

Excellence in Education

Dixon Middle School

Strategic Plan

2011-2012 Results and Next Actions



Adopted by Onslow County Board of Education 2010



Dixon Middle School Administration

James P. Strobe, Principal

Laurie Lanvermeier, Assistant Principal (2010-2011)

Cathy Powell, Assistant Principal (2011-2012)



Principal's Message

For over eighty years, Dixon Middle School has been providing a quality education for our very supportive community. Times have changed, but the same commitment to “Excellence in Education” remains. Our school works with all stakeholders to make data-driven decisions that will have a positive impact on the lives of the students we serve. We strive to empower our students through innovation and rigor on a daily basis as we increasingly merge 21st century skills with core content.

As a nationally recognized School to Watch, Dixon Middle School offers many opportunities for students to grow. There is a wide array of advanced math and language arts courses that provide a rigorous, future-ready curriculum. We have a robust AVID program that serves over seventy five students. All eighth grade AVID students complete Algebra I for high school credit. Our partnership with Hanban and The Center for International Understanding at the University of North Carolina has enabled us to partner with a school in the Jiangsu province in China and to participate in the Guest Teacher Program, utilizing a Chinese teacher to enlighten our 6th-8th grade students to Chinese language and culture through one of our exploratory classes.

Providing for the social development and citizenship of our children is another important aspect of middle school. With this in mind, Dixon Middle School has expanded its extracurricular activities to add the Builders Club, National Junior Honor Society, and Student Council to the many student groups that we already have in place. Student achievement is recognized and celebrated regularly.

Deep rooted values and an eye to the future continue to make Dixon Middle School a special place to learn. We look forward to meeting the challenges ahead as we do our part to prepare Future Ready graduates.



School Profile

Executive Summary

Introduction

The School Profile documents community demographic data, school characteristics, student performance data, and stakeholder perspectives regarding the quality of education at Dixon Middle School. Within the profile, trends are noted as well as strengths and areas of needed improvement. Each year a more in-depth and detailed analysis of data is made both at the system level and the school level to assist the school in meeting the organization and instructional effectiveness of Dixon Middle School and success in meeting the needs of students at the school.

Community Demographic Data

Dixon Middle School is located in a rural setting composed of six feeder communities: Holly Ridge, Jacksonville, Maple Hill, North Topsail Beach, Sneads Ferry, and Verona. Presently, our school receives the majority of students from Dixon Elementary School; however, each year, over sixty students are sent over from Southwest Elementary School. Over the years, the Dixon community has seen sharp rises in both retirees seeking the resort type atmosphere of the coastal communities and young families drawn to the availability of more and/or affordable housing. New housing developments and business



School Profile

are also in the planning and building phases which is expected to increase the student enrollment over the next few years.

Student Performance Data

National Standards:

Federal legislation from the No Child Left Behind (NCLB) has set a series of performance targets based upon the subgroups of a school's student population. Schools must meet all the targets identified in order to meet Adequate Yearly Progress (AYP).

During 2009-2010, Dixon Middle School met 100% or 19 out of 19 targets and met AYP.

Dixon Middle School also met overall expected growth on the 2010 EOG assessments and was recognized as a school of progress. The attendance rate for students is 94.5% for all students.

For the 2010-11 school year, Dixon Middle School was once again recognized as a school of progress and made expected growth. However, our school did not meet AYP. 14 of 19 targets were met. Math and EC are both areas identified as non proficient according to federal standards. There was a slight increase in the attendance rate to 94.8%.



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State Standards:

The North Carolina End-of-Grade (EOG) assessments are given in reading and mathematics for grades six through eight. Seventh grade students participate in the state administered writing assessment, and eighth grade students are given the North Carolina Online Test of Computer Skills. Students enrolled in the high school credit-bearing classes of Algebra and Geometry are required to complete the respective End-of-Course (EOC) assessment.

