

Sykesville Middle School Improvement Plan 2018-19

Mission Statement

The Sykesville Middle School community's purpose is to meet the changing social, emotional, mental, physical, and academic needs of our diverse students and staff. We collaborate in an environment of high expectations that provides a rigorous, relevant, and comprehensive academic program to develop student and staff leaders who are self-advocating, critical thinkers who will continue to grow and enrich our school community.

Vision Statement

Sykesville Middle School is a goal oriented, safe environment where students can grow into well rounded citizens who find success by utilizing problem solving skills, communicating, and embracing each other's unique qualities. It is a community of high expectations where students' lives are enriched by cooperative and collaborative learning processes in an environment that exhibits cultural proficiency. Sykesville Middle School's faculty and staff are supported as they enhance the development of life-long global learners.

Carroll County Board of Education Strategic Planning Pillars

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.

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.

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.

ESTABLISH SAFE, SECURE, HEALTHY, AND MODERN LEARNING ENVIRONMENTS

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.

From <<https://www.carrollk12.org/boe/Pages/StrategicPlanningPillars.aspx>>

Sykesville Middle School's Needs Assessment

Data Summary

Types of Data that will be used

- PARCC Data

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- Discipline Data
 - Support Room Data
- Intervention Data
- Student, Staff, and Parent Data
- ELA and Math Benchmark Data
- Flex tracker data
- FARMs lists
- Attendance Data
- Survey feedback
 - Parents (1)
 - Students (2)
 - Teachers (2+)
- Student Attendance
- Teacher Attendance
- D/F List
- Intervention attendance
- Grade recovery

School Improvement Actions Summary

PROVIDE MULTIPLE PATHWAY OPPORTUNITIES FOR STUDENT SUCCESS

1. Academic Interventions
 - a. Before and after school intervention
 - b. Reading Intervention
 - c. Math Intervention
 - d. Intervention week
2. Behavioral Intervention
 - a. Support Room
 - b. Positive Referrals
 - c. PBIS Tickets

STRENGTHEN PRODUCTIVE FAMILY AND COMMUNITY PARTNERSHIPS

Sykesville Middle will strengthen community partnerships.

Sykesville Middle will strengthen partnerships with the parent community and promote more parent involvement.

DEVELOP AND SUPPORT A SUCCESSFUL WORKFORCE

Faculty Meetings

Self-Directed Professional Learning

Conference Picks

Celebrating Success

ESTABLISH SAFE, SECURE, HEALTHY, AND MODERN LEARNING ENVIRONMENTS

Sykesville Middle staff and students will incorporate Mindfulness into daily routines

Sykesville Middle will enforce student supervision and safety of students

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Professional Development

- Desired Content-
 - Alignment to curricular content standards
 - Continue imbed Universal Design for Learning, Universal Thinking Verbs, Model for Quality Instruction
 - Explore/Implement Discovery Ed resources for the content classrooms
 - Implement appropriate technology for each content
 - Develop student's ability to write with appropriate reasoning
 - Strengthen Vertical Teaming within content areas
- Professional Development funds will be used to provide at least one full day for each content area to meet (ELA, Math, Science, Social Studies). Contents may decide to meet for two half days or one full day.

Multiple Pathways

Strategic Actions

1. Academic Interventions
 - a. Before and after school intervention
 - b. Reading Intervention
 - c. Math Intervention
 - d. Intervention week
2. Behavioral Intervention
 - a. Support Room
 - b. Positive Referrals
 - c. PBIS Tickets

1. Academic Interventions: Sykesville Middle School will provided academic interventions to allow all students to reach success.

