



School Improvement Plan Year 2019-2020 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: Henderson Middle School will install a comprehensive and coherent instructional system throughout the school in order to ensure that all students maximize their potential in academic achievement and success.				
Initiative	Implement Formative Instructional Practices and Processes to Maximize Student Growth and Achievement.			
	Action Steps	Person/Role Responsible	a. Timeline for Implementation b. Method for Monitoring	Performance Targets/Artifacts/Evidence
	1. HMS content teachers will revise Curriculum Pacing Guides, Atlas Unit Plans, and Assessments to ensure alignment with the Georgia Standards of Excellence.	Principal Asst. Principals Instructional Coach Teachers	2019-2020 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 Coaching Sessions from St.Clair PL Curriculum Engagement Meetings	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. Guide students in the application of various reading strategies to comprehend, analyze, interpret, and evaluate content area text. 3. Provide targeted professional learning to build capacity in instructional practices for ELA Content teachers and Special Education Teachers. Improving in the area of Student Engagement and High Expectations	Principal Asst. Principals Instructional Coach ELA, Science, Social Studies Teachers Content Leaders Media Specialist Special Education Teachers/Paras	2019-2020 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 strengths and weaknesses. Analyzing MAP Data Progress checks (Walkthroughs, Data talks) Coaching Sessions from St.Clair PL Walkthrough feedback with St. Clair	HMS will decrease the weighted percent of students scoring at Beginning Learner Level on the Georgia Milestones English Language Arts EOG. 6th Grade-31% of students scoring at the Beginning Learner Level 7th Grade-30% of students scoring at the Beginning Learner Level 8th Grade-26% of students scoring at the Beginning Learner Level <hr/> HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG from: Developing Targets 6th Grade-32% to 33.6% 7th Grade-34% to 35.7% 8th Grade-46% to 48.3% Proficient Targets 6th Grade-32% to 34% 7th Grade- 22% to 25% 8th Grade- 20% to 25% 9th Grade Lit- 35% to 40% Distinguished Targets 6th Grade-4 %to 10% 7th Grade-4% to 10% 8th Grade-1% to 5% 9th Grade Lit- 4% to 10%

<p>4.Support the implementation of formative instructional practices and incorporate the Standards of Mathematical Practices into daily instruction in order to improve academic achievement, as evidenced by EOG data.</p> <p>5.Provide targeted professional learning to build capacity in instructional practices for math teachers and Special Education Teachers.</p> <p>- Improving in the area of Student Engagement and High Expectations</p>	<p>Principal Asst. Principals Instructional Coach Teachers</p>	<p>2019-2020 SY</p> <p>Walkthroughs/Evaluations Lesson Plans/Atlas Review of Performance Tasks/Framework Tasks Analyze MAP Data Walkthrough feedback with St. Clair Coaching Sessions from St.Clair PL Scheduled Curriculum Monitoring Meetings Collaborative Planning Meetings Classroom Observations Walkthrough feedback with St. Clair Coaching Sessions from St.Clair PL Review and Data</p>	<p>HMS will decrease the weighted percent of students scoring at Beginning Learner Level on the Georgia Milestones Math EOG.</p> <p>6th Grade-25% of students scoring at the Beginning Learner Level 7th Grade-31% of students scoring at the Beginning Learner Level 8th Grade-25% of students scoring at the Beginning Learner Level</p> <hr/> <p>HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Math EOG from</p> <p>Developing Targets 6th Grade-54% to 56.7% 7th Grade-35% to 36.75% 8th Grade-49% to 51.45%</p> <p>Proficient Targets 6th Grade-19% to 25% 7th Grade-19 % to 25% 8th Grade-10 %to 15% Algebra 1- 17 %to 20%</p> <p>Distinguished Targets 6th Grade-4 %to 10% 7th Grade-11% to 15% 8th Grade-0% to 5% Algebra 1- 0% to 5%</p>
<p>6. Targeted professional learning will be provided to build capacity with reading instruction for ELA, Science, Social Studies teachers, and Special Education Teachers.</p> <p>Improving in the area of Student Engagement and High Expectations</p>	<p>Principal Asst. Principals Instructional Coach Teachers Media Specialist</p>	<p>2019-2020 SY</p> <p>Scheduled Data Review Meetings Curriculum Meetings Walkthroughs/Evaluations Walkthrough feedback with St. Clair Coaching Sessions from St.Clair PL Constructed Response Days Reading and Writing Across the Curriculum Observations Walkthrough feedback with St. Clair Coaching Sessions from St.Clair PL</p>	<p>HMS will decrease the weighted percent of students scoring at the Beginning Learner Level on the Georgia Milestones Science EOG.</p> <p>8th Grade-44% of students scoring at Beginning Learner Level</p> <p>HMS will decrease the weighted percent of students scoring at the Beginning Learner Level on the Georgia Milestones Social Studies EOG.</p> <p>8th Grade-33% of students scoring at Beginning Learner Level</p> <hr/> <p>HMS will increase the weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Science EOG from</p> <p>Developing Targets 33% to 34.65%</p> <p>Proficient Targets 15% to 20%</p> <p>Distinguished 3% to 5%</p>

			Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Social Studies EOG from Developing Target 38% to 39.9% Proficient Target 15%to 20% Distinguished Target 3 %to 5%
7. Collect, review, and analyze student data for the purpose of supporting the implementation of effective differentiation, remediation, interventions, specialized instruction and acceleration.	Principal Asst. Principals Instructional Coach Teachers Media Specialist	2019-2020 SY Scheduled Data Review Meetings Curriculum Meetings Walkthroughs/Evaluations Data Talks to monitor MAP progress Review MAP Data, Unit Assessment Data, STEEP, SRI Data	100% Fully Operational Data Room 100% of teachers will utilize MAP data to monitor student progress and differentiate instruction
8.Embed pedagogy in units and lessons that maximizes digital learning in all classrooms.	Principal Asst. Principals Instructional Coach Teachers Media Specialist	2019-2020 SY Classroom Walkthroughs Atlas Plans Trailblazer Program	100% of Unit Plans will include plans for the implementation of instructional technology, collaboration, creativity, critical thinking, and communication.
9.Conduct universal screening and assessments to measure student growth specific to behavior and academic achievement.	Principal Asst. Principals Teachers Counselors	2019-2020 SY All teachers will examine Fall and Winter SRI and Benchmark Assessment Data to areas of strength and need. progress checks (Walkthroughs, Data talks) Analyze and conduct data talks on MAP Data	10% decrease in discipline data. Increase in benchmark data .Increase in MAP, Write Score, and STEEP. (Baseline Data will be collected in August)

Performance Objective: Henderson Middle School will install a comprehensive and coherent instructional system that is operationally effective throughout the school in order to ensure that all students maximize their potential in academic achievement and success.

Initiative	Increase Student Readiness for College and the Workplace		
Action Steps	Person/Role Responsible	a. Timeline for Implementation	Performance Targets/Artifacts/Evidence
		b. Method for Monitoring	
1.Support teachers in implementing a literacy plan to improve reading and writing achievement among all student sub-groups and grade levels.	Principal Asst. Principals Instructional Coach Teachers Media Specialist	2019-2020 SY Reading and Writing across the Curriculum Constructed Response Days Reading Counts/SRI Write Score Writers of the Month Monthly Reading Counts Celebrations	Percent of students in grade 8 achieving a Lexile measure equal to or greater than 1050 on the Georgia Milestones ELA EOG from 49.0 to 60.0. Reading Status- Decrease Percentages of Below Grade Level Status 6th Grade 45 % to 42.75% 7th Grade 31% to 29.45% 8th Grade 41% to 38.5%

<p>2. Increase students' access to Science, Technology, Engineering, Art, and Math educational experiences K-12. Promote Career Clusters Develop a CTAE Team-Connections Department (Health/Science-Health/PE Class), Information Technology (Keyboarding/Coding/Robotics) Arts/Tech and Communications Career Cluster (Art/Reading/Spanish/Music/Band) Finances/Business Management and Administration (Math Support) Professional Development on College and Career Readiness for Staff.</p>	Principal Asst. Principals Instructional Coach Teachers Health/Science Teacher	2019-2020 SY Classroom Walkthrough Competitions Artifacts from Coding Class Artifacts for Robotics	2 Robotics Engineering Courses at HMS/Development of 30 Robots 2 Coding Classes at HMS CPR Training for students Classroom Tasks and Assignments from Career Clusters
<p>3. Support the implementation of effective advisement practices regarding career and college planning.</p>	Principal Asst. Principals Teachers Counselors	2019-2020 SY	100% Completion of Career Interest Inventories 10% Increase in Career Day Event Provide Transition activities throughout the year. 5th Grade Transition-6th Grade Tour, Welcome to 6th Grade Night, 6th Grade Camp for all students 9th Grade Transition-9th Grade Tour, College & Career Planning, Transition Meetings at elementary schools.