Dixon Middle School has seen fluctuations in student performance over the years. This is based largely on the fact that curriculum is evolving, which bring stricter standards and new assessments to the students. To foster growth in this changing field of education, Dixon Middle School, in conjunction with other Onslow County Schools, utilized research-based practices to ensure that all students are prepared to be globally competitive and responsible citizens in the 21st century. Students will be expected to excel in curriculum that is rigorous and relevant incorporating the arts, second languages, and competencies in the use of technology. Overall proficiency in 2010 for math at Dixon Middle School was 79.1% and was 71.9% for reading. In 2011, proficiency increased to 81.3% for math and 74.6% for reading.



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Computer skills performance results indicated an increase from 64.9% to 81.3% overall.

This is due largely in part to the focused instruction that our students received as well as the utilization of integrated lesson plans supported by the Technology Coordinator assigned to the school.

At Dixon Middle School, students with disabilities and economically disadvantaged students are in the most need to support and focused intervention strategies. **Based upon 2011 testing data 36.7%** (2010-35.8%, 2009-32.7%) of students with disabilities were proficient on in reading, **while 39.2%** (2010-53.7%, 2009-44.2%) were proficient in mathematics. **In 2011, economically disadvantaged students achieved 75.1%** (2010-63.0%, 2009-57.9%) proficient in reading **and 75.1%** (2010-71.4%, 2009-71.6%) were proficient in mathematics.

Instruction will continue to encourage high expectations with technological focus and collaboration among peers and community liaisons in preparation for 21st century goals.

The curriculum will be structured and organized to support academic excellence, developmental responsiveness, and social equity. Currently, the teachers of Dixon Middle



School Profile

School are participating in professional development on Curriculum, Instruction, and Assessment.

Our Academically and Intellectually Gifted students benefit from the support of our AIG specialist. The mathematics teacher specializes in curriculum compacting to accelerate the mathematics students. At Dixon Middle School, students are able to take both Algebra I and Geometry during the eighth grade year, enabling the students to enroll in Algebra II during the freshman year.

Students in the advanced math class and 8th grade AVID took the Algebra I EOC. During 2010-2011, 43 of the 45 students at DMS that took the Algebra I EOC achieved proficiency (49 of 50 in 2009-2010).

There were mixed results in 2010 for our Career and technical Education classes. The OCS goal was set at 85.3% in 2011 (84.9% in 2010) for middle school VoCAT exams. Business Computer Technology students were 77.2% (84.9%--2010) proficient. Keyboarding students were 45.1% (57.7%--2010) proficient. With the addition of a full-time technology facilitator on campus and increased use of instructional technology throughout the school, students will be able to reinforce the skills that they are learning and tests scores will increase this year.



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Throughout the school differentiated instructional practices are used to enhance the curriculum. Our EC teachers offer support to students in reading and math. Curriculum Assistance and AIMS Web testing occur during EACH (homeroom) to minimize disruptions to instructional time. Dixon Middle School also offers a Life Skills class that serves as a feeder program for Dixon High School's Occupational Preparation program.

Student Demographic Data

During the 2011 school year, Dixon Middle School served 555 students (2010-526) in sixth through eighth grade. The ethnic composition of the school is as follows: 81.8% White, 8.8% African American, 5.18% Multiracial, 3.4% Hispanic, Native American and Asian are both less than 1%. The free and reduced lunch population is 44% percent.

Students are currently serviced by thirty-nine certificated staff members, including administration, guidance, and media specialist, as well as thirteen support personnel composed custodians, teaching assistants, and office staff. The school also receives services from the following individuals: school nurse, school social worker, technology facilitator and technology assistant.



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For 2011, ninety students were serviced by the Exceptional Children's Program (2010-80 students). Currently we have four English as a Second Language (ESL) students identified in the school. For this reason, teachers have been trained by the ESL department to foster learning and promote understanding in the core curriculum. The AIG program currently services fifty-two identified students, and the AVID program will service seventy-five students.

School Characteristics

Dixon Middle School is located on the corner of Highway 17 and 210 just north of Holly Ridge. The original school building was built in 1929 and has served as a school for a variety of levels over the years. Under the school bond referendum funding, land was purchased for a future middle school. This will bring Dixon Middle School into the forefront of technology in education with an updated facility and renewed spirit to the staff.

