

**East Middle School
School Improvement
Plan
2018-2019**

Mission Statement

East Middle School is a community of respectful, responsible, resilient learners striving for academic, professional, and personal success.

Vision Statement

Respect

- We celebrate our diversity and uniqueness.
- We build positive relationships.
- We foster a safe and welcoming environment.

Responsibility

- We hold ourselves and each other accountable.
- We strive always to be better.
- We do the right thing, even when no one is looking.

Resilience

- We celebrate our successes.
- We learn from our failures.
- We never give up on ourselves or each other.

Bulldogs Rule with Respect, Responsibility, and Resilience.

Carroll County Public Schools Vision 2018: Focus on Excellence Objectives

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| <p>Prepare Globally Competitive Students</p> <ul style="list-style-type: none"> ➤ Fully implement a CCPS curriculum aligned with the Maryland State Standards. ➤ Partner with local institutions of higher education to ensure college readiness. ➤ Enhance programs to ensure career readiness for all students. |
| <p>Meet Each Student's Instructional Needs</p> <ul style="list-style-type: none"> ➤ Close the achievement gap between highest achieving and most struggling students. ➤ Provide appropriate education services for students identified with Autism Spectrum Disorder. ➤ Enhance alternative programs responsive to the needs of at-risk students. ➤ Implement a Gifted and Talented Program aligned with COMAR requirements. ➤ Enhance alternative learning opportunities through the use of digital resources. |
| <p>Develop and Maintain an Effective Workforce</p> <ul style="list-style-type: none"> ➤ Attract and retain highly qualified, effective, and diverse employees. ➤ Promote a culture of diversity in the workplace. ➤ Develop an electronic observation, evaluation, feedback, and professional development system. ➤ Continuously monitor the organizational structure to support the Vision 2018 Plan. |
| <p>Provide a Secure, Orderly, Modern Environment</p> <ul style="list-style-type: none"> ➤ Reduce incidents of bullying, violence, intolerance, and behavioral disruptions. ➤ Improve and modernize the environment within our school facilities and school buses. ➤ Enhance security for all CCPS students, staff, volunteers, and visitors. |

School Needs Assessment

The School Improvement Team and School Leaders reviewed and analyzed PARCC data from the 2016-2017 and 2017-2018 school years to determine where we should place our academic focus for our first SIT goal. We discovered a subgroup of students scoring between a 744 and 749 on the ELA PARCC test, which gives them a non-passing score of Proficiency Level 3. If these students had scored a minimum of a 750 they would have earned a Proficiency Level of 4 on the exam and therefore passed. Our SIT leadership team decided that focusing on the Proficiency Level 3 subgroup with a team approach would help us to move these students into the passing range on the ELA PARCC test. The School Improvement Team has created our first objective based on these students and established strategic actions that will span the upcoming school year. We will review student progress at monthly team meetings, as well as at the end of the year when we obtain scores for the 2018-2019 ELA PARCC test to determine how we will move forward with this objective.

Our second SIT goal addresses meeting the instructional needs of all students. The team reviewed discipline data, demographics, and current research on students who have experienced trauma to create the objective for our second goal. We discovered that many of our students have four or more ACE's which impacts their learning process in the classroom. In order to meet the instructional needs of all these learners we have developed strategic actions to help teachers in the classroom when dealing with students who have experienced trauma. The School Improvement Team will be working with a PLC, as well as other leaders in the building to implement these strategic actions and evaluate our progress throughout the year.

Our final SIT goal focuses on school culture. Through feedback from staff, student, and parent surveys, we have decided to implement a new program called Sources of Strength that focuses on creating a supportive, collaborative, trusting, and welcoming school community for all stakeholders. For the 2018-2019 school year, we will be implementing this program involving student leaders and adult advisors. We aim to improve our school culture and decrease our incidents of bullying and intolerance.

School Improvement Goal: *Prepare Globally Competitive Students*

1. We will track and provide interventions to students scoring between a 744 and 749 on the ELA PARCC test in order to increase these students' PARCC scores to a proficiency level of 4 or higher.

| Strategic Actions | Time Line & Person(s) Responsible | Measures of Success / Desired Performance Level |
|---|--|---|
| <p>Student groups will be discussed at bi-weekly team meetings. The team will review student's grades and progress using the designated progress sheet on OneNote.</p> | <p>Bi-weekly Team meetings SIT Chairs will track OneNote documentation</p> | <p>Students are being discussed bi-weekly and their progress has been documented in OneNote</p> |
| <p>Students will be taught to select, make, and complete graphic organizers for reading and writing. This will be done in the classroom and through a weekly FLEX rotation.</p> | <p>Weekly by Classroom Teachers Team FLEX rotation SIT Chairs</p> | <p>Students will demonstrate growth on ELA benchmarks and improve their scores from fall to spring by 10%</p> |
| <p>Professional Development will be given to teachers in the fall and winter on types of strategies to be used in the classroom concerning reading and writing</p> | <p>October January by SIT Chairs and ELA department</p> | <p>PD is given in October and January Student's PARCC scores increase to a proficiency of 4 or higher</p> |

School Improvement Goal: *Meet Each Student's Instructional Needs*

2. We will identify a subgroup of our trauma based students and provide them with ongoing intervention.

| Strategic Actions | Time Line | Measures of Success / Desired Performance Level |
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| <p>Teacher based PLC will meet monthly, develop and share out strategies with staff</p> | <p>PLC monthly Two Faculty meetings PLC-Maggie &</p> | <p>The PLC will meet monthly and share strategies at two faculty meetings</p> |

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| <p>Select students to participate in a mentoring program. Students will be selected based on attendance, grades, and known ACE's (4 or more)</p> <p>Mentor Training</p> <p>Place yellow zone kids with mentors</p> <p>Students will check in with mentors daily</p> <p>Students and mentors will participate in reward activities when growth is demonstrated in attendance, grades, and behavior. Progress will be evaluated at the end of the quarter.</p> | <p>SST September-October</p> <p>October Counselors Daily</p> <p>October SIT Chairs Counselors</p> <p>Mentors Counselors SIT Chairs</p> <p>Quarterly Mentors SIT Chairs Counselors</p> | <p>Students are selected and then given a list of mentors to select from.</p> <p>Mentor Attendance</p> <p>Yellow zone kids will not reach red zone</p> <p>Students will show a 5% increase in attendance, or maintain passing grades in all classes, or a 5% decrease in referrals/behavioral disruptions.</p> <p>Students will show a 5% increase in attendance, or maintain passing grades in all classes, or a 5% decrease in referrals/behavioral disruptions.</p> |
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| School Improvement Goal: <i>Provide a Secure, Orderly, Modern Environment</i> | | |
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| 3. We will create a school culture that is tolerant, welcoming, and supportive for both students and teachers. | | |
| Strategic Actions | Time Line | Measures of Success / Desired Performance Level |
| <p>Implement Sources of Strength</p> <p>Social Committee will work on activities that promote collaboration between staff and students</p> | <p>All year SIT Chairs</p> <p>All year SIT Chairs Social Committee</p> | <p>Mid and end of the year climate survey is given (same teacher administers the survey on each team) and a growth of 10% student approval will be seen by the end of the year.</p> <ul style="list-style-type: none"> - Approval will consist of: if students feel supported by adult staff, safe in our building, respected by all stakeholders. welcomed by all stakeholders <p>Mid and end of the year climate survey is given to staff and a growth of 10% staff approval will be seen by the end of the year.</p> <ul style="list-style-type: none"> - Approval will consist of: If staff feels supported by administration, safe in our building, respected by all stakeholders, welcomed by all stakeholders. |

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