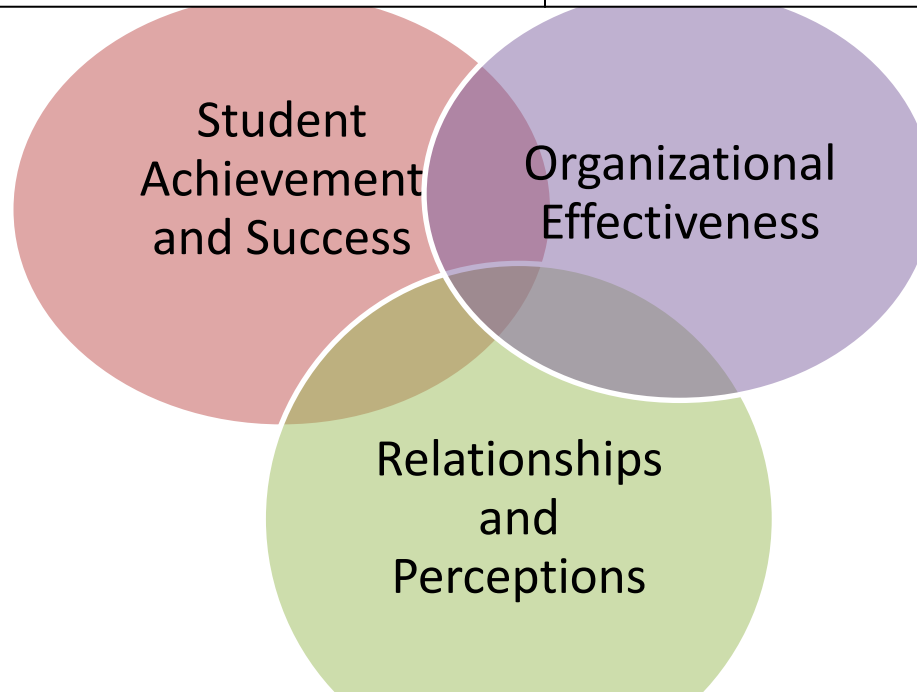


**Henderson Middle School's Strategic Plan**  
**Year 2017-2018**

Vision A community where education is a priority	Mission To provide an environment where adults and students expect more and become more
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**Beliefs**

***The Butts County School System is dedicated to the education of all our children and has developed these expectations for employees and students:***

- ***Expect all students to learn***
- ***Expect quality instruction***
- ***Expect all staff to engage every student actively and positively***
- ***Expect technology to support instruction and operations***
- ***Expect and retain quality staff through support and development***
- ***Expect a safe and orderly environment***

## Strategic Goal I: Excellence in Student Achievement and Success

PERFORMANCE GOALS (Smart Goals)	ACTION STEPS	Timeline	Person Responsible
<p><b><u>100% of HMS teachers will implement Georgia Standards of Excellence and aligned learning targets.</u></b></p>	<p>Minimum of 50 minutes weekly - common planning per content</p>	<p>Weekly</p>	<p>LSS</p>
	<p>Weekly lesson plans submitted in Atlas Platform with feedback from Learning Support Specialist. Learning targets are referenced daily by students.</p>	<p>Weekly</p>	<p>LSS</p>
	<p>100% of teachers follow the instructional framework</p>	<p>Ongoing</p>	<p>Admin/LSS</p>
	<p>Science and Social Studies teachers will implement new Georgia Standards of Excellence (GSE).</p>	<p>Ongoing</p>	<p>Teachers</p>
	<p>Use Performance Matters Data per grade level/content. Benchmarking &amp; Data Talks every 9 weeks.</p>	<p>Quarterly</p>	<p>Admin/LSS/Teachers</p>
	<p>Create Quick Checks (QCs) incorporating 4 questions including one based on each of the DOK levels.</p>	<p>Weekly</p>	<p>Teachers</p>
	<p>Administer Quick Checks (QCs) each Friday.</p>	<p>Weekly</p>	<p>Teachers</p>
	<p>Differentiated Instruction (DI) written in weekly lesson plans for DI Wednesdays based on data from Quick Checks (QCs) the previous Friday. Lesson plans will reflect activities aligned with the learning targets. Students will be grouped - students who met, are in progress, or did not meet.</p>	<p>Weekly</p>	<p>Teachers</p>
	<p>Highlight DI strategies in Lesson Plans. Monthly Curriculum Monitoring by administration.</p>	<p>Quarterly</p>	<p>LSS</p>
	<p>Collecting a variety of student work samples along with adjusting instruction based on student work. Current student work posted on Instructional Bulletin Board with teacher commentary.</p>	<p>Bi-Monthly</p>	<p>LSS</p>
	<p>Teachers will conduct peer observations every 9 weeks. Teachers will record observations, particularly DI, and turn into LSS.</p>	<p>Quarterly</p>	<p>LSS</p>
	<p>Teachers will participate in Professional Learning on Differentiating Instruction. Teachers will bring DI activities along with student work to Fabulous Friday Professional Learning.</p>	<p>Every 4 ½ weeks</p>	<p>LSS/Admin</p>
	<p>Midterm performance tasks/writing assessments will be reviewed at the</p>		

