School Improvement Plan
Plan Years 2013-2017
(Year 1)
2013-2014
School Improvement Team

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.”

<table>
<thead>
<tr>
<th>Committee Position</th>
<th>Name</th>
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<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal</td>
<td>Keith Whitaker</td>
<td>Media Coordinator</td>
<td>Janice Butler (chair)</td>
</tr>
<tr>
<td>Assistant Principal</td>
<td>Bernita Jordan</td>
<td>Teacher</td>
<td>Valerie Ryan</td>
</tr>
<tr>
<td>Teacher Assistant</td>
<td>Dora Daniels</td>
<td>Teacher</td>
<td>Lisa Razillard</td>
</tr>
<tr>
<td>Parent</td>
<td>Mrs. Furman</td>
<td>Teacher</td>
<td>Kimberly Borer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Teacher</td>
<td>Kimberly Wood</td>
</tr>
</tbody>
</table>

Principal’s Signature:

__________________________________________

School Board Chair Signature:

__________________________________________
West Pender Middle School

Vision:
West Pender Middle School will build a 21st century learning environment where digital-age-literacy, inventive thinking, effective communication and high productivity are accomplished through authentic, engaging and rigorous teaching and learning.

Mission:
West Pender Middle School is a diverse community of 21st Century learners that strives for excellence; fosters a passion for learning; promotes the development of the whole child; encourages service; and instills a respect for others.

Core Values

1. Integrity – Our customers and stakeholders can depend on us to be honest and fair.
2. Commitment – We are 100% committed to district initiatives.
3. Respect – We treat others as we want to be treated.
4. Excellence – We strive to deliver high quality services to all customers and to achieve high performance results.
5. Creativity – We analyze issues and look for innovative and productive solutions.
6. Ethics – We recognize that we serve as role-models for our students, and therefore exhibit professional behavior at all times.
7. Results Orientation – We support decision-making that is based upon data and research-based best practices.
## West Pender Middle School Alignment

<table>
<thead>
<tr>
<th></th>
<th>State Board of Education Goals</th>
<th>Pender County Schools’ Strategic Directives</th>
<th>West Pender Middle School Strategic Directives</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>North Carolina public schools will produce globally competitive students.</td>
<td>Student Learning</td>
<td>Student Learning</td>
</tr>
<tr>
<td>II</td>
<td>North Carolina public schools will be led by 21st Century professionals.</td>
<td>Personnel Development</td>
<td>Professional Growth and Personnel Development</td>
</tr>
<tr>
<td>III</td>
<td>North Carolina Public School students will be healthy and responsible.</td>
<td>Community Connectedness</td>
<td>Communication</td>
</tr>
<tr>
<td>IV</td>
<td>Leadership will guide innovation in North Carolina public schools.</td>
<td>Culture</td>
<td>School Climate</td>
</tr>
<tr>
<td>V</td>
<td>North Carolina public schools will be governed and supported by 21st Century systems.</td>
<td>Resource Management</td>
<td>Resource management</td>
</tr>
</tbody>
</table>
West Pender Middle School

Directive I

Student Learning
### Strategic Directive I: Student Learning

**Goal 1:** Increase school-wide proficiency in Reading 24% over the next 3 years and increase math proficiency 17% over the next 3 years.