The master schedule of Dixon Middle School has been designed to allow flexibility and creativity. This has led to an increase in the amount of course offerings and extracurricular activities, while maintaining a duty-free lunch for teachers.



School Profile

The school also has an ongoing partnership with the University of North Carolina at Wilmington's Teacher Training Program. The school benefits from the innovative practices brought by student interns. We will continue to foster this partnership to promote the valuable resource for teacher recruitment.

Stakeholder Perspectives

The active Parent Teacher Organization members work hard to encourage parents from all of the school communities to support Dixon Middle School in any ways possible.

During 2010-2011, responses to 360 degree surveys showed that stakeholders felt safe at school, but there is room for improvement in a couple of areas. Dixon Middle School will continue to promote a safer feeling for all stakeholders, particularly in bathrooms and locker rooms.

Parents, students, and teachers all agree that technology has been beneficial to instruction at Dixon Middle School. Survey data suggests that about a third of all students and teachers feel the need for increased technology use, although it was not directly asked.

Vision and Mission Statements for Dixon Middle School

Vision:

We believe with high expectations and hard work, our students can achieve anything.

Mission:

Dixon Middle School will inspire and empower our students to become life-long learners who will develop into globally competitive, 21st century citizens.



ONslow COUNTY SCHOOLS STRATEGIC PLAN

Regulatory Information and Assurance Statement

2011-2012

School:	Dixon Middle School
Date Submitted:	10/7/2011

1	Number of Plan Team Members	18
2	Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants were elected (by secret ballot) by their respective groups to serve on the School Strategic Planning Team (SSPT). Check Yes/No	YES
3	Percentage of total school staff (see note below) approving updated plan (Number approving plan divided by number voting. If there are no changes, fill in the blank with N/A.	100%
4	Date of vote	10/7/2011
5	A secret ballot vote for staff approval of the plan was conducted. Check Yes/No	YES
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check Yes/No	YES
7	Percentage of School Strategic Planning Team who are parents providing input in the development of the Plan. (Number of parents divided by members on the team.)	50%
8	The required staff development reports have been disseminated to the appropriate persons or departments. Check Yes/No	YES
9	The dates, times, locations, and agenda items for meetings regarding our school strategic plans were publicized so as to abide by the open meetings law. Check Yes/No	YES
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.	YES
11	All required local, State and Federal programs have been addressed in the School Strategic Plan.	YES

Principal's Signature	James Strobe
Signature, SSPT Facilitator/Chairperson	Laura Wood
Signature, Elected Parent Representative	Jennifer Miller
Signature, Elected Parent Representative	Susanne Sanders

Note: Eligible voting staff--principals, assistant principals, licensed instructional personnel, support personnel, and teacher assistants.

LEA Number: Onslow County Schools - 670
School Name/Number: Dixon Middle School
School Address: 200 Dixon School Road, Holly Ridge, NC 28445
Plan Year(s): 2010-2012
Date prepared: Fall 2011

Principal Signature: _____

_____ Date

Local Board Approval Date: _____

_____ Date

School Strategic Planning Team

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Committee Position*	Name
Assistant Principal Representative	Laurie Lanvermeier	Assistant Principal Representative	Cathy Powell
Teacher Representative	Laura Ward		
Inst. Support Representative	Bob Julian		
Teacher Assistant Representative	Toni Grimsey		
Teacher Representative	Chuck Grimsey		
Teacher Representative	Toni Meyer		
Teacher Representative	Sammie Shepard		
Teacher Representative	Sherrie Weaver		
Teacher Representative	Chandra Walsh		
Parent Representative	Jennifer Miller		
Parent Representative	Frances Lynch		
Parent Representative	Jim Lynch		
Parent Representative	Beth Long		
Parent Representative	Francesca Zagatti		
Parent Representative	Tricia Galligan		
Parent Representative	Linda Moody		
Parent Representative	Becky Kellum		
Parent Representative	Susanne Sanders		

* Add to list as needed. Each group may have more than one representative.



