

Sykesville Middle School 2017 - 2018 School Improvement Plan - Mission and Needs Assessment

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 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 Individual Student's 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 & 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 Safe, Orderly, & Modern Environment

- Reduce incidents of bullying, violence, intolerance, and behavioral disruption's
- Improve and modernize the environment within our schools facilities and school buses
- Enhance security for all CCPS students, staff, volunteers, and visitors

Sykesville Middle School's Needs Assessment

The 2017-2018 School Improvement Team at Sykesville Middle School reviewed a variety of data points to determine our needs. Our 2014-2015 SPI indicator shows that one of our largest areas of need is to reduce gap (goals 1 +2). This process continues with in the use of our focus time for students in need of academic intervention. The use of focus for GT needs to be continued for enrichment as well as the collaboration (goal 2). Our school security needs to be improved involving a review of our safety plan in order to fill in possible holes, as well as increasing our "unusual" drills being conducted (goal 3). We have made progress on improving school culture through the use of ETM lessons during focus and employee wellness activities and need to continue to develop and utilize these activities (goal 3). In addition based on our staff/parent/student satisfaction data school culture needs to become a primary focus of the 2016-2017 SIT. Our staff/parent/student satisfaction data indicates positive attitudes to the PLC model of staff development this will be continued in the 2017-2018 school year. PARCC data indicates areas of need which may be addressed by increasing student understanding of terminology and test taking procedures.

School Improvement Goals to Target Areas from Needs Assessment

1. Prepare Globally Competitive Students
 - a. Fully implement a CCPS curriculum aligned with the Maryland State Standards
2. Meet Individual Student's needs
 - a. Close the achievement gap between highest achieving and most struggling students

- 3. Provide a Safe, Orderly, & Modern Environment
 - a. Reduce incidents of bullying, violence, intolerance, and behavioral disruptions
 - b. Enhance security for all CCPS students, staff, volunteers, and visitors
- 4. Improve gap growth and achievement in Reading and Math.
- 5. Improve staff and student wellness

School Improvement Goal -Prepare Globally Competitive Students

1.A - Fully implement a CCPS curriculum aligned with Maryland State Standards		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Develop a professional development plan that includes opportunities for teachers to meet in small groups to collaborate as a learning community on topics to extend their instruction by... (Title II funds) <ul style="list-style-type: none"> • Allowing staff members to plan professional development related to the needs of the students and staff <ul style="list-style-type: none"> • Topics to come in June • PLC Learning forward standards will be the basis of the PLCs • PLC leaders will meet periodically • Faculty will continue to meet as a whole staff and in department <ul style="list-style-type: none"> • Working with FARMs students • Second chance learning • Gradebook training • GT 	Monthly Fall/Spring	Staff members with at least 75% attendance to meetings have rated the following statements about their Learning Community 85% positively.... <ol style="list-style-type: none"> 1. Made an impact on classroom instruction 2. Made an impact on student behavior 3. Has been applied to my teaching 4. Has increased my collaboration with my peers
1.B - Enhance programs to ensure career readiness for all students		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Seek opportunities for more vertical teaming from elementary to middle to high and within middle school	Sept – June	
Sykesville and Century reading specialists will meet and plan for transitioning high need students from middle to high school Sykesville will work to partner with Elementary reading specialists to develop a transition plan from elementary to middle school		
Require all students to correctly and completely cite references. <ul style="list-style-type: none"> • Training by media specialists and classroom teachers on how to find and cite references using MLA Version 8 • Focus lesson for all students on _____ on Academic Honesty • Focus lesson for all students on _____ source citations 	Sept – June	Students will complete citations appropriate and accurately at all grade levels.

<ul style="list-style-type: none"> • A video will be developed to teach students how to correctly cite resources • All students will watch a video on how to use MLA 8 • School will be in communication with parents on how to cite references • Clear school-wide requirement that all students correctly cite their references on assignments • 6th grade students during media introduction will be taught how to properly cite sources • Resources will be added to a OneNote and will be shared with all teachers • Every team will receive a copy of MLA Version 8 • Academic Honesty resources will be provided to parents to increase communication 		
One School One Book		Participation in One School One Book will increase in all grade levels

