



## Shiloh Middle School School Improvement Plan 2018-2019

### Shiloh Core Statement

*Provide students the skills needed to reach their highest future potential.*

**Core Values:**

- \*Provide a rigorous academic program
- \*Maintain a Safe and Orderly Learning Environment.
- \*Prepare students to be successful in high school and beyond.
- \*Promote and teach positive behaviors in order to create a healthy school climate.

### School Vision

The vision of the Shiloh Middle school community is to provide a rigorous academic program within a safe and respectful environment, which serves to prepare all students to successfully participate in high school, college, career, and civic life.

### Carroll County Public Schools Vision 2018: Focus on Excellence Objectives

- \*Prepare Globally Competitive Students
  - 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.
- \*Meet Each Student’s Instructional Needs
  - 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.
- Develop and Maintain an Effective Workforce
  - 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.
- \*Provide a Secure, Orderly, Modern Environment
  - 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

- Continue to evaluate a school schedule that meets the needs of all students (ex. Move to school wide common pride time this year based on feedback from staff survey in 2017).
- Examine data on student discipline, attendance, and academic needs to formulate appropriate interventions.
- Evaluate and adjust as needed initiatives to address the increasing demands of our FaRMS and Special Education student populations.
- Educate our students on issues of **Respect, Responsibility, Resilience – through Character Education**



- Incorporate instructional practices on sensitivity and empathy for students with unique social, emotional, and behavioral needs.
- Educate students and staff on the needs of our students in the Autism Program.
- Continue to survey students and staff about effective use of instructional technology.
- Maintain and expand community outreach initiatives including input from parents and community members.

**School Improvement Goals to Target Areas from Needs Assessment**

1. Prepare globally competitive students.
2. Meet each student’s instructional needs.
3. Provide a secure, orderly, modern environment.

<b>School Improvement Goal</b>		
<b>1. Prepare globally competitive students.</b>		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>
<p><b>1.1 Educate students on appropriate use of technology and increase its use in the classroom.</b></p> <ul style="list-style-type: none"> <li>-Character Education lessons/activities</li> <li>-Share online resources for students, staff, and parents.</li> <li>-Increase the use of technology into classroom instruction.</li> <li>-Provide Professional Development for teachers on integrating technology into instruction</li> <li>-Discipline related to technology should include teachable moments about digital citizenship and responsibility.</li> </ul>	<p><b>2018-2019</b></p>	<ul style="list-style-type: none"> <li>-Increase use of Discovery Education resources: <b>2016-2017 Usage – See charts. Shiloh is consistently one of the top three middle schools in terms of student and teacher log-on data.</b> <b>2018-19 goal – maintain position as one of the top three middle schools in CCPS in terms of teacher and student usage of Discovery Ed. resources.</b></li> <li>-Introduce the use of Revision Assistant software in Academic level ELA classes and selected Foundation level classes. Goal is for each student granted a license to complete at least one writing prompt with the software this school year.</li> <li>-Technology Committee Feedback</li> <li>-Decrease number of disciplinary issues related to inappropriate technology use. <b>2016-2017 – 64 total referrals</b> <b>2017-2018 – 42 total referrals</b> <b>2018-2019 goal – 30 or fewer referrals</b></li> </ul>



<p><b>1.2 Increase student exposure to college and career opportunities.</b></p>	<p><b>2018-2019</b></p>	<ol style="list-style-type: none"><li>1. School counselors will deliver at least one career lesson to each grade in addition to the 8<sup>th</sup> grade trip to the Career and Technology Center.</li><li>2. Speakers from local colleges will present to students <b>at least 4 times</b> during scheduled “Career Café” information sessions.</li><li>3. Selected 8<sup>th</sup> grade FARMs students will take a field trip to McDaniel College to learn about post-secondary opportunities.</li></ol>
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<b>School Improvement Goal</b>		
<b>2. Meet each student's instructional needs.</b>		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>



