

**Transylvania County Schools**  
**2012-2014 School Improvement Plan**  
**Section 6 Mid-Point Report**

**School: Pisgah Forest Elementary**

**Principal: Mike Bailey**

**Date: December 16, 2013**

**Current School Improvement Team Members:**

Bob Dinsdale (*chair*), Angela Shiflet (*Vice-Chair*), Mike Bailey (*Principal*), Marie Dean (*lead teacher*), Cheryl Smith (*Priority 1 chair, teacher*), Laura Leatherwood (*teacher*), Stephanie Sizemore (*teacher*), Kathy Bailey (*teacher*), Renee Brown (*teacher assistant*), Tammy Ducker (*teacher*), Kim Brown (*parent*), Kyle Lusk (*parent*), Hannah Galloway (*teacher assistant*), Brooke Snipes (*teacher*), Sabrina Rhodes (*Priority 2 Chair, teacher*), Coleen Byrd (*teacher*), Laura Burgess (*teacher*), Cindy Zimmerman (*media specialist*), Trudy Wetli (*teacher*), Whitney Ducker (*teacher*), Binky Pienaar (*teacher*), Christy Voso (*parent*), Doris Pressley (*teacher assistant*), Eileen Garvey (*Priority 3 Chair, teacher*), Leah Worley (*teacher*), Kelly Cyr (*teacher*), Kristi Clark (*teacher*), Emily Fields (*teacher*), Melony Hipp (*teacher*), Ashley Witt (*counselor*), Penny Creasman (*teacher assistant*), Carrie McCall (*teacher assistant*), Wendy Berry (*teacher assistant*), Barbara Jean Sorenson (*parent*), Beth Hooper (*teacher assistant*), Erin Gallo (*teacher assistant*), Lynn Gibson (*Priority 4 Chair, teacher*), Stefanie Tomlin (*teacher*), Kelly Estep (*teacher*), Denise Danos (*teacher*), Sally Germanero (*teacher*), Sherri Owen (*teacher*), Cindy Kiser (*teacher assistant*), Becca Dinsdale (*teacher assistant*), Jessica Gorman (*parent*), Claire Gasperson (*teacher*), James Myers (*teacher assistant*), Marion Petterson (*Priority 5 Chair, teacher*), Mandy Heinitsh (*teacher*), Eve Walker (*teacher*), Carrie Norris (*teacher*), Erin Creasman (*teacher*), Charisse Goins (*teacher*), Vernon Bryson (*teacher*), Dale Merrill (*teacher assistant*), Colleen Mackey (*teacher assistant*), Doug Moll (*teacher assistant*), Tara Jelley (*parent*), Christine Weaver (*parent*)

**Mission and Vision**

Pisgah Forest Elementary will work together with parents and community to aid in the growth and development of all students, equipping them to become competent, respectful, responsible, independent-thinking citizens, who are prepared for continued learning opportunities in life.

**Introduction: General Comments**

Pisgah Forest Elementary, like schools throughout the state, is working to implement the new Common Core curriculum. While PFE is accustomed to high proficiency rates, we are having to adjust to new types of testing and to the higher standards the state is placing on all schools. PFE is also continuing to implement PBIS (Positive Behavior Intervention and Support) with our students and staff. Staff survey results have recently shown a disconnect in communication between staff and administration, and in the past year, efforts have been made to address those concerns.

## **Progress Report and Summary of Results**

- **Goal 1: Globally Competitive Students**

There is a concern for reading scores. Composite End Of Grade scores were recently released and Pisgah Forest Elementary had a passing rate in Reading of 54.4%, 51.7% in Math, and 54.8% in Science. PFE students met expected growth. These scores were close to the state average. Information was given about a science inventory being completed across the county to inform teachers of what is available within the county. Reading SRA (Science Research Associates) is being used at all grade levels to continue extra support for targeted students. Scores through AIMS data and Reading 3D help to decide students at risk. RtI (Responsiveness to Instruction) is being used to meet the needs of all level students, offering enrichment to students on or above grade level, and giving extra support to students below or on grade level.

- **Goal 2: 21st Century Professionals**

We did meet our goal of 80% for STF14 (Staff has adequate access to technology resources to provide instruction). A survey from the Ed Center has been recently put out in order to determine what areas of weaknesses and strengths teachers have with the Smart Boards and what type of training they would like to have with them, and Carrie Kirby has also recently started to send out links to Smart Board lessons for teachers to utilize

One faculty meeting so far this year has been used to show online resources (online plan books), and training is scheduled for 11/21 to share Common Core resources available for classroom instruction (2,000 informational text ebooks through NCWise and additional resources from Discovery Ed). Teachers are not using Moodle or it has not been mentioned at grade level meetings or staff meetings, and monthly staff meetings have not been spent filling out or utilizing Kimzey-Tilson supply closet.

