic: 14, ED: 18.2, SWD: 26.1. West Pine Middle did not meet the expected growth requirement in math as indicated by EVAAS data specifically in 8th grade -3.1; 7th grade -1.1, 6th grade -0.3 points.

Annual Objective:

Using targeted interventions and strategies listed below, West Pine Middle School will increase math proficiency for students in the following subgroups: Black: 27.3, Hispanic: 14, ED: 18.2, SWD: 26.1 and maintain expected growth for all other student subgroups   The increases will meet or exceed AMO targets and decrease the achievement gap for the 2015-2016 school year.

Mid Year Target:

Students will demonstrate mastery of the math curriculum as indicated on the district pacing guide. Benchmark tests, common assessments and online tracking websites will be used to measure proficiency and growth of student mastery. Personal Education Plans are in place for at-risk students. Flex time will be implemented with fidelity as teachers meet with identified students. First time implementation of our data wall by teachers in October 2015 and quarterly progress check in January 2016.

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

Teachers will use data to identify targeted students, End of Grade (EOG) math and EVAAS data will be used to determine which students are monitored for extra support.	All Teachers, Administrators	Data points from SchoolNet, EVASS, EOG scores	Administrators, Teachers, Counselors,	Feedback from teachers, students and parents	November SIT meeting	August 2016	
Grade level math teachers collaboratively write common assessments to collect data so that they know if their students have mastered the standard.	Math Teachers, All Teachers, District Level math Coordinator	Early release time, Vertical Team meetings, PLC time for teaching studies	Teachers, Math Teachers	Pacing guides for math and other content areas, data wall	monthly SIT meetings	October 2016 December 2015 February 2016 April 2016 June 2016	
Analyze student data on math content mastery throughout the school year using the data wall.	Math Teachers	Data Wall	Math Teachers, EC Teachers	Progress is monitored all year	Monthly SIT Meetings	October 2016 December 2015 February 2016 April 2016 June 2016	
Grade level core content teachers will support at risk students during daily FLEX time with targeted interventions, content acceleration and skill development so that they are prepared for content assessments.	All Teachers Administrators	FLEX time, remediation activities, Math EOG data, Ten Marks online math program	Math Teachers, EC Teachers	EOG Math data, math testing data	Monthly SIT Meetings	June 2016	
Provide professional development on the use of SchoolNet to support student assessment and instruction for mastery learning.	Administrators Lacey Miller Grade Level Team Leaders	Professional Development on writing common assessments	Administrators, Lacey Miller	Use of SchoolNet for assessment, Data analysis	Monthly SIT Meetings	September 2015 February 2016 June 2016	
Vertical team meetings with WPMS teachers and other math teachers across the district. Scheduled October 16, 2015 meeting at Pinecrest with other middle school math teachers.	Michelle Gray Robin Calcutt Jeni Wiley Math Teachers	Professional Development time - early release Curriculum Guides Student Data Common Assessments	Math Teachers Administrators	Common assessment data is available to administration and teachers reflect on the data collected to grow professionally	every 9 weeks	October 2015 June 2016	

Learning walks encourage teachers to use and track learning targets and other instructional strategies. Teachers share compliments on CANVAS-pilot online forum.	Administration All teachers	Learning walk training	Administration	Learning Walk paperwork	weekly	October 2016 December 2015 February 2016 April 2016 June 2016	
Ten marks, Moby Max and Buzz math will be used as formative and summative assessments where students and teachers can track their data and monitor improvement on math skills.	Grade Level Representatives Math Teachers	Internal training across grade levels	Math Teachers	Data tracked and shared	Weekly	October 2016 December 2015 February 2016 April 2016 June 2016	

School Improvement Plan

School: West Pine Middle School   **Principal: Robin Calcutt**

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

What data provides evidence of current growth stage?
Qualitative conversations during 2014-2015 with various groups of the school community expressed concern over communication and collaboration within the school. Results of a PTA parent survey demonstrated a request for increased communication and understanding of classroom processes and expectations. WPMS staff members have multiple formats of communication including school signage, parent conference logs, webpages, email, Twitter, reminder applications and the ConnectEd system. The school team wants to design and deliver a parent survey so that a clear picture exists to address streamlined communication.

