

LEA or Charter Name	Moore County Schools	Number:	603
School Name	Aberdeen Elementary School	Number:	308
School Address:	503 North Sandhills Boulevard Aberdeen, NC 28315		
Plan Year(s):	2015-2016		
Date prepared:	8/20/15		
Principal Signature:			2/11/16
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
SIT Chair	Mary Haywood	Parent representative	Gabriela Nieves
Principal	Stefanie Phillips	Parent representative	Jeanette Gonzalez
Assistant Principal	Dante Poole	Parent representative	Derrick Graham
Instructional Coach	Barbara Colson		
Instructional Coach	Celeste Smith		
3rd grade representative	Heidi Brown		
4th grade representative	Amber Hicks		
5th grade representative	Justin Edwards		
Exceptional Childrens	Casey Buie		
Specials representative	Caroline Turley		
Student support services	Lashunda Maynor		

School Vision:

The vision of Aberdeen Elementary School, along with the community, is to require our students to achieve high academic goals based on mastery learning. We also believe a part of the education of our children is to instill positive character and good citizenship.

School Mission:

Every child, Everyday is the Tiger Way.



School Improvement Plan

School: Aberdeen Elementary School

Principal: Stefanie Phillips

State Board of Education Goal: Goal 1: X Goal 2: X Goal 3: X Goal 4: Goal 5:
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Pathway:	Critical Element:	Current Growth Stage:	
X Learning Culture	Community Leadership Differentiation	X Beginning Advancing	Progressing Excelling

What data provides evidence of current growth stage?

Based on three years of EOG test data, Aberdeen Elementary needs improvement in all subgroups (n>30). 79.8% of students are in the EDS subgroups which means they impact multiple subgroups. There was improvement in reading in the 13-14 school year. However, there was a drop in all subgroups in reading grade level proficiency during the 2014-25 school year. Hispanic students are a growing population at AES. In 13-14 Hispanic students accounted for 17.79% of the population and in 14-15 they accounted for 19.97% of the population. In reading they showed a more significant drop than the other subgroups from 48.1% in 13-14 to 34.9% in 14-15. Math also saw a reduction in all subgroups (n>30). However, the white subgroups was relatively stagnant (52.5% to 52.1%). Science saw a reduction in subgroups with the exception of EDS which showed a positive increase from 35.1% to 45.1%. We believe the strategies below will help us grow each subgroup in order to meet the incremental targets set below.

Although the AMO target for the 15-16 school year are Math 59.7%, Reading 60.7% and Science 66.6%, we realized with overall composites for 2014-2015 of Math 25.2%, Reading 40.4% and Science 47.7% that we will need to set incremental targets, for a three year period, in order to meet the AMO targets. We have set those to be:

- 15-16 Math: 35.2 16-17 Math: 51.2 17-18 Math: 71.3
- 15-16 Reading: 50.4 16-17 Reading: 61.4 17-18 Reading: 71.9
- 15-15 Science: 57.7 16-17 Science 67.7 17-18 Science 76.2

Additional data:

2014-2015 EOG proficiency data is Math 25.2%, Reading 40.4%, Science 47.7%; Math proficiency by grade level: 3rd; 23.1, 4th: 22.5, 5th: 29.9. Reading proficiency by grade level: 3rd: 43.5, 4th: 43.1, 5th 34.6. Our overall significant gaps in 3rd grade reading are with Hispanics (-20), LEP, (-26), SWD (-37); 4th grade reading has significant gaps in all

subgroups; 5th grade reading has significant gaps in Blacks (-28), EDS (-15), SWD (-32). In mathematics across all three grade levels we have significant gaps. In 5th grade science the gaps exist with Blacks (-28) and SWD (-33).

Currently we have 60 3rd graders in a reading intervention, 57 4th graders in a reading intervention and 46 5th graders in a reading intervention.

Annual Objective:

By June 30, 2016, all 11 subgroups will have a reduction of non-proficient students by 10% as measured by NC EOGs in Reading, Math and Science.

Mid Year Target:

All subgroups will have a 60% average on the 2nd benchmark assessments for reading, math and 5th grade science.

Overall benchmark averages were:

3rd grade math: 1st 51%; 2nd 49% 4th grade math: 1st 53%; 2nd 50% 5th grade math: 1st 55%; 2nd 58%

