

Student and Stakeholder
 All stakeholders will foster an environment of high expectations and student accountability while maintaining a positive school climate. Based on an analysis of the disaggregated data, our goal will focus on all students reaching proficiency/advance levels in reading and math with increased focus on the notably underachieving subgroups.

Reading: Special Education, LEP
Math: Special Education, LEP and FARMS

As a merged school focus, PCES will continue its usage of BCR's in reading and math with reflective feedback to students. Students will continue to use the ADDE strategy across the building.

Faculty and Staff Focus
 Staff training in the following areas:

- Equitable Classrooms: 11: *Use of Random Response*; 17: *Multiple Approaches to Monitor Understanding*
- Vocabulary
- Critical Questioning
- BCR's
- 21st Century Classroom
- Co-teaching
- FISH

Evaluation Tools: Survey; Analysis of results, process, and relationships; Plus/Delta; Exit tickets; Anecdotal comments; Informal/formal administrative walk through feedback; Peer Observation

Leadership

Vision: Pine Crest, a dedicated and caring community of families, students and staff, building success through excellence in teaching and learning.

Mission: To enable all individuals to achieve to their fullest academic, social, and personal potential, we will:

- Appreciate and respect the diversity and commonalities of all our community members
- Create a safe, motivational, supportive and challenging environment
- Engage in work that is meaningful and relevant
- Communicate effectively, utilize technology, and take risks to solve real-life problems.

Together, we will achieve a superior education.

Communication:

- **School:** The vision, mission and core values are communicated and posted throughout the entire school, highlighted in the newsletter banner, represented on the meeting agendas, parent teacher conferences, and stated during school community events. Stakeholders will monitor implementation through agendas, follow-up notes, issue bins, and plus/deltas, organizational performance results, and surveys.

Strategic Planning

2010 Reading Target

- Pine Crest: 85.9% of all students in the eight subgroups will demonstrate proficient or advanced performance on the state **reading** assessment.

School Improvement Plan Goal in Reading:

- Pine Crest will show a 10% increase in the number of Special Education and LEP students in the proficient/advance range from the established baseline (53.8% for special education and 64.9% for LEP).

2010 Math Target

- Pine Crest: 84.5% of all students in the eight subgroups will demonstrate proficient or advanced performance on the state **math** assessment.

School Improvement Plan Goal in Math:

PCES: Targeted performance: PCES will show an increase of 10% of LEP and Special Education students performing in the proficient to advance range of performance.

- **PCES Acceleration:** PCES will show a 10% increase in enrollment in accelerated math classes by Hispanic and African American students in grades 3, 4 and 5.

MKES/PCES School Improvement Plan Goal

- 70% of the students in Montgomery Knolls and Pine Crest Elementary School will score on the advance level of a BCR rubric in reading and/or math.

Process Management

- Monthly leadership meetings/ global and analytical perspective of strategic monitoring by content
- Quarterly merged school improvement team and ESIT meetings
- Weekly grade level and specialists meeting focused on curriculum, instruction, assessment, data analysis and examining student work.
- Quarterly joint planning meetings with MKES to review/revise our joint School Improvement Plan.
- PCES Reading Action Plans [see attachment]
- PCES Math Action Plan [see attachment]
- PCES Reading/Math Action Plan [see attachment]
- PCES Fragile Cell Action Plan [see attachment]
- MKPC ES BCR Action Plan [see attachment]

Organizational Performance Results

See assessment results and trend data in the needs assessment

Measurement, Analysis, and Knowledge Management

Quarterly merged SIP review of data

Monthly review of PCES initiatives at staff; team meetings and leadership meetings.

Team meetings:
 Housekeeping (2)
 Planning (1)
 Assessment and Analysis (1)

4. myMCPS AYP Analyzer

5. Surveys to monitor school culture [internal survey documents, meeting notes, evaluation tools]