



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

School Vision / Mission

Mission Statement:

West Middle School is a dedicated, student-centered community, responsible for our success through the measurable growth of each student.

Vision Statement:

Excellence through empowerment.

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

Data was collected through a variety of sources including a review of student achievement data, faculty surveys and review of previous year's discipline data and success on school-wide initiatives. This information showed a need to focus on school climate, academics, and professional development.



School Improvement Goals to Target Areas from Needs Assessment		
<ol style="list-style-type: none"> 1. Discipline data and survey data showed a positive impact from the previous year relating to hallway behavior and occurrences of disruption as well as the impact of positive office referrals. In 2018-19 School Climate will continue to be an area of focus. Data and student input revealed a concern regarding hallway congestion and disproportional office referrals during afternoon flex. 2. Performance increases were noted in PARCC ELA and Math when comparing student performance year to year. Student performance on Algebra I PARCC indicate that more students have the potential for success in the higher level course. 3. Professional Development in the areas of trauma informed classrooms and cultural proficiency will continue to enhance the capacity of staff members' ability to meet the needs of our increasingly challenging students. This will build off of PD conducted during the 17-18 school year relating to fostering positive relationships. 		
School Improvement Goal		
<p>1 School Climate</p> <p>A-Continue to improve the culture/climate of West Middle- Increase the ratio of Positive Office Referrals to Major Office Referral (17-18 Ratio was 306:658)</p> <p>B-Engage students, parents, staff, and community members in the writing of the School Vision</p>		
Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<ul style="list-style-type: none"> • Revision to the master bell schedule to minimize volume of students in the hallway. • Revision to the master bell schedule to offer Flex at varying times by grade level throughout the day. • Increase the ratio of Positive Office Referrals to Negative Office Referrals. • Update the school vision after gathering input from stakeholder groups 	<p>August 2018</p> <p>August 2018</p> <p>Year-Quarterly Monitoring</p> <p>Year</p>	<p>Discipline Data & Occurrences of Hallway Misbehavior</p> <p>Discipline Data between 2:30 and 3:15pm throughout the year.</p> <p>Increased Ratio of Positive to Negative Office Referrals.</p> <p>Updated School Vision completed by June 2019</p>



School Improvement Goal		
<p>2 Academic Performance</p> <p>A-Increase student success on PARCC Assessment for 2019 Math Goal: 6th Grade- 55%, 7th Grade- 55%, 8th Grade*- 60% ELA Goal: 6th Grade 58%, 7th Grade- 65%, 8th Grade- 70% *Includes Algebra I Performance</p> <p>B-Increase student enrollment in Algebra I in 8th Grade and Honors Math in 7th Grade for the 2019-2020 School Year 8th Grade Algebra I Enrollment Goal: 90 7th Grade Honors Math Goal: 120</p>		
Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<ul style="list-style-type: none"> • Provide students direct feedback on previous PARCC performance • Continue focus on Writing and add use of Revision Assistant • Increase use of Reading Plus to enhance student comprehension • Increase utilization of Discovery Ed in Math Classes • Increase class time in ELA and Math in 6th Grade 	<p>September</p> <p>Year</p> <p>Year</p> <p>Year</p> <p>Year</p>	<p>Distribute home reports in a purposeful manner</p> <p>PARCC Data, Data from Revision Assistant</p> <p>PARCC Data, Benchmark Data, Teacher Feedback</p> <p>PARCC Data, Benchmark Data, Teacher Feedback</p> <p>PARCC Data, Benchmark Data, Honors level enrollment</p>

School Improvement Goal		
<p>3 Professional Development</p> <p>A- Increase the cultural proficiency of staff in order to broaden our perspective</p> <p>B- Increase staff and parent response skills in the area trauma informed classrooms to better meet the needs of our at-risk students</p>		
Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<ul style="list-style-type: none"> • Coordinate with central office personnel in providing up to date PD relating to Equity initiatives • Utilize expertise of Equity Liaison to provide ongoing PD supporting the initial kickoff events • Coordinate with local agencies to provide resources and strategies for teachers and parents to respond to student needs 	<p>Fall 2018</p> <p>Year</p> <p>Year</p>	<p>Teacher Feedback</p> <p>Teacher Feedback</p> <p>Teacher and Parent Feedback</p>