School Improvement Goal – Meet Individual Student’s Needs		
2A. - Close the achievement gap between highest achieving and most struggling students		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Before and After school intervention time will be provided for students identified. These students will work with teachers on assignments and skills to develop good academic habits. (Title I funds)	Sept – June	Students identified Students participating in each grade All students participating receive passing grades at the end of the year
Reading Plus will occur to reduce gaps in student’s reading and comprehension skills. Reading Specialist will push into 6th-8th grade ELA. Students will be pulled out during related arts for Reading Plus.	September- June	6th and 7th grade students will attend Reading Plus, or phonics lessons during related arts 8th grade students will receive pull out Reading Plus from one of their ELA classes
Dream Box will be utilized to reduce gaps in student's SMfP. Math specialists will push in to classrooms as well as pull students out	September - June	Students' scores on STAR math and benchmarks will increase
Provide resources to parents on the following topics <ul style="list-style-type: none"> • Discovery Education • Home Access Center • At home study skills using available technology • Student/Teacher/Parent Relationships • Study skills • Homework Hotline • Academic Honesty • Appropriate use of technology These resources will be provided on conference nights and sent home through Connect5	Oct – Nov	Resources from 2014-2015 are revised New resources generated on study skills and relationships
Meetings will occur throughout the year with minority parents to make sure we are meeting their needs	August - June	Scores on “I enjoy coming to school increases”, my teacher knows me, my teacher cares about me, and I feel valued and

		appreciated as a student – We will decrease the disagree by 15%
Administrative meetings with at-risk students	August - June	Red zone student discipline data will improve
Departments will meet to review and SMS grading guidelines and develop consistent application of second chance learning.	Content meetings	Grading policy reviewed and updated with explanation of the application of second chance learning
<p><u>Honoring personal accolades program</u></p> <ul style="list-style-type: none"> Students will receive PBIS tickets for showing respect, responsibility, and resilience. Students with exceptional demonstration of the 3Rs will receive a Distinguished Scorpion Award Teams will nominate one student for each of the three Rs once per month to receive acknowledgement on the morning announcement and attend an end of the year party Teams are encouraged to acknowledge special accomplishments by students with certificates once per quarter Morning scrolling announcements with student achievements Team will honor students monthly with the following categories: Most Improved, Unsung Hero, Team Player awards. These awards will be broadcast on the morning announcements <<Creative Student Recognition Ideas.docx>> 	Aug-June	Scores on “I enjoy coming to school increases”, my teacher knows me, my teacher cares about me, and I feel valued and appreciated as a student – We will decrease the disagree by 15%

School Improvement Goal - Provide a Safe, Orderly, & Modern Environment		
3A. - Provide a Safe, Orderly, & Modern Environment		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
ETM will continue to develop focus lessons tied into improving relationships, communication, and school culture.	Sept – May	Monthly focus lessons will be developed and presented for 8 th grade. 2013-2014 focus lessons will be conducted by 6 th and the 2014-2015 focus lessons will be conducted by 7 th grade.
<u>Staff Relationships</u>		
<p><u>Staff and Student School culture</u> will be addressed with increasing the number of "fun" activities throughout the school year. These will include:</p> <ul style="list-style-type: none"> Maintaining clubs during flex time Back to school pep rally Monthly Staff Outings Team building activities Dress-up days including pre-service days Scorpion Shoutouts on Wednesday 	August - June	Student/Staff/Parent survey data will increase in school culture areas.

<ul style="list-style-type: none"> One School One Book <ul style="list-style-type: none"> Film teachers reading the book to share during focus 		
Teams will develop supplemental PBIS activities to reinforce respect and responsibility	September – June	Each team will develop or continue to implement at least one supplemental PBIS activity to reinforce respect, responsibility, and resiliency <ul style="list-style-type: none"> Play days at the end of first quarter conducted by all teams/grades
PBIS will focus on respect, responsibility, and resiliency <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 	June - June August	End of the year survey will indicate that students and parents know about the PBIS program End of the year survey will indicate that PBIS influenced students to exhibit positive behaviors
3B. - Enhance security for all CCPS students, staff, volunteers, and visitors		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
A security committee will be established to review and revise Sykesville Middle's protocol for responding to emergencies. The new protocol will include: <ul style="list-style-type: none"> How to handle fire drills at inconvenient times Increasing irregular fire and lock down drills Increasing the number of lock down drills Modifying drills to include the use of portable devices when appropriate Utilizing "line up by" signs and lists with the help of SGA students Continuing to partner with Sykesville Police <u>Security walk through</u> - will occur in the summer to look for areas of need	Monthly	A total of 10 drills will be conducted in a variety of types. Changes to procedures will not increase drill time by more than 15%.
Sykesville Middle will fully implement new processes for monitoring student movement through the hallways during class time, lunch, and focus/flex. This will involve adding sign-out sheets to lunch and utilizing agenda books in new ways.	Daily	Students moving through the building will utilize their agenda books appropriately when moving between teachers, to the nurse, and other areas
Support Room (Intervention funds) will be implemented for students at Sykesville middle to help refocus and improve student behavior. Students attending the support will reflect on the behaviors that caused them to attend Students attending the support room will meet with administrators to discuss their reflections and how they could change their behavior. Increase academic use of support room	August - June	Support room will be utilized by staff when needed