4th grade ELA: 1st 59%; 2nd 54% 5th grade ELA: 1st 61%; 2nd 57%

5th grade science: 1st 67%; 2nd 69%

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

<p>In addition to the 90 minute literacy block, instructional support staff will provide services to identified students so that those students will receive intensive reading instruction as to increase reading proficiency.</p> <ol style="list-style-type: none"> 1. Students have been identified for interventions and adjusted after each major SRI assessment. 2. Our guidance counselor, support staff and volunteers are pushing in with students to read and practice fluency drills. 3. As of MOY: 45 out of 52 LLI students are making SRI growth; 11 out of 13 Read 180 students are making SRI growth; 22 out of 23 System 44; 21 out of 27 Fast ForWord. 	<p>LLI teachers FFW instructor Read 180 teacher System 44 teacher AIG teacher ESL teacher Instructional Coaches 3rd-5th grade teachers</p>	<p>PD for Interventionist Review of intervention data PD on Classroom Interventions</p>	<p>School Administration Barbara Colson</p>	<p>Lesson plans Coaches minutes Program reports Benchmark data</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
<p>Read to Achieve will continue to be implemented in 3rd grade so that students will meet RtA requirements as to increase reading proficiency.</p> <ol style="list-style-type: none"> 1. Teachers are testing on multiple standards each week. 2. Teachers had one-on-one data talks with the instructional coach after mCLASS and SRI MOY. 3. The county lead instructional coach came in and had 3rd grade data talks and shared strategies to address areas of deficit. 	<p>Instructional Coaches 3rd grade teachers</p>	<p>PD with Anne Evans PD on SchoolNet</p>	<p>School Administration Barbara Colson</p>	<p>SchoolNet data mClass data SRI data</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	

<p>Implementation of a 90 minute math block so that students will receive more intensive math instruction as to increase math proficiency.</p> <ol style="list-style-type: none"> 1. Teachers are still working on the implementation of Engage NY 2. The meet monthly or bimonthly with the county math curriculum specialists to deconstruct the upcoming standards. 3. Math teachers visited a teacher at SFL to view her 90 minute block. 	<p>Instructional Coaches 3rd-5th grade teachers</p>	<p>PD with Michelle Gray & Becky Oldham</p>	<p>School Administration Celeste Smith</p>	<p>Lesson Plans SchoolNet data Benchmark data</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
<p>4th and 5th grade science teachers will integrate literacy strategies into science lesson plans so that student retention of science vocabulary will increase as to increase science proficiency.</p> <ol style="list-style-type: none"> 1. Science teacher attend ELA PD and PLCs. 2. They have implemented word walls. 	<p>Instructional Coaches Stefanie Phillips 4th and 5th grade science teachers</p>	<p>PD with Mildred Bankhead-Smith PD with CISS ELA team Hands-on science materials Word Walls</p>	<p>School Administration Stefanie Phillips</p>	<p>Lesson Plans SchoolNet data Benchmark data</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
<p>Teachers will participate in structured weekly planning sessions and PLCs so that a culture of collaboration and accountability is created as to increase congruency between lesson plans, assessments and activities with the standards.</p> <ol style="list-style-type: none"> 1. Teachers plan lesson plans as evidence by collections in goggle drive. 2. They plan common assessments as evidence by data in SchoolNet. 3. They use deconstructed standards PD provided by the curriculum team and instructional coaches to align plans with assessments and standards. 	<p>Instructional Coaches Admin Team 3rd-5th grade teachers</p>	<p>Support of CISS team at planning sessions</p>	<p>School Administration Instructional Coaches</p>	<p>Lesson Plans PLC minutes SchoolNet Data Goggle Drive qualitative data wall</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	

<p>Students will conduct student led conference so that a culture of goal setting is created as to increase student accountability and performance.</p> <ol style="list-style-type: none"> 1. We held one student led conference in the fall. 2. We have decided to change the spring conference to parent/teacher conferences specifically for at-risk students as to share strategies to focus on at home to maximize success. 	<p>AES staff AES students</p>		<p>School Administration Heidi Brown Amber Hicks Justin Edwards</p>	<p>Student goal sheets Sign-in logs</p>	<p>November 2015 February 2016</p>	<p>June 1, 2016</p>	
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School Improvement Plan

School: Aberdeen Elementary School

Principal: Stefanie Phillips

State Board of Education Goal: Goal 1: X Goal 2: Goal 3: Goal 4: X Goal 5:
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Pathway:	Critical Element:	Current Growth Stage:	
Learning X Community Culture Leadership	External Collaboration	X Beginning	Progressing
		Advancing	Excelling

What data provides evidence of current growth stage?

Currently the PTO is not existent at AES. The focus will be to increase parental involvement at curriculum nights as to increase parents on campus and exposure to schools, teachers and PTO

Annual Objective:

By June 30, 2016, AES will increase parent attendance at parent events by 15% from 19% to 34% as measured by sign-in sheets at our last event.

Mid Year Target:

15% of parents will have attended the first two curriculum nights.