Goal Area II
Excellence in Organizational Effectiveness

Performance Objective: HMS will maximize the physical safety of all stakeholders.				
Initiative	Enhance physical safety for all stakeholders at each campus and facility.			
Action Steps		Person/Role Responsible	a. Timeline for Implementation b. Method for Monitoring	Performance Targets/Artifacts/Evidence
<p>School Safety: Plan and implement safety improvements at Henderson Middle School to increase security and to keep all stakeholders safe. Examples of technology and building enhancements include video security cameras, restricted door access controls, fencing, etc.</p> <p>Daily checks for ID Badges, Doors Locked, Severe Weather/Evacuation Maps posted, Restrooms Graffiti Free</p>		Principal Asst. Principals Instructional Coach Teachers Counselors SRO All Staff	2019-2020 SY Walk-throughs Safety checklist	100% compliance on all Safety procedures, as evidenced by Safety Walks. Decrease the percentage of students who respond to the GSHS question-"I have felt unsafe at school or on my way to or from school" from 36% to 30%
<p>Student Behavior: Supervise the 4-step discipline process Conduct Discipline Data Talks in faculty meetings Monitor students during transitions Continue with PBIS Team, Expectations, & Rewards Train Staff during Professional Learning on PBIS strategies School Climate Professional Learning for all teachers Continue partnership with the APEX Program at the BCCC.</p>		Principal Asst. Principals Instructional Coach Teachers Counselors	2019-2020 SY Analyze Discipline Data monthly & quarterly Track APEX Participation	Student behavior will improve and discipline referrals will be reduced by 10% when compared with the previous year. 1346 to 1212
<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	2019-2020 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 20%. Increase student attendance by 20%

**Goal Area III
Excellence in Relationships and Perceptions**

Performance Objective: Improve Stakeholder Engagement at HMS.				
Initiative	HMS will improve the quantity and quality of collaboration with students, families, staff, and the community to foster positive relationships.			
	Action Steps	Person/Role Responsible	a. Timeline for Implementation b. Method for Monitoring	Performance Targets/Artifacts/Evidence
	Increase the perceptions of students about Henderson Middle School.	All Faculty and Staff	2019-2020 SY	Increase the percentage of students who respond to the GSHS question- "I like school from 65 to 80%"
	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 an all-call system.	Principal Asst. Principals Instructional Coach Teachers	2019-2020 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	2019-2020 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	2019-2020 SY Review Survey Data	HMS will earn a Climate Star Rating of 4
	HMS will participate in 1 community initiative each semester. Staff will work towards setting high standards for achievement.	Principal Asst. Principals Instructional Coach Teachers Counselors	2019-2020 SY Staff Participation	HMS will improve relationships and perceptions by 50%, as evidenced by the Title I/Parent Surveys results.

Performance Objective: Create and nourish a culture of kindness, connectedness that support and empower all stakeholders.			
Initiative	HMS will promote positive, caring, and supportive school climate that are respectful for all.		
Action Steps	Person/Role Responsible	a. Timeline for Implementation	Performance Target/sArtifacts/Evidence
		b. Method for Monitoring	
<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	2019-2020 SY _____ Number of Safety Plans Number of Discipline Referrals	100% of staff & students will adhere to the Anti-bullying plan. Decrease the percentage of students who respond to the GSHS question-“Someone has bullied or picked on me” from 26% to 20%
<p>PBIS: Kindness Initiative- Counselors will recognize students monthly for acts of kindness. Continue guidance activities to improve peer to peer relationships. Implement Second Step Program and Soft Skills as an intervention to teach behaviors and personal habits in the form of groups or individual counseling as needed. Continue with the implementation of Core Essentials. Redesign the PBIS Team, Roles, and Focus Teams. -Get Your ROAR On!</p>	Principal Asst. Principals Instructional Coach Teachers Counselors All Staff	2019-2020 SY _____	Increase the percentage of students who respond to the GSHS question- “I like school from 65% to 80%” Increase the percentage of students who respond to the GSHS question-“I feel safe at school” from 64% to 80% Improve PBIS Rating from Emerging to Operational. Counselors will collect 9 artifacts per month to help promote the teaching of behavior. Word of the Month will be broadcasted via news team. Recognize students monthly during the Student of the Month Program.
Continue the ROAR Tigers Leadership Council to promote kindness and reduce bullying incidents.		2019-2020 SY _____	Increase the percentage of students who respond to the GSHS question-“I feel safe at school” from 64% to 80% Improve PBIS Rating from Emerging to Operational.
HMS ROARing Tigers Mentoring Program	Counselors Principal Asst. Principals	2019-2020 SY _____	Student behavior will improve and discipline referrals will be reduced by 10% when compared with the previous year. 1346 to 1212
Implement New Student Orientation monthly at HMS.	Counselors Principal Asst. Principals	2019-2020 SY _____	Increase the percentage of students who respond to the GSHS question- “I like school from 65% to 80%”