Component	Description	Person Responsible	Measure of Success	Data Collected
Before and After school Intervention	(Title I funds) Students will be provided with opportunities for before or after school intervention to help with missing homework, missing assignments, or to work on long term projects. Students will be recommended by staff, self, or parents to participate. Teams will help by providing missing assignments and keeping homework hotline up-to-date.	Amy Levine Team Leaders	Students attending intervention will maintain passing or improve grades	Student Attendance D/F Lists

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Reading Plus	(Title I funds) Reading Plus software will be provided for students to improve their reading comprehension and decoding skills. Students will be selected to participate and will either receive the support during their specials rotation or before/after school	Prissy Landry	Students attending Reading Plus Interventions will increase their abilities in reading comprehension and decoding	SRI Scores Reading Plus Scores ELA benchmark scores PARCC Scores
Math Interventions	Team based interventions and related arts pull outs will occur for selected students	Tiffany Henning	Students receiving math interventions will increase their skills with the mathematic practices	Math Summative and formative assessment scores Math benchmark scores PARCC scores
Intervention Week	Twice a quarter (just prior to interims and prior to the end of the quarter) teams will work with all students in need of grade intervention on team. Communication should occur to parents to let them know that students grades are in jeopardy and teams will develop plans to help students catch up. This may look different on each team but will occur at the same time for each team.	Team Leaders	Fewer students will attend grade recovery in the 2018-2019 school year than in the 2017-2018 school year	D/F list prior to intervention week and D/F list at interims and report cards

2. Behavioral Interventions: Sykesville Middle School will provide student supports to promote positive behavior

Component	Description	Person Responsible	Measure of Success	Data Collected
Support Room	A support room/mindfulness room will be provided for students. Students may go to the support room for behavioral reflection, cool downs, mindfulness, test completion or as needed.		The support room will increase productive classroom environments for students	Support room data Support room attendance and reflections
Positive Referrals	All students will receive a post card home from a teacher with positive reflections about the student. Students who show positive behaviors will receive positive referrals where administration will call home and reward the student	Team Leaders and Administration	Students will feel more engaged and happy in their school environment as evidence in the surveys	Referral Data Survey Data

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PBIS	<p>PBIS will focus on respect, responsibility, and resiliency</p> <ul style="list-style-type: none"> • PBIS will partner with local businesses for resources to improve and revised Sykesville Middle School's PBIS plan • PBIS will have a roll out the first week of school for all students including videos of teachers demonstrating respect, responsibility, and resiliency 	PBIS Chairperson	Students will exhibit respect, responsibility, and resilience	Referral Data Ticket Data Survey Data
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Reading Programs

Summer Reading	<p>SMS Summer Reading Celebration will occur on Friday, September 28th from 2:10 p.m. – 2:55 p.m. in the cafeteria. Kahla Gubanich, the Children’s Library Associate, will be setting up fun stations with 3Doodlers, Spheros, Strawbees, Little Bits and much more. In the past, our students have loved interacting and playing with the different activities. Refreshments and prizes will also be given to our awesome readers.</p>
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Strengthen Community Relations

Strategic Actions

1. Sykesville Middle will strengthen community partnerships.

<u>Component</u>	<u>Description</u>	<u>Person Responsible</u>	<u>Measure of Success</u>	<u>Data Collected</u>
Community partnerships monthly meeting	The Community Liaison will meet with the local business partners every 4th Friday	Gallet		
Community partners to present at Career Day	Community partners will be invited in to present to the 8th graders at Career Day	Davies		
Invite guest speakers in for classes or clubs	Community partners will be invited in to speak to classes/clubs when relevant	All staff		

2. Sykesville Middle will strengthen partnerships with the parent community and promote more parent involvement.

<u>Component</u>	<u>Description</u>	<u>Person Responsible</u>	<u>Measure of Success</u>	<u>Data Collected</u>
Information in the weekly newsletter	More staff members will contribute to the weekly newsletter with pertinent information regarding classes, clubs, etc.	All staff		

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Parents to be more involved with school-wide events	Parents will be invited to participate in in-school events, such as the 5K, Minute-To-Win-It incentive days, etc.	PBIS Chair		
Parents volunteer for academic intervention/grade recovery	Parents will be invited to volunteer during the grade recovery and academic intervention after-school hours	Levine/PBIS Chair		
PTO Meetings	More staff members will attend the monthly PTO meetings to promote partnerships with the parent community	All staff		
Monthly communication	Team leaders will communicate with team parents at least once a month about what students are learning/celebrating/working on	Team Leaders		