<p>SWD – 80% will be served in general education greater than 80% of school day.</p>	<p>monthly curriculum monitoring meetings.</p> <p>After midterm, teachers will provide an exemplar, individual conferencing/feedback, revision, peer coaching/peer editing, and rewrite. Exemplar written by teacher or student with scaffolding marks demonstrating acceptable and not meeting the target.</p> <p>Benchmark performance tasks/writing assessments will be placed in individual student folders as portfolios for each content...one for ELA, one for Math, one for Science, one for SS.</p> <p>8 “Writers of the Month” per month</p> <p>Conduct data talks during collaborative planning. Regularly analyze student work by grade level and content during collaborative planning.</p> <p>8 Advanced courses offered – 3 high school credit bearing courses – 9<sup>th</sup> Grade Lit, 9<sup>th</sup> Grade Physical Science, 9<sup>th</sup> grade Coordinate Algebra, and Spanish.</p> <p>4 Honors courses offered in a 6<sup>th</sup> Grade cohort: ELA, Math, Science, SS.</p> <p>Continue developing units, lesson plans, and formative assessments that align with the GSE. Develop &amp; implement learning targets aligned with standards.</p> <p>Continue to implement instructional framework through the use of Standards Based classroom. Implement opening, work session, closing framework at all schools.</p> <p>Write Score administered in September and February. ELA teachers will Differentiate instruction based on data – conferencing/feedback, revision, peer editing, rewrite.</p> <p>Offer Math Support Classes: Two – 6<sup>th</sup> grade classes Two – 7<sup>th</sup> grade classes Two – 8<sup>th</sup> grade classes</p> <p>Offer Reading Support Classes: Two – 6<sup>th</sup> grade class Two – 7<sup>th</sup> grade class Two – 8<sup>th</sup> grade class</p> <p>Special Education Chair along with teachers will continue to monitor students’ schedules according to IEP updates throughout the school year.</p>	<p>Quarterly</p> <p>Monthly</p> <p>Quarterly</p> <p>Monthly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Sept. &amp; Feb.</p> <p>Yearly</p> <p>Yearly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Admin/LSS</p> <p>Teachers</p> <p>Admin/LSS</p> <p>M. Campbell/Teachers</p> <p>Admin/Content Teachers</p> <p>Principal</p> <p>Principal</p> <p>LSS/Content Teachers</p> <p>Admin/LSS/Content Teachers</p> <p>LSS/ELA Teachers</p> <p>Admin/Support Teachers</p> <p>Admin/Support Teachers</p> <p>Special Ed Chair/Admin.</p>
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<p>100% of 8<sup>th</sup> graders will complete at least 2 career interest inventories along with an Individual Graduation Plan</p> <p>Predictor for HS Grad – 80% of 8<sup>th</sup> graders will pass content courses and pass EOGs.</p> <p>Exceeding the Bar – 25%-30% of 8<sup>th</sup> grade students will leave HMS with at least 1 high school credit.</p> <p>100% of teachers will utilize SLDS</p>	<p>Students will complete career interest inventories along with an Individual Graduation Plan in the CTAE class.</p> <p>Data will be analyzed in May when EOG scores are released.</p> <p>High School Credit Courses offered – 9<sup>th</sup> Grade Literature, 9<sup>th</sup> grade Physical Science, 9<sup>th</sup> grade Algebra, and Spanish</p> <p>Teachers will utilize resources on SLDS.</p>	<p>During CTAE Connections Course</p> <p>May</p> <p>Summer</p> <p>Ongoing</p>	<p>Counselor/CTAE Teacher</p> <p>Admin/BLT</p> <p>Admin/Advanced Teachers</p> <p>LSS/Content Teachers</p>
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**Strategic Goal II: Excellence in Organizational Effectiveness**