**Manager:** Keith Whitaker

<table>
<thead>
<tr>
<th>Item</th>
<th>Initiative</th>
<th>Action Steps</th>
<th>Person Responsible</th>
<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Employ media resources and computer programs that will support a cross-curricular literacy initiative | • Renew Study Island for all subject areas  
• Use Aims Web for progress monitoring and targeting instructional needs  
• Weekly newsletter to go home to parents  
• Allot Title 1 funds for library purchases | • Keith Whitaker  
• Bernita Jordan  
• Classroom teachers  
• Media Coordinator | • 9-13-13  
• 1-24-14  
• Weekly  
• 12-13 |
| B    | Continue to align curriculum, instruction and assessment tools with Common Core and Essential Standards | • Provide common planning for collaboration  
• Provide staff development in Common Core and Essential Standards  
• Analyze data collected from assessments  
• Provide flexible enrichment and intervention  
• Provide staff development in “best practices”  
• Employ cross-curricular, research-based Scholastic Expert 21 Program | • Keith Whitaker  
• Amy Pridgen  
• Bernita Jordan  
• Keith Whitaker  
• Classroom teachers  
• Classroom teachers | • 8-13  
• 1-24-14  
• 8-13  
• 10-29-13  
• 1-24-14  
• 4-1-14 |
| C    | Implement redesigned Intervention and Enrichment Program | • Provide staff development  
• Provide demonstration lessons as needed  
• Provide enrichment to those demonstrating proficiency in reading and mathematics  
• Offer math enrichment and remediation | • Amy Pridgen  
• Keith Whitaker  
• Keith Whitaker | • 9-13  
• 9-13  
• 9-13  
• 1-14 |
| D    | Provide remediation in math and reading to individuals and small groups | • Hire 3 tutors to work with students on a daily basis  
• Provide afterschool assistance through ASAP  
• Duty free lunch and recess time for teachers to provide additional assistance as needed | • Keith Whitaker  
• Keith Whitaker  
• Keith Whitaker | • 1-14  
• 11-13  
• 8-13 |
**Strategic Directive I: Student Learning**

**Goal 2:** Narrow the reading and math achievement gaps between subgroups by providing instruction that incorporates 21st century skills and technology to make our students globally competitive

*Manager: Keith Whitaker*

<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| A    | Improve and focus the use of technology resources for critical thinking and innovation\ | • Provide iPads and iPad minis for differentiated instruction  
• Use classroom set of Chromebooks and the accompanying Google Apps suite in an entire grade level  
• Use Minecraft and Guild Wars 2 as electives and enrichment  
• Employ tools of technology for purposes of authentic instruction  
• Provide “best practices” professional development on iPads and iPad minis | • Media Coordinator  
• 8th Grade Teachers  
• Sara Toothman  
• Classroom teachers  
• Classroom teachers | Ongoing  
Year-long  
Ongoing  
2-14                           |
| B    | Develop collaboration skills of teachers and students                     | • Provide professional development on the use of Google suite  
• PLCs for teachers weekly  
• Allow time for media coordinator and teachers to plan collaboratively  
• Weekly grade level meetings                                                                                     | • Lucas Cole  
• Keith Whitaker  
• Keith Whitaker  
• Keith Whitaker | 2-14  
2-14  
1-14  
10-13                           |
| C    | Differentiate to meet the interdisciplinary needs of all students         | • Utilize RSVP and other community volunteers  
• Continue to implement the redesigned curriculum with Common Core and Essential Standards  
• Utilize the expertise provided by the media coordinator to meet the literacy needs of the students  
• Continue using Scholastic Expert 21 project based workshops that meet the individual needs of students  
• Maintain and increase the variety of non-fiction reading  
• Study Island in all subject areas  
• Develop PEPs for at-risk students supporting effective instruction  
• ASAP                                                              | • Keith Whitaker  
• Classroom teachers  
• Media Coordinator  
• Classroom teacher  
• Media Coordinator  
• Keith Whitaker  
• Classroom teachers  
• Keith Whitaker | Ongoing  
Ongoing  
Ongoing  
12-13  
9-13  
10-13  
3-14                           |
West Pender Middle School

Strategic Directive II

Professional Growth and Personnel Development
### Strategic Directive II: Professional Growth and Personnel Development