School Improvement Goal -Improve Gap, Growth, and Achievement in Reading and Math		
4.A To improve PARRC language consistency across contents and between grades amongst all staff		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level

<ul style="list-style-type: none"> Align reading, writing, and math language used in classrooms to these terms and phrases <<Universal-Thinking-Verbs-1-pager.pdf>> 	August - October	All language incorporated into classrooms across all contents and specials
<ul style="list-style-type: none"> Explore the sub categories identified in the PARRC results <ul style="list-style-type: none"> Connect the terms to classroom activities Connect the terms to standards across content areas 	August - October	Sample questions shown for each category All content areas develop a vertical plan for addressing PARRC areas in their classrooms
4.B - Increase student awareness and readiness for the mechanics and areas of the PARRC Assessment		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
<ul style="list-style-type: none"> Increase time spent for practice on the Reading, Writing, and Math PARRC test tools <ul style="list-style-type: none"> Media carts will be checked out for use by reading and math teachers to allow students to practice using the PARRC Assessment tools Focus lessons will be reviewed and modified to explain PARRC Assessment scores revised and continued <ul style="list-style-type: none"> Understanding the sub categories in Reading, Writing, and Math Understanding student areas of strength and weakness Goal setting for future assessments 	August - October	Students practice the Reading, Writing, and Math PARRC tools at least once before the 2016 test date Focus lessons developed to be used in the 2017-2018 school year
4.C - Implement focus lessons to increase student awareness of what their PARCC scores mean and how to improve them		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
<ul style="list-style-type: none"> Focus lessons will occur on teams during focus time for all teams 	August - January	Focus lessons delivered to students
4.D Teams will develop plans to prepare students to do their best on their PARCC assessment	March - June	PARCC scores improve

School Improvement Goal -Staff and Student Wellness		
5. A Social		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Unity Week - October & March Anti-Bullying, Mix-It-Up	October/March 2017	Students will participate in the school-wide Anti-Bullying week
Form a Social Committee	Year-Long	Staff members will work to plan social events for faculty cohesiveness
Valentine's Dance	February 2018	Students will have the opportunity to attend the Valentine's Dance
SMS vs ORMS basketball game	April 2018	

Teacher social events throughout the school year - Staff Holiday Party, Secret Snowflake, Chili Cook-off, Lucky Leprechaun, End of Year Party	Year-Long	Students will have the opportunity to play and and/or attend the SMS vs. ORMS basketball game
8th Grade Dance	June 2018	Staff members will be offered social events to attend on a monthly basis
Increase off-campus events	Year-Long	8th graders will have the opportunity to attend the 8th grade dance The social committee will plan off-campus events for faculty cohesiveness
5. B Emotional		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Drug Awareness Program for 8th Grade	March 2017	All 8th graders will participate in the drug awareness program put on by the State's Attorney's office.
Cyber-Security Program for 7th Grade	March 2017	The 7th graders will participate in the cyber-security program
Provide sensory items (wiggly cushions) for students	Year-long	Provide wiggly cushions in each classroom (10 more were ordered through wellness grant)
Offer 5 minute massages for staff	November PD	Staff members will be offered 5 minute massages during a PD day
5. C Physical		
Strategic Actions	Time Line	Measures of Success/Desired Performance Level
Staff exercise challenge	January - June 2018	Staff will participate in a school-wide exercise challenge
Massages offered to staff	Year-Long	Staff members will be offered 5 minute massages during a PD day
Provide sensory items (wiggly cushions) for students	Year-Long	Students can use wiggly cushions in all classrooms as needed
Running Club for students	April 2018	
Play Day for students	June 2018	A running club will be offered to students in 6th, 7th, and 8th grades
Yoga class for teachers	Year-Long	Students will participate in the grade-level play days Staff members will have the opportunity to participate in after-school yoga classes