Priority 1 and Associated Strategies

Plan/Do	NC Goal 1:	North Carolina public schools will produce globally competitive students.		
	OCS Goal 1:	Onslow County students will be globally competitive through the mastery of a relevant and rigorous curriculum.		
	DMS Goal 1:	Dixon Middle School students will be globally competitive through the mastery of a relevant and rigorous curriculum.		
	Target: (Desired Result)	Dixon Middle School will be a School of Distinction in 2011		
	Indicator: (Measure)	EOG results		
	Strategy: (Needs Assessment, Question #4)	Expand and refine Horizons activities to focus on five areas: Careers, Math, Science, North Carolina and Global Awareness.		
	Action Steps: (Processes/How)	1 Form committees to plan Horizons activities for Early Release days		
		2 Committee plans activities and disseminates information to the school staff.		
	Strategy:	Increase positive reinforcement for grades, behavior, and attendance		
	Action Steps:	1 Increase use of "Proudgrams" and other positive modes of communication		
		2 Recognition of student achievement displayed in each hallway.		
		3 T-shirts and /or other items to recognize student achievement (i.e. "B.U.G.S.---Brought Up GradeS")		
4				
Strategy:				
Action Steps:	1			
	2			
	3			
	4			
How will we fund these strategies?				
Funding source 1:	State funds for at-risk students	Funding amount:	\$2,000	
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$2,000	
Review frequency:	Quarterly			
Action Team: (Who is responsible)	Administration, Horizons committee members, teachers (recognition)			
What data will be used to determine whether the strategies were deployed with fidelity?				
Communication, photographs, and other records of Horizons activities will be maintained. Formal and informal observations will monitor the use of positive reinforcement. The school secretary will keep record of all purchases from At-Risk funds.				

Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data

ClassScape, classroom assessments, progress reports, and state assessment data will determine progress.

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012) (Summarize your results.)

Although overall test scores did improve (Math: 81.3% [2011], 79.1% [2010]; Reading: 74.6% [2011], 71.9% [2010]) , Dixon Middle School was not recognized as a School of Distinction. Sixth grade math and eighth grade reading did not make expected growth. The school did not meet AYP for math as the federal government has increased proficiency level to 88.6%. Also in AYP data reporting, there is needed work with Economically Disadvantaged students. ED scores increased from 52.9% to 58.8%, but there is still a large achievement gap.



Act

Based upon identified results, what action should be taken? (Next Actions)

Dixon Middle School will utilize incentive trips to promote student growth. The final Early Release Day will focus on a Chinese Cultural Event coordinated at the DHS gym, with special focus on student performances, Dixon Middle School will also explore the possibility of AVID kids taking foreign language for high school credit. 6th grade AVID selection will be revamped, allowing students to get acclimated to middle school prior to interviews and selections.



Priority 1 and Associated Strategies

Plan/Do	NC Goal 2:	North Carolina public schools will be led by 21st Century professionals.		
	OCS Goal 2:	Onslow County Schools and students will be led by creative, passionate, and technologically skilled professionals.		
	DMS Goal 2:	Dixon Middle School and students will be led by creative, passionate, and technologically skilled professionals.		
	Target: (Desired Result)	Instructional technology will be used by 75% of teachers and morale will increase by 100%		
	Indicator: (Measure)	Teacher Observations; Teacher Working Conditions Survey; 360 Degree Feedback		
	Strategy: (Needs Assessment, Question #4)	Create a more effective schedule for using the computer labs.		
	Action Steps: (Processes/How)	1 Testing and other protected days will be disseminated to the staff.		
		2 Each grade level will be assigned a certain number of days for the two labs.		
		3 Calendar of computer labs will be maintained on public folders in Microsoft Outlook by our media assistant		
		4		
	Strategy:	Teachers will be assisted in the use of technology by a full-time Technology Facilitator.		
	Action Steps:	1 Tech facilitator will be able assist teachers one-on-one, in small groups, and at full staff meetings		
		2 Tech facilitator will train staff on use of ClassScapes and other educational applications		
3				
4				
Strategy:	Increased recognition of teacher achievement and effort to improve teacher morale.			
Action Steps:	1 Mariner Club recognition via Mariner of the Week and Mariner of the Month			
	2 Bulletin board of teacher achievement will be maintained in the teacher workroom.			
	3			
	4			
How will we fund these strategies?				
Funding source 1:	Select a funding source	Funding amount:		
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$0	
Review frequency:	Quarterly			
Action Team: (Who is responsible)	Administration, Guidance Department, Mariner Club committee members, Technology Facilitator, Media Assistant			
What data will be used to determine whether the strategies were deployed with fidelity?				
Record of ClassScape activity will be maintained to ensure usage. Classroom observations will provided further evidence of the use of technology in classrooms. The computer lab schedules will be maintained in the public folders section of the OCS email system.				

Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)

Formal and informal classroom observations will determine the use of instructional technology. School created and 360 degree feedback will determine progress towards the goal of raising morale.

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012) (Summarize your results.)

Although there is not an exact relationship between questions from the 2009-2010 survey and the 2010-2011 360 degree feedback, there is trend data to show positive gains. For example, the 2010 survey question "32. School leadership shows support for teachers and demonstrates collaboration among all the stakeholders." 44% gave the highest response of strongly agree. In 2011, the question was posed "8. I receive help in an efficient and timely manner while in the following areas: Administrative offices". 79% gave the highest response of "Most of the time" to this question.

Act

Based upon identified results, what action should be taken? (Next Actions)

Teachers are in need of quicker and more thorough response for IT concerns. To assist in this matter, all teachers are leaving their "IT Help" requests with the Media Coordinator, who will log the requests into the IT helpdesk. Students will be allowed to bring their own technology for educational purposes. To assist in this endeavor, policies and procedures must be agreed to by students and parents. Students will also need to declare their devices with their homeroom teachers (logging in serial numbers and descriptions to avoid questions of device ownership.) Even though our Technology Facilitator will be shared with another school, we are planning more trainings this school year. These trainings will focus on Web 2.0 tools, new technology uses, mobile technology, and other topics. These training will occur at staff and team meetings, as well as after-school sessions. To help boost staff morale, the Mariner Club (a.k.a. "Sunshine Committee") will sponsor monthly prize drawings. A wellness center will be created to help increase staff morale and promote well-being.

Priority 1 and Associated Strategies

Plan/Do	NC Goal 3:	North Carolina Public School students will be healthy and responsible.		
	OCS Goal 3:	Onslow County students will learn in a safe and civil environment to be ethical, healthy and productive citizens.		
	DMS Goal 3:	Dixon Middle School students will learn in a safe and civil environment to be ethical, healthy and productive citizens.		
	Target: (Desired Result)	Out of School suspensions and reportable acts by at-risk students will decrease by 10% from the 2010 school year.		
	Indicator: (Measure)	NC Wise discipline data		
	Strategy: (Needs Assessment, Question #4)	Dixon Middle School will create the "Pivot Academy" to regularly mentor and encourage at-risk students.		
	Action Steps: (Processes/How)	1 Guidance counselors identify at-risk students		
		2 Selected teachers used grant money to plan and conduct Pivot activities over the summer (2010)		
		3 Pivot Academy leader will meet with the Pivot group at least once per week to mentor grades, behavior, and		
		4 Additional students will be recruited and further activities will be planned during the 2010 school year.		
	Strategy:	Drama Club students will create, record, and distribute skits on character education.		
	Action Steps:	1 Students will be recruited to join the Drama Club by the Drama Club advisor.		
		2 Guidance counselors and Data Manager will reschedule interested students to the Drama Club homeroom		
		3 Drama advisor will utilize existing resources (digital video recorder) to have the students create and record character		
		4 Drama advisor will post the video to the network for other homeroom teachers to utilize.		
Strategy:	All students will be exposed to "Life Skills" curriculum.			
Action Steps:	1 Both Health and PE Teachers will be trained in Life Skills curriculum.			
	2 Students will be given weekly lessons on positive decision making by the Health and PE teacher.			
	3 County office and grant providers will evaluate the effectiveness of the instruction.			
	4			
How will we fund these strategies?				
Funding source 1:	Other	Funding amount:	\$3,000	
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$3,000	
Review frequency:	Quarterly			
Action Team: (Who is responsible)	Administration, guidance counselors, Pivot academy advisors, Drama Club sponsor, NC Wise data manager.			
What data will be used to determine whether the strategies were deployed with fidelity?				
Lesson plans, observations, and photographic accounts of activities will be reviewed. Character Education skits will be maintained on the teacher share drive.				

Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as

ISS and OSS data will be reviewed and compared to the previous year's data quarterly by the administration.

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012) (Summarize your results.)

School reportable acts dropped from seven to one during the 2010-2011 school year. The one reportable act was attributed to one DMS student at the Onslow County Learning Center and did not occur at the Dixon Middle School campus. Pivot academy proved to be successful. There was only one discipline write up resulting in ISS for a Pivot student during the final quarter of the year. Utilizing Life Skills during Health and PE was another success. School discipline is well below the district averages for reportable acts (DMS--0.18 per 100; OCS--0.89 per 100), short term suspensions (DMS--8.24 per 100; OCS 15.77 per 100), and long term suspensions (DMS--0.00 per 100; OCS--0.02 per 100). Drama skits to reinforce character education were performed during EACH class (homeroom) through the year.

Act

Based upon identified results, what action should be taken? (Next Actions)

Exploratory teachers have created a "Monday Curriculum" to focus on character education, bullying, networking, and other hidden curriculum items to promote citizenship, responsibility, and success. Dixon Middle School will expand Pivot to include 8th grade and 7th grade groups this year. Life Skills will continue to be taught in Health and PE. Drama students will continue to create and perform skits on character education.



Priority 1 and Associated Strategies				
Plan/Do	NC Goal 4:	Leadership will guide innovation in North Carolina public schools.		
	OCS Goal 4:	Leadership will foster innovation in the Onslow County School System in cooperation with families and community partners.		
	DMS Goal 4:	Leadership will foster innovation at Dixon Middle School in cooperation with families and community partners.		
	Target: (Desired Result) Dixon Middle School will decrease the number of non proficient students by 10% (specifically targeting 6th grade and E			
	Indicator: (Measure) EOG data, NC Report Card, 360 Degree Feedback			
	Strategy: (Needs Assessment, Question #4) Increase parent and community involvement at Dixon Middle School and awareness of EOG curriculum.			
	Action Steps: (Processes/How)			
	1 Utilize community members and parents for Horizons activities.			
	2 Expand our partnership with MARSOC			
	3			
	4			
	Strategy: Improve 5th to 6th grade transition.			
	Action Steps:			
	1 Have Dixon Middle School kids visit the 5th graders of our feeder school.			
	2 Leadership Camp kids visit 5th graders at feeder schools.			
3 Leadership Camp kids and student leaders will help implement an orientation program.				
4				
Strategy: Expand the inclusion model to 8th grade				
Action Steps:				
1 Restructure the eighth grade teams to allow for two inclusion clusters.				
2 Identify EC students that would benefit from inclusion.				
3 Recruit two teachers to focus on inclusion clusters for Language Arts and Math				
4				
How will we fund these strategies?				
Funding source 1:	School general funds	Funding amount:	\$500	
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$500	
Review frequency:	Quarterly			
Action Team: (Who is responsible) Administration, guidance counselors, Leadership Camp sponsors, Horizons committee members				
What data will be used to determine whether the strategies were deployed with fidelity?				
The BASES Report for 2010-2011 will show data from those that volunteer their time to Dixon Middle School. Visitor Logs and communication logs will be				

used as well. Photos of transition and Horizons activities will provide further evidence. Inclusion expansion can be determined by examining the master schedule.

Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data

ClassScapes, Aims Web, nine week progress reports, and state assessments will be used to determine progress.

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012) (Summarize your results.)