**Goal 1:** Plan Professional Development that focuses on improving student learning.

**Manager:** Keith Whitaker

<table>
<thead>
<tr>
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<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Use Data to determine professional development needs | • Provide high quality professional development  
• Integrate literacy in all subject areas  
• Use pre and post assessment data to differentiate instruction  
• Weekly PLC s to share best practices  
• Data Notebook | • Principal  
• Instructional coaches  
• Classroom teachers  
• Classroom Teachers | • 1-14  
• 3-14  
• Quarterly  
• Weekly  
• Quarterly |
| B    | Utilize coaches for professional growth and development | • Instructional coaches will provide relevant professional development based teacher input | • Instructional coaches | • 9-13  
• 12-13  
• 2-14  
• 4-14 |
## Strategic Directive II: Professional Growth and Personnel Development

**Goal 2: Develop policies and practices that recruit and retain highly qualified staff**

**Manager:** Keith Whitaker

<table>
<thead>
<tr>
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</table>
| A    | Recruit and hire highly qualified applicants whenever possible | • Teacher committee will be included in the interview process  
• Work with HR throughout the hiring process  
• Candidate will teach small classroom setting | Principal  
Principal  
Principal | 8-13  
10-13  
1-14 |
| B    | Purchase a personal device for every teacher | • Teachers will be provided with either a Chromebook or an iPad to use for instruction | Media Coordinator | 12-16-13 |
| C    | Teachers will have at least 74 minutes planning daily | • The schedule will reflect this initiative | Principal | 8-25-13 |
| D    | West Pender will continue to be a technology rich school | • The school will have a computer for every child. | Principal | 3-14 |
**Directive II: Professional Growth and Personnel Development**

**Goal 3: Use PLCs to drive instruction**

**Manager: Keith Whitaker**

<table>
<thead>
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</thead>
</table>
| A    | Effective Professional Learning Communities will provide best practice collaboration and be a component in driving instruction | • Professional development on PLCs will be provided  
• PLCs will meet weekly  
• Notes from meetings will be submitted to principal | • Dr. Breedlove  
• Bernita Jordan  
• Lead teachers | • 1-27-13  
• Weekly  
• Weekly |
| B    | Peer observations | • Teachers will observe their peers quarterly | • Classroom teachers | • 10-13  
• 1-14  
• 4-14 |
West Pender Middle School

Strategic Directive III

Communication
<table>
<thead>
<tr>
<th>Item</th>
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<th>Person Responsible</th>
<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Increase parent involvement | • PTO will be established  
• Parent Data meetings  
• PEP meetings  
• Retention meetings  
• Student led conferences  
• Reading and Math strategies night for parents  
• History Night | • Keith Whitaker  
• Keith Whitaker  
• Classroom teachers  
• Classroom teachers  
• Reading and Math teachers  
• Social Studies/ELA teachers | • 10-13  
• 2-14  
• 2-14  
• 2-12  
• 10-13  
• 5-14 |
| B    | Written and electronic communication will be consistent and regular | • Weekly alert now  
• West Pender Facebook page  
• Weekly newsletters sent home  
• Teacher webpages will be current  
• Parent portal will be available  
• Progress reports sent home every 3 weeks  
• Parent contact logs submitted to principal quarterly  
• Report cards sent home quarterly | • Keith Whitaker  
• PTO  
• Classroom teachers  
• Classroom teachers  
• Keith Whitaker  
• Classroom teachers  
• Keith Whitaker  
• Classroom teachers | • Ongoing  
• 11-13  
• Weekly  
• 2-14  
• 11-13  
• Ongoing  
• 10-13  
• 1-14  
• 4-14 |
| C    | Communicate with non-English speaking families in their native language | • Use the county translator for communications that are sent home. | • Classroom teachers | • As needed |
### Strategic Directive III: Effective communication
**Goal 2: Increase community involvement**
Manager: Kenneth L. Bowen

<table>
<thead>
<tr>
<th>Item</th>
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<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Utilize volunteers from the community | ● RSVP volunteers will tutor students on a weekly basis  
● Parent volunteers will be recruited to assist classroom teachers | ● Keith Whitaker  
● Keith Whitaker | ● 1-14  
● 12-13 |
West Pender Middle School
Strategic Directive IV
School Climate
Strategic Directive IV: School Climate