Develop and Support a Successful Workforce

Strategic Actions

1. Faculty Meetings
 2. Self-Directed Professional Learning
 3. Conference Picks
 4. Celebrating Success
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1. Strategic Action: Staff members at Sykesville Middle School will receive training in how to reach all students

Component	Description	Person Responsible	Measure of Success	Data Collected
Preservice	Discipline Security De-escalation	Dave Bortz	All Sykesville Middle school staff members will increase their abilities to reach all types of students.	Parent, student, and staff surveys Referral Data
September	Suicide Prevention	Laura Moses and Marie Wallach		
Full Day September	ESOL Autism	Amanda Chappel Pathfinders		
October 8th	Trauma Informed	Lisa Spera and Diane Midkif		
October and February Faculty Meeting	ETM	Chris Mullinix and Carmela Whitlow		
January Faculty Meeting	Sensory Processing	Jennifer Hobson		

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March Faculty Meeting	IEP Process	Amy Jagoda		
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2. Strategic Action: Self-Directed Professional Learning: Staff members at Sykesville Middle School will design their own professional learning in an area they designate

Component	Description	Person Responsible	Measure of Success	Data Collected
Professional Learning	Staff will be allotted professional development time for self-directed professional learning Dates: December March May	Becki Ellis and Ashley Boumel	All staff members will design and submit their professional learning plans which will be shared when finished at the end of the school year	Survey data Professional learning plans Professional learning gallery walk

3. Conference Picks: Staff members at Sykesville Middle School will choose seminars to attend that will benefit their work with students

Component	Description	Person Responsible	Measure of Success	Data Collected
Conference Picks November and April	Teachers will be given options of multiple conferences to attend at the November and April Professional development	Dave Bortz	Staff professional development will lead to increase in student success	Mid and end of the year surveys

4. Celebrating Success: Staff will be recognized and recognize each other for helping to build a positive Sykesville Community

Component	Description	Person Responsible	Measure of Success	Data Collected
Pith Hat to hang in the classroom	Teachers will receive pith hats to hand in the classroom. Teachers will receive badges to display on their hats	Administration	Staff moral will increase More staff members will participate in growth opportunities	End of the year survey
Kudos	Staff will have the opportunity to send and receive kudos which will be shared by all staff members	Administration All staff	Staff moral will increase More staff members will participate in growth opportunities	End of the year survey Number of Kudos given

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ESTABLISH SAFE, SECURE, HEALTHY, AND MODERN LEARNING ENVIRONMENTS

Strategic Actions

1. Sykesville Middle staff and students will incorporate Mindfulness into daily routines

<u>Component</u>	<u>Description</u>	<u>Person Responsible</u>	<u>Measure of Success</u>	<u>Data Collected</u>
Mindfulness Minute on Morning Announcements	News anchors will share on daily morning announcements	Bricca/All Staff		
Mindfulness Minute at staff meetings	Start each staff meeting with staff share outs with MINDFULNESS acronym	Calabria, Nievod, Boumel		
Mindfulness Room (half of support room)	Later in the year - Students will have the option to visit the Mindfulness Room when needed?	Howington?		

2. Sykesville Middle will enforce student supervision and safety of students

<u>Component</u>	<u>Description</u>	<u>Person Responsible</u>	<u>Measure of Success</u>	<u>Data Collected</u>
Unsupervised students in the back of the building during the before school hours	Move bike rack to the front of the building; students must enter the building from the front to ensure supervision in the morning	Administration Howington		
Safety of students during dismissal hours	Rearrange the order of dismissal (parent pick up, busses, walkers/bike rider)	Person doing PM announcements		
Recess Behavior	Administration will change expectations of after-lunch recess	Administration		
Hallway behavior	Staff will enforce student behavior in the hallways by being present and documenting/referring inappropriate behavior	All Staff		