- **Goal 3: Healthy, Responsible Students**

The survey results for Goal 1 (We are preparing students to deal with issues and problems they might face in the future) actually remained the exact same as the previous year, but we hope, with continuing to implement PBIS and adding Love and Logic, that those numbers will increase.

Our results for Goal 2 (Students treat school personnel with respect) went from 66% to 87%. We felt that was a significant increase and hope it will continue to rise with Love and Logic in place. It was discussed in our meeting on Nov. 4, 2013, that we might want to add several health and wellness screenings that occur at our school, to Goal 1 of our plan. However, Mr. Bailey reminded the committee that these were taken out of the plan last year because we were told that action strategies had to be school specific. Since all of these programs occur throughout the county, we will probably not add them. The specific ones discussed were: Puberty Training, Red

Ribbon week, Nutrition lessons from the Ag. Extension, and screenings for Vision, Dental, and BMI (Body Mass Index).

- **Goal 4: Leadership**

Our first goal was PFE will work to improve the climate of the school (as shown in an increase from 43% to 90% in 2014 on STF1), the ability of the school to identify and correct weaknesses (as shown in an increase from 59% to 85% in 2014 on STF25), and with the ability for staff to have opportunities to be involved in decision making (as shown in an increase from 71% to 85% in 2013 on STF20).] and we significantly improved in those areas. We met the desired results for STF20, but did not meet our target in STF01, STF25, and STF28. To help reach our targets for 2014, we will: reinstate a Comment Box in the workroom and will advertise its location and existence very well.

PFE is continually improving the climate of the school by identifying and correcting weaknesses through more consistent and frequent communication. PFE is also allowing staff to have opportunities to be involved in decision making processes by: voicing opinions at grade level meetings, faculty meetings and creating a comment box.

Our second goal (PFE will work to improve communication between staff and administration), showed an increase from 37% to 75% in 2013 on STF28 (Communication between staff and school administration is effective.) PFE has worked to improved communication between staff and administration by: increasing White board announcements; more informative emails from administration; a PFE Weekly Newsletter from Ms. Dean; and weekly grade level meetings.

- **Goal 5: 21st Century Systems**

Our goal was for PFE to increase the results of STF-06 (The efforts of school personnel to maintain discipline are supported by the administration) from 48% to 90% and increase STF-07 (Administration disciplinary actions are fair and based on the policies and rules) from 46% to 90% by 2014. Our last satisfaction survey results indicated that STF06 increased from 48% to 85% and that STR07 increased from 46% to 75%. Our office referral form has been completed and is in use by teachers. The PBIS committee is providing training and is facilitating a book study group (Love and Logic) to staff members.

### **Reflections and Lessons Learned**

Pisgah Forest Elementary is steadily improving communication and morale, but more work needs to be done. PFE usually ranks near or at the top of the district in student testing, but with the new assessments in place, some strategic planning will need to be implemented in order for PFE to maintain its ranking. Pisgah Forest Elementary has been a district leader in PBIS and will work to maintain that position.

### **Next Steps**

Due to recent changes in state law, PFE's 2014-2016 plan will need to address duty-free lunch periods and planning for teachers.

Administration will work to further improve communication and morale between staff members through monthly updates, via emails, of student behavior progress, including the number and type of discipline referrals, share a positive happening at every grade level meeting and faculty meeting, circulate a positive/negative comment sheet before the next meeting and/or midyear, and pass a "plastic Ranger Raccoon" to a deserving "Teacher of the Week" who will be able to park in the "Employee of the Month" side lot parking spot for that week. That teacher will then pass it on to another deserving teacher for the following week.

Teachers will be given a ½ day of planning in the upcoming days to determine needs to help teachers meet district requirements and to help students obtain proficiency on the new state assessments. Administration will work with teachers to generate a list of materials they need for the classrooms and help them meet those needs. Staff members hope to write a grant to aid in purchasing the materials needed. Barbara Hartsoe, district reading specialist, will be used to target small reading groups.

Due to state and district mandates for Extended Learning Opportunities, certified staff will be required to work with low performing students after normal school hours for a total of two hours a week.

PFE will continue to implement PBIS and Professional Learning Communities to help improve staff-administration-student relations and proficiencies.