

# Russell Middle School

## 2016-2017 School Improvement Plan Overview

### Goal Area 1: Academic Achievement

#### SMART Goals:

Schoolwide ELA Milestones scores will increase when compared to last year's. Each subgroup's ELA scores will increase compared to last year's Milestones scores.

#### Strategies:

- Teachers in all content areas will develop writing instruction skills by using dialogical writing instruction to guide students through constructed response writing activity per week.
- Actions include weekly implementation of research-based writing practices including using technology to enhance, share, and collaborate on writing.
- Professional learning to support teachers with implementing performance task strategies.
- Peer coaching to support teachers in their development with this strategy.
- ELA teachers' Milestones growth percentile averages will increase compared to last year's.

#### SMART Goals:

On CNA teacher survey, 100% of teachers will indicate that they feel very prepared or prepared to implement instruction that increases students' critical thinking skills (Q9). Baseline(96.88) On CNA teacher survey, less than 15% of teachers will indicate that that professional learning in the area of High Order Thinking Skills (HOTS) would most enhance their skills as teachers. Baseline (37.5%) With an emphasis on cultivating HOTS through instructional dialogue, our goal is to decrease this need for PL, which would indicate that teachers feel more confident in this area.

#### Strategies:

- Increase teacher ability and confidence in implementing lessons that cultivate critical thinking and high order thinking skills (HOTS)

### Goal Area 2: Stakeholder Engagement

#### SMART Goal:

On CNA survey, 90% or greater of parents indicate that the school provides ways for actively involving them in academic progress and to help their child learn at home.

#### Strategies:

- Increase attendance and broaden scope of parents nights by adding breakout sessions that include content-specific strategies for supporting students' learning at home and addressing students' social-emotional needs.
- Teachers collaborate in vertical content meetings to create breakout session presentations that provide tips for parent support of foundational skills at home.
- Contact outside groups and facilitate presentations related to students' social-emotional needs.

#### SMART Goal:

Increase average participation in PackTime clubs by 20%. This allows students to create meaningful relationships through participation in PackTime clubs, tutoring, and academic mentoring. The 20% increase will be measured against the average monthly attendance from September through April of last year, which was 645.75 students.

#### Strategies:

- PackTime clubs will hold a year-end showcase to highlight their activities and accomplishments.
- Increase the number of PackTime clubs.
- Teachers will make more parent contacts regarding tutoring, including personal invitations.

### Goal Area 3: Organizational Effectiveness

#### SMART Goal:

100% of teachers will adhere to "RMS Fundamental Expectations" both within the classroom and the school as a whole, as determined by Level 3 scores on TKES summative assessment in Performance Standard 9: Professionalism (*consistently exhibits a commitment to professional ethics and the school's mission*).

#### Strategies:

- Document will be distributed and discussed with all faculty. Team leaders will revisit this information throughout the year with grade-level teams.
- TKES walkthroughs, formative observations, and mid-year conferences will all reference standard 9 and the teachers' level of performance for this standard.

#### SMART Goal:

School-wide behavior referrals will be reduced by from 430 to 387 (10% decrease).

#### Strategy:

- PBIS refreshers for staff, presented at grade level or faculty meetings; add a "student concern/discussion" section into grade level notes to ensure that grade levels are communicating with one another about following the flowchart; exemplars of what administration likes to see written on a behavioral referral; consistent PBIS refreshers