

School Improvement Plan
Year 2018-2019
Henderson Middle School

The BCSS Purpose Statement

Butts County School System's purpose is to provide LEARNING AND LIFE EXPERIENCES that
MAXIMIZE THE INDIVIDUAL POTENTIAL of ALL STUDENTS so they are PREPARED FOR A
PRODUCTIVE FUTURE.

10 Core Commitments and Values:

- We will provide and expand effective growth experiences for all students in the **"A.A.A.S."— Academics, Fine Arts, Athletics, and Service.**
- We will maximize the personal safety and well-being of all stakeholders who enter our facilities.
- We will model and exhibit a spirit of teamwork, professionalism, and collaboration in the quest of continuous improvement on behalf of our students and community.
- We will engage students, families, and community stakeholders as partners and teammates.
- We will model self-discipline in our duties as professionals, and we will discipline our students in a way that values their worth and dignity as human beings.
- We will recruit and retain highly-qualified staff members in the name of what is best for children.
- We will embrace fair accountability for all staff, students, and the community.
- We will respect and celebrate human diversity as a strength in our organization.
- We will faithfully maintain modern and effective facilities, equipment, technology, and data.
- We will be responsible stewards of community taxes and resources while putting the needs of children first.

Goal Area I
Excellence in Student Achievement and Success

| Performance Objective: HMS will improve academic achievement for all students. | | | |
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| Initiative | To increase the rigor and quality of instruction in all content areas for all students. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation | Performance Targets |
| | | b. Method for Monitoring | |
| 1. HMS content teachers will implement Georgia Standards of Excellence and aligned learning targets. | Principal Asst. Principals Instructional Coach Teachers | 2018-2019 SY Scheduled Curriculum Monitoring Meetings Scheduled data-review sessions Progress Monitoring Meetings Conduct data talks during collaborative planning Regularly analyze student work by grade level and content during collaborative planning Walkthroughs/Evaluations | 100% of content area teachers will meet weekly to develop lesson plans, review student work samples, analyze data and discuss next steps for instruction and assessment. |
| 2. All students will apply various reading strategies to comprehend, analyze, interpret, and evaluate content area text. | Principal Asst. Principals Instructional Coach ELA, Science, Social Studies Teachers Content Leaders | 2018-2019 SY Lesson Plans Scheduled Curriculum Monitoring Meetings Collaborative Planning Meetings Classroom Observations All teachers will examine Fall and Winter SRI and Benchmark Assessment Data to areas of strength and need. progress checks (Walkthroughs, Data talks) | HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG from 52.7 to 55.7. |
| 3. To incorporate the Standards of Mathematical Practice into daily instruction. Math content teachers will implement formative instructional practices in order to improve academic achievement, as evidenced by EOG data. Provide targeted professional learning to build capacity in instructional practices for math teachers. -Math Co-teachers will participate in PL -Steve White. | Principal Asst. Principals Instructional Coach Teachers Media Specialist | 2018-2019 SY TKES Evaluations Walkthroughs/Evaluations Review of Performance Tasks | HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Math EOG from 56.5 to 59.5. |
| 4. Provide targeted professional learning to build capacity with reading instruction for ELA, Science, and Social Studies teachers. -ELA Co-Teachers will participate in PL-Steve White | Principal Asst. Principals Instructional Coach Teachers | 2018-2019 SY Scheduled Data Review Meetings Curriculum Meetings Walkthroughs/Evaluations | HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Science EOG from 50.2 to 53.2. Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Social Studies EOG from 57.1 to 60.1. Percent of students in grade 8 achieving a Lexile measure equal to or greater than 1050 on the Georgia Milestones ELA EOG from 66.0 to 69.0. |

Goal Area II
Excellence in Organizational Effectiveness

| Performance Objective: To provide effective operational and instructional supports. | | | |
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| Initiative | Create a safe, orderly and supportive environment for learning and teaching. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Performance Targets |
| <p>School Safety: Daily checks for ID Badges, Doors Locked, Severe Weather/Evacuation Maps posted, Bathrooms Graffiti Free</p> | Principal Asst. Principals Instructional Coach Teachers Counselors SRO All Staff | 2018-2019 SY Walk-throughs Safety checklist | 100% compliance on all Safety procedures, as evidenced by Safety Walks. |
| <p>Anti-Bullying Policy: Implement the Anti-bullying plan: Student and staff training, prevention, guidance and mentoring, teacher advisement, bullying reporting system monitoring, and consistent consequences. 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> | Principal Asst. Principals Instructional Coach Teachers Counselors All Staff | 2018-2019 SY Number of Safety Plans Number of Discipline Referrals | 100% of staff & students will adhere to the Anti-bullying plan. |
| <p>Student Behavior: Supervise the 4-step discipline process Conduct Discipline Data Talks in faculty meetings Monitor students during transitions Develop PBIS Team, Expectations, & Rewards Train Staff during Professional Learning on PBIS strategies School Climate Professional Learning for all teachers</p> | Principal Asst. Principals Instructional Coach Teachers Counselors | 2018-2019 SY Analyze Discipline Data monthly & quarterly | Student behavior will improve and discipline referrals will be reduced by 10% when compared with the previous year. 1134 to 1021 |
| <p>Attendance: Perfect Attendance Drawings for staff per month. Perfect Attendance Drawings for students by grade level for rewards. Attendance celebrations for students.</p> | Principal Asst. Principals Instructional Coach Teachers Counselors | 2018-2019 SY Print monthly attendance for each individual staff member and place in mailboxes. Phone calls and letters from staff/attendance clerk. | Increase teacher attendance by 10%. Increase student attendance by 10% |

Goal Area III
Excellence in Relationships and Perceptions

| Performance Objective: To improve the culture, climate, and communication at Henderson Middle School. | | | | |
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| Initiative | Increase positive perceptions about HMS and increase stakeholder involvement. | | | |
| | Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Performance Targets |
| | Teachers will send out 1 form of communication each week. Communication will include the learning targets being taught, upcoming test/project dates, pertinent events, etc. Teachers will update grades weekly in Infinite Campus. Update school's website monthly. HMS will communicate with all parents/stakeholders about each event we are offering through our Facebook Page, Twitter Account, Website and through the all-call system. | Principal Asst. Principals Instructional Coach Teachers | 2018-2019 SY Review data from Infinite Campus | 100% of Content Teachers & Administration will communicate with parents weekly |
| | Increase Stakeholder Involvement providing opportunities for more parental involvement. | Principal Asst. Principals Instructional Coach Counselors Teachers | 2018-2019 SY Leadership Team will review attendance data in December and April to evaluate progress | HMS will increase attendance of 10% of parents at PTO, Parent Workshops, Extra Curricular Events throughout the year. |
| | Conduct parent surveys through our school website each semester. Use this data to find areas of strength and weakness to make adequate adjustments. | Principal Asst. Principals Instructional Coach Teachers Counselors | 2018-2019 SY Review Survey Data | HMS will earn a Climate Star Rating of 4 |
| | HMS will participate in 1 community initiative each semester. | Principal Asst. Principals Instructional Coach Teachers Counselors | 1st and 2nd Semester Staff Participation | HMS will improve relationships and perceptions by 50%. |
| | Provide Peer Leadership Opportunities for 8 th graders: Counselor conducts a Leadership class during connections for fifteen 8 th graders. These students will serve as the student government along with being ambassadors for our school. | Principal Counselor | 2018-2019 SY Counselor will provide information on activities and service projects. Feedback from surveys. | The Peer Leadership Group will help improve the school's climate and culture from a 3 Star Climate Rating to a 4 Star Climate Rating. |