Goal 1: Decrease the number of yearly discipline referrals through intentional measures that recognize positive behavior
Manager: Keith Whitaker

<table>
<thead>
<tr>
<th>Item</th>
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</tr>
</thead>
</table>
| A    | Implement the next level of PBIS for behavior management | • Maintain a PBIS committee  
• Professional development to train staff and bus drivers  
• Teachers will adhere to the school-wide initiatives  
• Positive behavior will be recognized through intentional measures  
• ROCKS will be recited daily  
• PBIS matrix will be taught in all settings | • Keith Whitaker  
• PBIS Committee  
• PBIS Committee  
• Sara Bishton  
• All Teachers | • 9-13  
• 9-13  
• 12-13  
• Daily  
• Quarterly |
| B    | Communication with staff on student status will be consistent | • A student monitoring log will be created and maintained so that teachers will know what level students are on. | • PBIS grade level representatives | • Weekly |
**Strategic Directive IV: School Climate**
**Goal 2: Expand the Intervention and Enrichment initiative**
**Manager: Keith Whitaker**

<table>
<thead>
<tr>
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<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Provide students with enrichment opportunities | • Enrichment classes will be assigned to students based on proficiency  
• Enrichment will be offered during and after school based on interest  
• Increase academic extra-curricular activities | • Amy Pridgen  
• Keith Whitaker  
• Keith Whitaker | • 1-14  
• 10-13  
• 3-14 |
| B    | Establish student/staff mentoring relationships | • Small group settings will be established for intervention and enrichment to facilitate the mentoring relationships  
• ASAP will be established as an afterschool remediation program  
• Create additional enrichment settings for all students | • Keith Whitaker  
• Keith Whitaker  
• Keith Whitaker | • 9-13  
• 10-13  
• 1-14 |
West Pender Middle School

Strategic Directive V

Resource Management
Strategic Directive V: *Resource Management*

**Goal 1:** Provide teachers and students with appropriate tools

**Manager:** Keith Whitaker

<table>
<thead>
<tr>
<th>Item</th>
<th>Initiative</th>
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<th>Process Check</th>
</tr>
</thead>
</table>
| A    | Continue with the one-to-one initiative | • Purchase 24 Chromebooks for teacher and student use  
• Maintain existing technology  
• Give all staff and personal device of their choice either Chromebook or iPad | • Keith Whitaker  
• County tech support  
• Media Coordinator | • 09.05.13  
• Ongoing  
• 12-13 |
| B    | Purchase and use existing instructional programs | • Purchase Study Island for all subject areas  
• Use Discovery Science purchased by the county  
• Use and promote schoolnet/powerschool | • Keith Whitaker  
• Classroom teachers | • 9-13  
• 3-14  
• 8-13 |
## Checklist of State-required On-going Operational Activities

### All Schools

<table>
<thead>
<tr>
<th>Does this school:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>x Implement strategies for improving performance of all students?</td>
</tr>
<tr>
<td></td>
<td>x Implement instructional practices designed to improve academic performance of students at-risk of academic failure or dropping out?</td>
</tr>
<tr>
<td></td>
<td>x Plan use of staff development funds?</td>
</tr>
<tr>
<td></td>
<td>x Plan for use of assessments to monitor student progress?</td>
</tr>
<tr>
<td></td>
<td>x Provide daily duty-free lunch to teachers?</td>
</tr>
<tr>
<td></td>
<td>x Provide at least five hours of planning time for teachers each week?</td>
</tr>
<tr>
<td></td>
<td>x Implement strategies for involving parents and the community in the educational program?</td>
</tr>
<tr>
<td></td>
<td>x Amend the School Improvement Plan when AYP is not met for two consecutive years when missing one or more targets in the same subject area?</td>
</tr>
</tbody>
</table>

### K-8 Schools Only

<table>
<thead>
<tr>
<th>Does this school:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>x Provide 30 minutes of daily physical activity to meet Healthy Active Children requirements?</td>
</tr>
</tbody>
</table>