October 2015, Math night attendance: 61 families, 176 total in attendance
 November 2015, Reading Race attendance: 54 families, 157 total in attendance

Attendance at December PTO: 16 people

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed
<p>Parent information sessions will be held so that parental knowledge of literacy, math and science will be increased as to increase assistance for students within the home.</p> <p>1. Math night - October 2. Reading race - November</p>	<p>Instructional Coaches Admin Team 3rd-5th grade teachers</p>	<p>Needs Assessments</p>	<p>School Administration Barbara Colson Celeste Smith</p>	<p>ConnectEd messages Sign-in sheets Needs Assessment Feedback data</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
<p>Students with at-risk behaviors will be involved in the leadership group so that an opportunity is provided to practice appropriate social and emotional skills and develop connections between the school and community.</p> <p>1. Biweekly meetings with Mr. Poole 2. Home visits started week of Feb.8</p>	<p>Admin Team Student support services teams</p>	<p>Group meetings Activities for students</p>	<p>School Administration</p>	<p>Meeting agendas</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
<p>AES Twitter account and website will be continuously updated so that information will be communicated to parents and community members as to increase involvement.</p> <p>1. Both are being updated on a regular basis. 2. Website updates have slowed due to absence of media specialist.</p>	<p>Admin Team Caroline Turley</p>	<p>PD with DIF</p>	<p>School Administration Caroline Turley</p>	<p>Archives of webpage postings Current webpage Current twitter feed</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	

<p>Develop a Parent-Teacher organization so that parents and teachers develop a partnership as to increase parental involvement in the school.</p> <ol style="list-style-type: none"> 1. PTO stalled at beginning of year. 2. December there was a midyear shift in leadership. Currently PTO is up and running. December meeting had 16 present. First fundraiser just concluded on Feb. 10. 	<p>AES staff AES parents</p>	<p>PTO materials Letters home</p>	<p>Jeanetter Gonzalez</p>	<p>Atendance logs Record of events</p>	<p>Every 9 weeks</p>	<p>June 1, 2016</p>	
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School Improvement Plan

School: Aberdeen Elementary School

Principal: Stefanie Phillips

State Board of Education Goal: Goal 1: X Goal 2: Goal 3: Goal 4: Goal 5: X
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Pathway:	Critical Element:	Current Growth Stage:
Learning X Culture	Community Leadership Emotional Safety	X Beginning Advancing Progressing Excelling

What data provides evidence of current growth stage?

Our student data shows that our population is diverse. Hispanic = 29% Black =35.6% White 30.2% We have seen an overall decrease in discipline based upon 64 referrals for the 14-15 school year and only 10 at mid-year of the 15-16 school year.

OCR student responses:

70% of students feel they are treated with respect by classmates and peers

74% of students feel valued at school.

67% of students believe students show respect for students who are different than themselves.

63% of students do not believe they need additional help understanding what they can do to prevent or stop bullying and harassment.

AES Student Survey November 2015 - How much of a problem would you say bullying is at your school? = 46.6% This survey also shows that teasing and name calling (52.8% witnessing) is a major behavior that needs to be addressed. 41.6% of students say that bullying happens on our playground. This was a focus area for our PBIS team.

Annual Objective:

By June 30 2016, there will be a 15 point decrease from 46.6% in student responses as measured by the survey question, "How much of a problem would you say bullying is at your school?"

Mid Year Target:

AES student data will show a 7.5 point decrease in the student responses to the question: How much of a problem would you say bullying is at your school?

Action Steps/Strategies	Implementation		Monitoring			Completion	
	Team Members	Resources/ Professional Development Needed	Person(s) Responsible	Evidence(s)	Reporting Timeframe	Target Date	Completed
Continued implementation of a school-wide character education program so that students will understand, appreciate and internalize positive character education traits. 1. Each month a new character education trait is shared with teachers. Guidance lessons are tiered toward the trait. 2. Monthly award ceremonies are held to highlight students who have displayed the trait of the month in multiple areas.	AES staff	Guidance as a special Character education packets Student skits PD- Principal Kafele	School Administration Lashunda Maynor	Lesson Plans Student acknowledgements Survey data Goggle Classroom	Every 9 weeks	June 1, 2016	
Continued implementation of a school-wide bullying and harassment program so that students will feel physically and emotionally safe at school. 1. Guidance lessons are tiered toward antibullying campaign. 2. New data will be collected in March to compare initial data.	AES staff	Guidance as special Student skits	School Administration Lashunda Maynor	Lesson Plans Survey data Student videos Monthly newsletters	Every 9 weeks	June 1, 2016	

<p>Implementation of Club Days as to establish more camaraderie amongst students and staff so that a culture of respect is established.</p> <ol style="list-style-type: none"> 1. Club Days were adjusted in December based upon student survey data. 2. Club Day schedule was adjusted in February as to provide each grade level planning on club days. 	AES staff	Student club selection surveys Staff feedback survey	School Administration Shuris Campbell	Student surveys Twitter feed	Every 9 weeks	June 1, 2016	
<p>Implement a school-wide PBIS program as to decrease discipline referrals and increase positive behavior.</p> <ol style="list-style-type: none"> 1. Matrix was completed and shared with staff at February staff meeting. 2. Recess will be the first part of the implementation based upon school referral data and bullying survey data. 	Stefanie Phillips Dante Poole PBIS team	PD-PBIS PBIS Matrix and token system	School Administration Heidi Brown	Student surveys Faculty surveys Discipline data	Every 9 weeks	June 1, 2016	



School Improvement Plan

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State Board of Education Goal:
 Goal 1:
 Goal 2:
 Goal 3:
 Goal 4:
 Goal 5:

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