

# NEW BRIDGE MIDDLE SCHOOL



## Strategic Plan - 2007-2010 2009-2010 Update

401 New Bridge Street  
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## **New Bridge Middle School - 2009-2010**

### **School Administration**

Brent Anderson, Principal

Beth Sterchi, Assistant Principal

### **Office Staff**

Kathy Humphrey, Secretary

Nicole Bentrup, Receptionist

Karen Malone, Data Manager

### **Instructional Staff**

Ange Bender, Counselor

Jennifer Sullivan, Media Specialist

Barbara Edwards, AIG Specialist

Gwen Simmons, EC Case Manager

Ashley Kosis, EC Teacher

### **Sixth Grade**

Nathan Davies, Science

Gretchen Friesen, Math

Bill Gerichten, Social Studies

Jennifer Lem, Language Arts

Maisha Mayfield, LA/SS

Francine St. Andrews, Math/Sci

### **Seventh Grade**

Margie Anderson, Science

Julie Baile, Science

Tara Boyer, Math

Karrie Helt, Math

Lisa Kinsey, Language Arts

Ryan Laurie, Social Studies

Brittany Williams, LA/SS

### **Eighth Grade**

Sarah Batcheler, Language Arts

Andy Cowell, LA/SS

Kim Goens, Science

Jill Ludlum, Social Studies

Sherri Williams, Algebra/Math

### **Elective Team**

Princess Blunt, Health/PE

Bryant Copeland, Band

Angela Israel, CTE

Jennifer Mahouchick, Strings

Joey Mahouchick, Health/PE

Janet Nickle, Art/Graphic Design

Tambra Rosage, CTE

Lindsay Williams, Chorus

### **Support Staff**

Rick Long, Media Assistant

Joel McBroom, ISS Director

### **Custodial Staff**

Corey Carr, Head Custodian

Glender Arnold, Custodian

Ron Richardson, Custodian

Delores Samuel, Custodian

Lora Scott, Custodian

### **School Resource Officer**

Cometto Davis

### **Cafeteria Manager**

Julie Davis

**New Bridge Middle School - 2009-2010**

**School Leadership Team (SLT)**

Jennifer Mahouchick, Strings - SLT Chairperson

Julie Baile, Science

Barbara Edwards, Language Arts

Lisa Kinsey, Language Arts

Rick Long, Media Assistant

Tambra Rosage, CTE

Sherri Williams, Algebra/Math

Brent Anderson, Principal

Beth Sterchi, Assistant Principal

Melissa Anderson, Parent

Ola Eweje, Parent

Kelly Green, Parent

Sherry Hambright, Parent

Rose Marshburn, Parent

Jennifer Sarno, Parent

Lindsey Sylvester, Parent

Pamela Vinson, Parent

Cathy Wangerin, Parent

**Building Level School Strategic Plan  
Regulatory Information and Assurance Statement  
2007-2010**

School New Bridge Middle School Date Submitted September 25, 2009

- |  |   |
|--|---|
| 1. Number of School Improvement Plan Team Members  | <b>18</b>   |
| <hr/>  |   |
| 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). | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 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.)   | <b>100%</b>   |
| <hr/>  |   |
| 4. Date of vote  | <b>9/23/2009</b>  |
| <hr/>  |   |
| 5. A secret ballot vote for staff approval of the plan was conducted.  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school.  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 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.)  | <b>50%</b>  |
| <hr/>  |   |
| 8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one:   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 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 one:   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 11. All required local, State and Federal programs have been addressed in the School Strategic Plan.   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

**Brent Anderson**

Principal's Signature  
(electronically signed)

**Sherry Hambright**

Signature of Elected Parent Representative  
(electronically signed)

**Jennifer Mahouchick**

Signature, SSPT Facilitator/Chairperson  
(electronically signed)

**Rose Marshburn**

Signature of Elected Parent Representative  
(electronically signed)

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

## **Introduction**

New Bridge Middle School, located in the center of Jacksonville, North Carolina, opened in the fall of 1998. With its focus on math, science, and technology, it is Onslow County's only magnet middle school. The students, who are selected by a computer-generated random selection process, come from elementary and middle schools throughout the county.