Annual Objective:
Collaboration, community and communication will increase so that a sense of belonging for all of the staff, students and parents at West Pine Middle occurs as measured by a school designated survey.

Mid Year Target:
At least five parent/student/staff events and communications occur in which face to face support, communications and relationship-building are provided. First survey results compiled and reviewed with stakeholders by November 30, 2015.

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

Parent/Student groups are involved in decision-making and collaborative processes. PTA, School Improvement, and Student and Parent Advisory Group meetings occur on a monthly/quarterly basis.	Administrators, Teachers, Students, Parents, PTA members, support staff	Scheduled time for conferences, Conference pamphlets, student binders and notebooks Refreshments Meeting space Materials to share	Administration, Teachers	Feedback from teachers, students and parents Meeting agendas Attendance rosters Action steps	Monthly SIT meeting	October 2016 December 2015 February 2016 April 2016 June 2016	
Relationship building between teachers/students/volunteers/admin. occurs during FLEX time. This time will be spent with the same teachers for an entire year which will enable the growth of positive and enriching relationships.	Teachers, Students, Administrators	Remediation and extension resources, FLEX time	Administration, Teachers	Student and Teacher feedback	Monthly SIT meeting	June 2016	
The monthly Club Day will provide an opportunity for teachers to share a special interest or talent with the students. This will provide an opportunity for positive relationships and team building among students and teachers. Parents/community members are invited to participate.	Administration, Teachers, Parents	Special interests of teachers, club time	Administration, Teachers	Student and Teacher feedback	Monthly SIT meeting	October 2016 December 2015 February 2016 April 2016 June 2016	
Student Led Conferences will be held 3 times during the year so that students increase metacognition of learning and parents understand classroom processes/expectations.	Teachers Administration	time to complete portfolio - digital or paper	Administration, Teachers	3 Student Led Conference nights - fall, winter,spring June 2016	November 2015, Jan/February 2016	November 2015 Jan/Feb 2016 May 2016	
Student newspaper will allow students to publish their stories and news from the lens of a student. Students organize and run a TV Broadcast of the morning news including special features written by students.	Administration Teachers Students	green screen technology DIF support supervision of students paper distribution sites	Dr. Calcutt Ms. Levin	Monthly publication of the newspaper and daily TV announcements	Monthly SIT meetings	Monthly report June 2016	

Build community and a sense of belonging by Community Events-Habitat for Humanity and Relay for Life participation. Performing Arts Moore Schools-Bright Star Theater After School- Army Youth Program In Your Neighborhood Ladies of Promise led by Deborah McMillan Communities in Schools-proposed support	Administrators, Teachers, Students, Parents	Fundraiser to support event, needs around the community - Habitat for Humanity	Administration, Teachers, PTA,	Teacher, Student, and Parent feedback	Monthly Staff and SIT meetings	October 2016 December 2015 February 2016 April 2016 June 2016	
Streamline communication throughout the school. Use social media (Twitter, webpage) and external methods to communicate effectively with all stakeholders in the school.	SIT team Amber Rach, consultant	Parent nights scheduled surveys written and administered communication consultant	SIT team	surveys	Monthly SIT meetings	October 2016 December 2015 February 2016 April 2016 June 2016	
School survey designed and distributed to the school community so that a clear understanding of communication is obtained.	Robin Calcutt, Principal's Advisory Council Consultant	Consultant Online survey format	Robin Calcutt	Survey results	October 2015 May 2016	October 2016 June 2016	
PLC meetings occur on a weekly basis with teachers and administrators so that communication is enhanced. Minutes are shared on a Google document and stored on the internal staff folder.	Teachers Administrators Support staff	Protocols Technology resources	Teacher Leader Chairpersons Administration	PLC minutes posted on staff folder	Monthly SIT meetings	October 2016 December 2015 February 2016 April 2016 June 2016	