

## Oklahoma Road Middle School

### School Improvement Plan 2018-2019

#### School Vision / Mission

Oklahoma Road Middle School provides an environment of respect and collaboration where students develop skills and knowledge to become responsible citizens and persevere through challenging learning opportunities.

#### Core Beliefs:

##### *For Teachers:*

- Provide enriching and authentic learning experiences for all students
- Communicate with students, parents, and colleagues to create a community of respect
- Empower students to become problem solvers and persevere through challenging situations as lifelong learners

##### *For Parents:*

- Support the respect, rigor, and responsibility expected of all members of the school community
- Collaborate with teachers and students to provide a safe and supportive learning environment that encourages the development of an equitable and quality education
- Foster partnerships between community and school to increase real world learning.

##### *For Students:*

- Demonstrate respect and kindness at all times
- Persist through social and academic challenges
- Be prepared to communicate, collaborate, and learn

## Strategic Planning Pillars

The following four pillars shall be used as the framework for the school system's strategic plan. Clear objectives, appropriate strategies, and measures of success shall be developed, reviewed, and monitored based on these pillars to advance the plan.

### I. PROVIDE MULTIPLE PATHWAY OPPORTUNITIES FOR STUDENT SUCCESS

Upon graduation, Carroll County Public Schools students will be college and career ready. The variety of course options found in the CCPS program of studies empowers students to meet the educational prerequisites to enter an institution of higher learning, the military, or the work force. Targeted interventions, alternative placements, career connections internships, dual enrollment options, online courses, special education services, gifted and talented services, and differentiated course levels are provided to meet the individual learning needs of students.



## **II. STRENGTHEN PRODUCTIVE FAMILY AND COMMUNITY PARTNERSHIPS**

Carroll County Public Schools' personnel will communicate openly and honestly to foster a trusting and supportive relationship with parents, community members, business partners, and public officials. CCPS strives to create an atmosphere of mutual appreciation and respect for diversity and encourage unity among all students, staff, and community. CCPS welcomes parent and community volunteers to help with the total school program.

## **III. DEVELOP AND SUPPORT A SUCCESSFUL WORKFORCE**

Carroll County Public Schools will hire and retain highly qualified and skilled employees who are dedicated to the success of our school system and students. Employees can expect to be supervised by experts in their field who provide timely and relevant professional development opportunities and feedback designed to promote their effectiveness and success. CCPS values a high performing and diverse workforce who contribute to a positive educational experience for all students.

## **IV. ESTABLISH SAFE, SECURE, HEALTHY, AND MODERN LEARNING ENVIRONMENTS**

Carroll County Public Schools recognizes that the safety and well-being of our students and staff is our highest priority. Students, parents, and CCPS employees can expect policies, procedures, and programs to be implemented that promote a safe and orderly environment in school, on school grounds, and on school buses, as well as programs that promote healthy life style choices and social and emotional well-being. CCPS strives to provide up-to-date facilities, technologies, equipment, and instructional materials appropriate for a modern learning environment.

### **School Needs Assessment**

During the 2017-2018 school year, our School Improvement Team analyzed staff, student, and parent surveys in order to gain an understanding of stakeholders' vision for the purpose of our school. Our SIT team analyzed feedback and revised the school vision and mission. Throughout the 2017-2018 school year, the SIT and ILT teams reviewed our SIT plan and our current areas of focus to make revisions. The first goal of the 2018-2019 School Improvement Plan focuses on closing the achievement gap between our highest achieving and our most struggling students. The second goal addresses the need for more effective communication and increased involvement from staff in the areas of professional development and school-wide committees. Finally, our third goal involves improving discipline procedures and developing an effective reward system to ensure a positive learning environment for students and staff.