New Bridge Middle School's improvement plan has been developed after a careful analysis of information pertaining to all facets of the school. An effort has been made to carefully disaggregate all the data available to the staff, including state EOG scores, state writing scores, surveys and input from parents, students, and staff members. The resulting plan describes the current strengths of the school, identifies its needs, and articulates the strategies that will be implemented to meet those needs.

Currently, the students in grades six through eight participate in many innovative activities tailored for different learning styles. These exciting and varied programs have resulted in academic gains for all students. The staff, however, is committed to school improvement and will implement the improvement plan with the same enthusiasm that has always driven New Bridge Middle School's success.

## **School Profile**

Since its doors opened in August 1998, New Bridge Middle School has offered a rigorous curriculum with a focus in math, science, and technology alongside many special programs to foster learning in a variety of areas. In addition to their academic achievements, students at the school have excelled in athletics, leadership, music, and the arts. They have consistently demonstrated caring citizenship through various community service projects. In the time the school has been open, it has developed a reputation as a school that sets high standards in a nurturing environment. At New Bridge Middle School, all children can succeed.

## **Characteristics of the School**

New Bridge is located in the center of Jacksonville, North Carolina, just blocks from the Jacksonville City Hall and the Onslow County Courthouse.

The building previously housed Jacksonville Middle School, which closed for renovations in 1997 to be reopened in the fall of 1998 as New Bridge Middle School, Onslow County's first magnet school. The purpose of the school was to relieve overcrowding in area middle schools.

Many more students apply to attend New Bridge Middle School than the school can accept. A computer program is used to randomly select the students who will be offered membership in the student body. Parents agree to support teachers in their expectations of high achievement and students agree to adhere to a prescribed dress code. The faculty and staff believe this dress code reduces discipline problems and instills school pride.

New Bridge Middle School is unique in that it draws students from every corner of Onslow County. This makes it possible for friendships to develop among students who might have otherwise not known each other. However, there are disadvantages to drawing students from such a large geographical area. Many students experience lengthy daily bus rides to and from such areas as Topsail Island, Swansboro, Richlands, and Maysville, and are less able to participate in after-school activities.

### **Student Demographic Data**

For 2009-2010 school year, the enrollment of the school is 497 with an ethnic makeup of 67.6% Caucasian, 16.5% African-American, 7.6% Multi-racial, 5.4% Hispanic, 1.2% Asian-American, and .6% Native American students. Approximately 25% of the student population is identified as academically gifted and approximately 9% of the student population is served through additional exceptional children's programs. Our September 2009 enrollment of 497 is equal to our number in September 2008 despite a loss of four teaching positions due to the current budget crisis. As a result of this staffing loss, the NBMS Assistant Principal and Media Specialist are both teaching classes. Despite the loss of core teaching staff, for 2009-2010 New Bridge received a second Exceptional Children's (EC) teacher.

| Demographic Comparison | New Bridge Middle School | Onslow County* |
|------------------------|--------------------------|----------------|
| Caucasian              | 67.6%                    | 76.8%          |
| African-American       | 16.5%                    | 17.4%          |
| Multi-Racial           | 7.6%                     | 2.9%           |
| Hispanic               | 5.4%                     | 7.1%           |
| Asian-American         | 1.2%                     | 2.0%           |
| Native American        | 0.6%                     | 0.8%           |

\*Onslow County QuickFacts from the US Census Bureau 2008 estimate - <http://quickfacts.census.gov/qfd/states/37/37133.html>

### **Student Performance Data**

For the 1998-99 and the 1999-2000 school years, New Bridge was recognized as a School of Distinction and an Exemplary School with the percentage of students performing at or above Level III on the state End-of-Grade (EOG) testing at