<b>PERFORMANCE GOALS (Smart Goals)</b>	<b>ACTION STEPS</b>	<b>Timeline</b>	<b>Person Responsible</b>
<p><b><u>Facilities:</u></b> 100% of communications with maintenance and custodial teams will be addressed and/or resolved within 48 hours.</p> <p><b><u>Technology:</u></b> 100% of teachers regularly utilize technology for classroom instruction.</p> <p><b><u>Finance:</u></b> 100% FTE earnings through Remedial, Sp Ed and Gifted Services.</p> <p><b><u>Student Behavior:</u></b> Decrease discipline referrals by 10% from 725 to 653.</p> <p>Decrease time out of classrooms by 10%.</p>	<p><b><u>Facilities:</u></b> Communicate maintenance and custodial issues more effectively with administration via school dude and email. All addressed or resolved in 24 – 48 hours.</p> <p><b><u>Technology:</u></b> Classes will utilize computer labs/carts for projects and research.</p> <p>Technology training during Fabulous Friday Professional Learning through grade levels. Teachers will utilize instructional technology in the classrooms in order to support instruction, display visuals, and provide real-time examples.</p> <p><b><u>Finance:</u></b> Increase gifted student earnings by targeting potential students for testing in grade 6, 7, and 8. Also, by assigning ALL gifted students to advanced courses with gifted teachers.</p> <p>Increase Sp Ed student earning by strategically placing students in the master schedule.</p> <p>Increase remedial student earnings by offering 2 math and 2 reading courses per grade level.</p> <p><b><u>Student Behavior:</u></b> Active supervision using the 4 step discipline process.</p> <p>Monthly discipline reports by teacher and student</p> <p>Monthly time out reports by teacher</p>	<p>24-48 hours</p> <p>Ongoing</p> <p>August</p> <p>May</p> <p>Summer</p> <p>Summer</p> <p>Ongoing</p> <p>Monthly</p> <p>Monthly</p>	<p>Stoudmire/AP</p> <p>Admin/LSS</p> <p>LSS</p> <p>Principal/LSS</p> <p>Principal/Sp Ed Chair/Sp Ed Director</p> <p>Principal</p> <p>Admin/Staff</p> <p>Staff</p> <p>Staff</p>