<p><b>2.1 Increase percentage of students who meet or exceed standards on PARCC (4 or 5).</b></p> <ul style="list-style-type: none"><li>-Focus on increasing Special Education subgroup scores.</li><li>-Creation of new math and writing lab classes to target students who are close to meeting standards.</li></ul> <p><b>2.2 Continue to implement our Five-Day PRIDE model</b></p> <ul style="list-style-type: none"><li>-Provide second chance learning opportunities (formative/summative)</li><li>-Use as intervention for struggling students; reinforcement, review, and recovery</li><li>-Provide curriculum extension and enrichment, as needed.</li><li>-New for 18-19 Common PRIDE time school wide and using Flex tracker.</li></ul>	<p><b>2018-2019</b></p>	<p>-By 2019, we will increase the overall percentage of students who score meet or exceed, <b>looked at as a cohort</b>, by at least 3%.</p> <p><b>2016-2017 overall data (met/exceeded)</b></p> <table><tr><td>6<sup>th</sup> Grade Math-49.3%</td><td>ELA-56.4%</td></tr><tr><td>7<sup>th</sup> Grade Math-55.8%</td><td>ELA-58.6%</td></tr><tr><td>8<sup>th</sup> Grade Math-36.8%</td><td>ELA-36.8%</td></tr></table> <p><b>2017-2018 overall data (met/exceeded)</b></p> <table><tr><td>6<sup>th</sup> Grade Math- 59%</td><td>ELA- 50.7%</td></tr><tr><td>7<sup>th</sup> Grade Math – 49.8%</td><td>ELA- 74.9%</td></tr><tr><td>8<sup>th</sup> Grade Math - 46.1%</td><td>ELA- 60.2%</td></tr></table> <p><b>2018-2019 goals:</b></p> <table><tr><td>6<sup>th</sup> Grade Math-72.7%</td><td>ELA-59%</td></tr><tr><td>7<sup>th</sup> Grade Math – 62%</td><td>ELA- 53.7%</td></tr><tr><td>8<sup>th</sup> Grade Math - 52.8%</td><td>ELA- 77.9%</td></tr></table> <p>Increase the number of students in Sp. Ed. scoring at least a 3 on PARCC by 5%.</p> <p><b>2017-2018 data 3s or higher</b></p> <table><tr><td>6<sup>th</sup> grade Math: 24%</td><td>ELA: 36%</td></tr><tr><td>7<sup>th</sup> grade Math: 31.3%</td><td>ELA: 50%</td></tr><tr><td>8<sup>th</sup> grade Math: 28.6%</td><td>ELA: 19.1%</td></tr></table> <p><b>2018-2019 goals:</b></p> <table><tr><td>6<sup>th</sup> grade Math: 42.5%</td><td>ELA: 17.5%</td></tr><tr><td>7<sup>th</sup> grade Math: 29%</td><td>ELA: 41%</td></tr><tr><td>8<sup>th</sup> grade Math: 36.3%</td><td>ELA: 55%</td></tr></table> <p>Decrease number of Fs in academic courses each quarter by at least 10%.</p> <p><i>*Approximately 1% of the total grades each quarter in academic content classes are failing grades.</i></p> <p><b>2017-2018</b></p> <p>MP1: 27 overall Fs MP2: 25 overall Fs MP3: 36 overall Fs MP4: 45 overall Fs</p> <p><b>2018-2109 Goals</b></p> <p>MP1: 24 or fewer total Fs. MP2: 22 or fewer total Fs MP3: 32 or fewer total Fs. MP4: 40 or fewer total Fs.</p>	6 <sup>th</sup> Grade Math-49.3%	ELA-56.4%	7 <sup>th</sup> Grade Math-55.8%	ELA-58.6%	8 <sup>th</sup> Grade Math-36.8%	ELA-36.8%	6 <sup>th</sup> Grade Math- 59%	ELA- 50.7%	7 <sup>th</sup> Grade Math – 49.8%	ELA- 74.9%	8 <sup>th</sup> Grade Math - 46.1%	ELA- 60.2%	6 <sup>th</sup> Grade Math-72.7%	ELA-59%	7 <sup>th</sup> Grade Math – 62%	ELA- 53.7%	8 <sup>th</sup> Grade Math - 52.8%	ELA- 77.9%	6 <sup>th</sup> grade Math: 24%	ELA: 36%	7 <sup>th</sup> grade Math: 31.3%	ELA: 50%	8 <sup>th</sup> grade Math: 28.6%	ELA: 19.1%	6 <sup>th</sup> grade Math: 42.5%	ELA: 17.5%	7 <sup>th</sup> grade Math: 29%	ELA: 41%	8 <sup>th</sup> grade Math: 36.3%	ELA: 55%
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<p><b>2.3 Continue the Gifted and Talented Program aligned with COMAR requirements.</b> -Place GT students in same class. -ELA/Social Studies activities/lessons -Math/STEM curricular activities/lessons</p>	<p><b>2018-2019</b></p>	<p>-Staff development participation and collaboration with colleagues -Adopt co-teaching model</p>
<p><b>2.4 Provide appropriate education services for students identified with Autism Spectrum Disorder.</b> -Provide professional development for our staff on the needs of Autistic students -Educate non-disabled peers related to different disabilities, and in particular autism spectrum disorder, through introductory activity and diversity day. - Students in the autism program will be provided with opportunities with their general education peers through assemblies, lunch, physical education classes, and Pride Time buddies.</p>	<p><b>2018-2019</b></p>	<p>-Feedback from students after diversity day activities related to disabilities -Increase in number of students participating in Pride Time buddies program who are partnered with students in the Autism program during Pride Time, field trips, and other activities. -Staff observations of interactions between students with Autism and their non-disabled peers.</p>
<p><b>2.5 Support students' social and emotional health to maximize learning.</b> -Continue to provide professional development on ACEs (Adverse Childhood Experiences) and Trauma Informed Classrooms. -Continue MindUP Curriculum during weekly lessons in 6<sup>th</sup> grade classes to build coping skills among students. -Carry MindUP Curriculum into 7<sup>th</sup> grade classes. -Counselors will continue to provide individual and small group support to students with specific stressors. -Continue to partner with community mental health agencies to support students and their families.</p>	<p><b>2018-2019</b></p>	<p>-Feedback from staff who have attended workshops and trainings on Trauma Informed Teaching as to how they are implementing ideas into their practice and where they would like more support. -Ongoing collaboration and discussion among 6<sup>th</sup> grade teachers piloting the MindUP curriculum and the counseling department. -Increased percent attendance and decreased percent of major office referrals for this year's group of 6<sup>th</sup> graders compared to last year's group of 6<sup>th</sup> graders. -Track number of new and existing referrals to agencies such as PCMS and LRS.</p>