6th grade math scores went from 78.5% proficient in 2010 to 76.7% in 2011. 6th grade reading scores went from 85.5% in 2010 to 80.8% in 2011. Parents and community members were utilized extensively during Career Horizons day. Dixon Middle School utilized Marines for student proctoring during exams and had Marines visit classes. One particular success included a Spanish-speaking Marine who visited our Spanish classes several times during the year. According to NC School Report Card information, EC Scores dropped from 26.9% to 24.1%

Act

Based upon identified results, what action should be taken? (Next Actions)

The DMS Junior Student-to-Student group has been formed and trained. This group is assisting with 6th grade orientation and is helping with student transitioning. We will explore having the Junior Student to Student group work with the DHS Student to Student group to create a video and revamp 8th grade transition activities as well. EC Service delivery has been revised to allow students to remain in their regular education classes for half of the week and also receive help in the EC classroom half of the week. Regular education teams/teachers are working with EC teachers to coordinate and plan lessons that are appropriate for the educational levels of all students.

Priority 1 and Associated Strategies

Plan/Do	NC Goal 5:	North Carolina public schools will be governed and supported by 21st Century systems.		
	OCS Goal 5:	The Onslow County schools will be supported by effective and efficient processes and systems.		
	DMS Goal 5:	Dixon Middle School will be supported by effective and efficient processes and systems.		
	Target: (Desired Result)	Positive responses about the efficient operations of the school will increase by 10%		
	Indicator: (Measure)	360 Degree Feedback		
	Strategy: (Needs Assessment, Question #4)	Utilize a custodian schedule		
	Action Steps: (Processes/How)	1 Administration will work with grade chairs and head custodian to create a schedule.		
		2 Schedule will be disseminated in written copy to all staff members.		
		3		
		4		
	Strategy:	A grant-writing committee will be formed.		
	Action Steps:	1 Identify key staff members to join the grant writing committee.		
		2 Schedule training with successful grant writers at the central office.		
3 Identify grant sources.				
4 Apply for grants				
Strategy:	Departmental meetings will be scheduled for every Wednesday.			
Action Steps:	1 1st: AVID Site Team			
	2 2nd: Department Meetings (Vertical Teaming)			
	3 3rd: Whole Staff Meeting			
	4 4th: Quality Council			
How will we fund these strategies?				
Funding source 1:	Select a funding source	Funding amount:		
Funding source 2:	Select a funding source	Funding amount:		
Funding source 3:	Select a funding source	Funding amount:		
Funding source 4:	Select a funding source	Funding amount:		
Funding source 5:	Select a funding source	Funding amount:		
		Total initiative funding:	\$0	
Review frequency:	Quarterly			
Action Team: (Who is responsible)	Administration, Grade Chairpersons, Department Contacts, Quality Council.			
What data will be used to determine whether the strategies were deployed with fidelity?				
Notes, agendas, and communication from meetings will be collected. Custodial schedules will be place on file. Grants will be processed through the Onslow County Schools Finance Department.				

Check

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data)

School created surveys and 360 degree feedback will be utilized.

What does data show regarding the results of the implemented strategies? (2010-2011, 2011-2012) (Summarize your results.)

360 Degree Feedback shows an improvement in staff perception of cleanliness at school. In 2010, the climate survey reported that 22% percent strongly agreed that the facilities were clean. In 2011, 54% reported that the school was clean most of the time. A custodial schedule was created at the beginning of the year, but due to a turnover of half of our custodians, it will need to be revised. Only one teacher surveyed was willing to go through grant-writing training in 2010. Dixon Middle School personnel still wrote and received two Bright Ideas Grants during 2010.

Act

Based upon identified results, what action should be taken? (Next Actions)

The Head Custodian will send an email to teachers when the custodians are shorthanded. DMS will update custodial schedule and responsibilities list. Explore CCCC classes for grant writing. Require agendas and take minutes at department meetings. Exploratory team will meet during deparment meetings to work on hidden curriculum. The EC department will meet on Tuesdays after school so EC teachers can attend grade-level meetings during the day.