<b>School Improvement Goals to Target Areas from Needs Assessment</b>
<ol style="list-style-type: none"> <li>1. Close the achievement gap between highest achieving and most struggling students</li> <li>2. Continuously monitor organizational structure to support the Vision 2018 Plan</li> <li>3. Reduce incidents of bullying, violence, intolerance, and behavioral disruptions</li> </ol>

<b>School Improvement Goal</b>		
1. Close the achievement gap between highest achieving and most struggling students		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>
<p>1.1 Utilize ixl.com, Read 180, Wilson, Reading Plus, and 8<sup>th</sup> grade Academic Development / Resource Class intervention programs to improve deficient areas for identified Special Education students.</p>	<p>2018-2019 School Year</p>	<ul style="list-style-type: none"> <li>• Use Pre/Post assessment data from MATH               <ul style="list-style-type: none"> <li>- Effective – 75% of students will show a half of a year growth from the beginning to the end of the year using “Star Math” data.</li> </ul> </li> <li>• Use TDCR, Selected Response growth data, and SRI scores from ELA               <ul style="list-style-type: none"> <li>- <u>Effective</u> –                   <ul style="list-style-type: none"> <li><b>TDCR:</b> 85% of students show growth by increasing benchmark score by at least 3 points.</li> <li><b>Selected Response growth:</b> Identified students will improve by 2 points on the SR’s or maintain at least a 70%.</li> <li><b>SRI:</b> 85% of identified students show growth by 50 points or higher.</li> </ul> </li> </ul> </li> </ul>
<p>1.2 Utilize team intervention plans weekly to decrease the number of special education students who earn D’s or F’s.</p>	<p>2018-2019 School Year</p>	<ul style="list-style-type: none"> <li>• Use grade reports               <ul style="list-style-type: none"> <li>- <u>Effective</u> – 80% of identified students will improve by at least 1 letter grade after being identified quarter 1.</li> </ul> </li> </ul>
<p>1.3 Increase the overall passing rate of PARCC for Math and ELA.</p>	<p>2018-2019 School Year</p>	<ul style="list-style-type: none"> <li>- <u>Effective</u> - Increase the overall score of identified Special Education “Bubble Students” by 5% in Math and ELA.</li> </ul>



<b>School Improvement Goal</b>		
<b>2. Continuously monitor organizational structure to support the Vision 2018 Plan</b>		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>
2.1 Implement identified professional development to support teachers in professional practices.	2018-2019 School Year  Checklist in May	Monthly Faculty Meetings with PD focus  - Effective – 70% of staff will implement instructional strategies learned during professional development based on self-reflection checklist.
2.2 Academic Content Areas will collaborate during professional development in order to vertically align embedded skills, implement school initiatives, and/or unpack curriculum changes.	2018 – 2019 School Year	Faculty Meetings by departments on ____  - Effective – 70% of staff will collaborate during professional development in order to vertically align embedded skills, implement school initiatives, and unpack curriculum changes based on a self-reflection checklist.
2.3 Improve communication at Oklahoma Road Middle School between teacher and parents and teachers and administration.	2018-2019 School Year  Survey in May	Staff Survey (May) - Effective – Increase the percentage of positive responses on this year’s survey compared to last year’s survey by 20%.  Parent Survey (May) - Effective – Maintain or increase the percentage of positive responses on our survey based on the data collected at the end of last school year.



<b>School Improvement Goal</b>		
<b>3. Reduce incidents of bullying, violence, intolerance, and behavioral disruptions</b>		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>
3.1 Reinforce the ORMS Way through Twister Rewards Program.	2018-2019 School Year	Increase Participation in Twister Reward Program <ul style="list-style-type: none"> <li>- Effective – each grade will earn 100 Twister Tickets per quarter.</li> <li>- Effective – each team will send a purple Postcard to every student they teach by the end of the school year.</li> </ul>
3.2 Implement school-wide character education program during FLEX to reinforce the ORMS Way .	Once per month during FLEX	Character Traits emphasized <ul style="list-style-type: none"> <li>- Decrease number of minor discipline referrals from one quarter to the next quarter by 10%.</li> </ul>
3.3 Recognize student and staff achievement utilizing a celebration wall in the main hallway.	Quarterly	<ul style="list-style-type: none"> <li>- Effective – acknowledged 20 different achievements for staff and students by quarter throughout the school year.</li> </ul>