<p><b><u>Attendance:</u></b> Increase teacher attendance by 10%.</p> <p>Increase student attendance by 10%.</p> <p><b><u>Stakeholder Safety:</u></b> 100% compliance – ID Badges, Doors Locked, Severe Weather/Fire Drill Maps posted, Bathrooms Graffiti Free</p> <p>100% of staff &amp; students trained on Anti-bullying plan.</p> <p><b><u>Human Resources/TIP</u></b> 80% Retention Rate of new teachers to Butts County.</p>	<p>Discipline Data Talks in faculty meetings</p> <p>Administrative transition duty schedule/teacher duty schedule for transitions to connections.</p> <p>Develop PBIS Team, Expectations, &amp; Rewards Train Staff during Pre-Planning &amp; Fabulous Friday PL Analyze Discipline Data monthly &amp; quarterly</p> <p><b><u>Attendance:</u></b> Perfect Attendance Drawings for staff (\$50) by month.</p> <p>Print monthly attendance for each individual staff member and place in mailboxes. Admin write personal notes on each with perfect attendance incentives like “Pass to leave on your planning period”.</p> <p>Perfect Attendance Drawings for students by grade level for cash rewards. Attendance celebrations for students monthly.</p> <p>Phone calls and letters from staff/attendance clerk</p> <p><b><u>Stakeholder Safety:</u></b> Weekly Safety Audits by SRO &amp; Administration</p> <p>Utilize the Safe Tip Line System Prevention Program. Implement and communicate a school-wide bullying reporting system through Safe Tip Line (phone or internet) for students and staff.</p> <p>Anti-bullying plan: Student and staff training, prevention, guidance and mentoring, teacher advisement, bullying reporting system monitoring, and consistent consequences.</p> <p><b><u>Human Resources/Teacher Induction Program:</u></b> Provide adequate support for new teachers through the Teacher Induction Program. LSS will meet with Mentors &amp; Mentees once per month.</p>	<p>Monthly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Monthly</p> <p>Monthly</p> <p>Monthly</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p> <p>September</p> <p>Monthly</p>	<p>Staff</p> <p>Admin/teachers</p> <p>BLT</p> <p>Attendance Clerk/Principal</p> <p>Secretary/Principal</p> <p>Principal</p> <p>Teachers/Counselor/Data Clerk</p> <p>Admin/SRO</p> <p>Admin</p> <p>Counselor/Leadership Group</p> <p>LSS</p>
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### Strategic Goal III: Excellence in Relationships and Perceptions

PERFORMANCE GOALS (Smart Goals)	ACTION STEPS	Timeline	Person Responsible
<p><b><u>Increase Positive Perceptions about HMS from all stakeholders through:</u></b></p> <p>100% of Content Teachers &amp; Administration will communicate with parents weekly.</p> <p>HMS will earn a Climate Star Rating of 4.</p> <p><b><u>Increasing Stakeholder Involvement through:</u></b> Increasing parent involvement through PTO, School Council &amp; Volunteers by 50%.</p>	Teachers will send out 2 forms of communication each week. Communications will include the learning targets being taught, upcoming test/project dates, pertinent events, etc. Each teacher will upload his/her communication log into the TKES portal once per month.	Weekly	Teachers
	Updating grades in Infinite Campus weekly.	Weekly	Teachers
	Sending Month-At-A Glance Voice messages along with email through Infinite Campus.	Monthly	Principal
	Updating school's website weekly.	Weekly	Stoudmire/AP/Myers/Media Specialist
	Conduct parent surveys through our school website each semester. Use this data to find areas of strength and weakness to make adequate adjustments.	Once per semester	Admin
	Students will take surveys through Science Classes in January/February.	January	LSS/Science Teachers
	100% of Teachers will take survey.	February	Teachers
	Elect PTO officers & Conduct Monthly Meetings Provide refreshments at PTO Meetings/Themed "Dinner Nights" Monthly School Council Meetings – Secretary will call and remind members.	Ongoing	PTO Coordinator
	Conducting parent workshops during the school day. 4 workshops (2 per semester) -Setting up emails, Setting up text messaging, and Utilizing Infinite Campus	September, October, January, February	Parent Involvement Coordinator/Admin/Teachers

	<p>-Helping students Improve Their Study Habits          -Georgia Futures          -Learning Strategies</p> <p>Inviting Guest Speakers during FLEX groups.</p> <p>Utilizing the Big Brother Big Sister Mentoring Program. 20 students involved in the BBBS program after school. Weekly collect data on each student – good behavior, good grades, good attendance, and promotion at the end of school year.</p> <p>Monthly PTO Meetings &amp; fund raisers. Raising funds for teacher resources through PTO.</p> <p>Conducting Monthly School Council Meetings.</p> <p>Providing Peer Leadership Opportunities for 8<sup>th</sup> graders: Counselor conduct a Leadership class during 1<sup>st</sup> period connections for twenty 8<sup>th</sup> graders. These students will serve as the student government along with being ambassadors for our school.</p>	<p>Once Per Semester</p> <p>Monthly</p> <p>Weekly</p> <p>Monthly</p> <p>Daily</p>	<p>Counselor</p> <p>Counselor/LSS</p> <p>Principal/PTO</p> <p>School Council Members</p> <p>Counselor</p>
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