<b>School Improvement Goal</b>		
<b>3. Provide a secure, orderly, modern environment.</b>		
<b>Strategic Actions</b>	<b>Time Line</b>	<b>Measures of Success / Desired Performance Level</b>
<p><b>3.1 Reduce incidents of bullying and disrespect</b></p> <ul style="list-style-type: none"> <li>-Educate students on cyber-bullying and appropriate use of technology</li> <li>-School Counselor Presentation in all classes</li> <li>-Educate and counsel students who demonstrate disrespectful and inappropriate behavior toward their peers and teachers.</li> <li>-Review school discipline data; bullying and disrespect</li> <li>-Increase distribution of PRIDE cards</li> <li>-Increase Positive Office Referrals</li> <li>-Implement school wide use of the “Paw Patrol” hallways behaviors documentation focusing on appropriate behaviors during non-instructional time. Collect baseline data this year.</li> </ul>	<p><b>2018-2019</b></p>	<p><b>2016-2017 Data</b> Total Office Referrals – 910 Major Referrals – 440</p> <p><b>2017-2018 Data</b> Total Office Referrals – 622 Major Referrals – 326</p> <p><b>2018-2019 Goals</b> Total Office Referrals – 560 or fewer Major Referrals – 293 or fewer</p> <p>-Decrease incidents of bullying and disrespect by 10%</p> <p><b>2016-2017 Data</b> <u>Bullying</u>- Major Referrals - 3 <u>Disrespect</u> - Major Referrals 92 Minor Referrals 114</p> <p><b>2017-2018 Data</b> <u>Bullying</u>- Major Referrals - 5 <u>Disrespect</u> - Major Referrals 78 Minor Referrals 58</p> <p><b>2018-2019 Goals</b> Bullying – fewer than 5 major referrals Disrespect- 70 or fewer major referrals 52 or fewer minor referrals</p> <p>Increased distribution of PRIDE cards and Positive Office Referrals by 10%</p> <p><b>2016-2017 Data</b> Positive Office Referrals - 84 total PRIDE Cards: 6<sup>th</sup> grade: 10,920 7<sup>th</sup> grade: 1,068 8<sup>th</sup> grade: 1,408</p> <p><b>2017-2018 Data</b> Positive Office Referrals - 40 total PRIDE Cards: 6<sup>th</sup> grade: 14,041 7<sup>th</sup> grade: 1,887 8<sup>th</sup> grade: 780</p>



<p><b>3.2 Promote physical and mental wellness among students and staff to promote higher morale, a sense of belonging, and overall wellbeing.</b></p> <ul style="list-style-type: none"><li>-Student Fitness club</li><li>-Student Yoga Club</li><li>-Ski Club</li><li>-Other clubs that help students engage with peers and adults (ex. Magic Club).</li><li>-After school yoga for staff</li><li>-MindUP Curriculum in 6<sup>th</sup> and 7<sup>th</sup> grades</li><li>-Using common PRIDE time to have multi-grade counseling groups</li><li>-Bringing in speaker to tell staff about EAP services</li><li>-Staff team building activities</li><li>-Encourage self-care and work/life balance</li><li>-Recognizing staff for their achievements and hard work through “hustle and heart” pins.</li><li>-Moving away from junk food based rewards.</li></ul>	<p><b>2018-2019</b></p>	<p><b>2018-2019 Goals</b></p> <p>Positive Office Referrals – 44 or more</p> <p>PRIDE Cards:</p> <p>6<sup>th</sup> grade: 15,400</p> <p>7<sup>th</sup> grade: 2,090</p> <p>8<sup>th</sup> grade: 860</p> <ul style="list-style-type: none"><li>-Student feedback on wellness related club and group participation.</li><li>-Increase student involvement in school clubs and activities. Baseline for this year since being able to do clubs during the school day is new for 2018-2019.</li></ul>
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