86.5% and 85.2% respectively. For the 2000-01 school year, New Bridge was recognized as a School of Excellence with Exemplary Growth and 90.4% of all students achieving at or above Level III. The 2001-2002 and 2002-2003 school years saw New Bridge recognized as a School of Excellence with High Growth and proficiency rates of 95.2% and 96.5% respectively. In the 2003-2004 school year, New Bridge Middle School was recognized by the state as an Honors School of Excellence for meeting Expected Growth with 97.0% of all students achieving at or above Level III, and for meeting 21 of 21 goals under the federal No Child Left Behind guidelines. The 2004-2005 school year saw NBMS with 96.6% of students proficient, 21 of 21 AYP goals met, and a designation as an Honor School of Excellence. Following a state-wide readjustment of math scores during the 2005-2006 school year, New Bridge dropped to an 86.5% proficiency, and failure to meet AYP for the first time since 2002-2003. For the 2006-2007 school year, New Bridge Middle School increased our percent proficient by 0.7% to 87.2%. We also reached all 21 of our AYP target goals, achieved high growth, and were recognized as a School of Distinction by the Department of Public Instruction. Information for the 2007-2008 school year has been updated to include reading proficiencies, and gave New Bridge an overall proficiency of 80.9%. As with the 2006-2007 school year, New Bridge met all of our federal AYP goals. In the 2008-2009 school year, New Bridge continued our tradition of excellence and was again recognized as a School of Distinction with an overall proficiency of 89.18%. Noted in this proficiency included expected growth in all areas, high growth in all areas except 6<sup>th</sup> grade reading and math, and exceptionally high proficiencies in 8<sup>th</sup> grade science (93.038%) and 8<sup>th</sup> grade computer skills (97.484%). For the third straight year, New Bridge met all of our federal AYP goals.

| School Year | Percent Proficient | ABC Designation            | AYP Data         |
|-------------|--------------------|----------------------------|------------------|
| 1998-1999   | 86.5%              | School of Distinction      |                  |
| 1999-2000   | 85.2%              | School of Distinction      |                  |
| 2000-2001   | 90.4%              | School of Excellence       |                  |
| 2001-2002   | 95.2%              | School of Excellence       |                  |
| 2002-2003   | 96.5%              | School of Excellence       | 20 of 21 (95.2%) |
| 2003-2004   | 97.0%              | Honor School of Excellence | 21 of 21 (100%)  |
| 2004-2005   | 96.6%              | Honor School of Excellence | 21 of 21 (100%)  |
| 2005-2006   | 86.5%              | School of Distinction      | 20 of 21 (95.2%) |
| 2006-2007   | 87.2%              | School of Distinction      | 21 of 21 (100%)  |
| 2007-2008   | 80.9%              | School of Distinction      | 17 of 17 (100%)  |
| 2008-2009   | 89.2%              | School of Distinction      | 17 of 17 (100%)  |

## Analysis of Data

Since the first administration of EOG tests at the end of the 1998-1999 school year, New Bridge Middle School has consistently shown strong numbers of students at or above Level III. With the exception of 2005-2006, the percentage of students proficient in all grade levels in both reading and math has increased each year.

Percent Proficient

| Reading         | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|-----------------|------|------|------|------|------|------|------|------|------|------|------|
| 6 <sup>th</sup> | 89.4 | 86.9 | 87.6 | 91.4 | 93.8 | 93.0 | 96.4 | 94.9 | 94.9 | 69.2 | 84.3 |
| 7 <sup>th</sup> | 90.1 | 87.6 | 94.3 | 94.1 | 98.8 | 96.4 | 93.9 | 98.3 | 96.5 | 69.9 | 80.8 |
| 8 <sup>th</sup> | 93.1 | 95.4 | 97.0 | 97.0 | 96.4 | 98.2 | 98.2 | 97.6 | 99.4 | 81.3 | 86.7 |

Percent Proficient

| Math            | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|-----------------|------|------|------|------|------|------|------|------|------|------|------|
| 6 <sup>th</sup> | 93.4 | 89.2 | 91.8 | 95.4 | 97.8 | 97.8 | 99.5 | 79.1 | 73.4 | 76.3 | 87.6 |
| 7 <sup>th</sup> | 94.7 | 96.0 | 92.4 | 95.3 | 95.9 | 96.4 | 93.3 | 80.7 | 80.6 | 79.5 | 89.8 |
| 8 <sup>th</sup> | 95.3 | 95.4 | 95.2 | 95.2 | 94.7 | 97.6 | 98.2 | 74.4 | 90.0 | 90.6 | 90.5 |

An analysis of the 2006-2007 state EOG scores showed that New Bridge Middle School met expected growth in both reading and math for all grade levels, with high growth shown in seventh grade math, eighth grade math, and Algebra I. New Bridge students were 94.9% proficient in sixth grade reading and 96.471% proficient in seventh grade reading. 99.412% of eighth grade students were proficient in reading. Math numbers were not as high, ranging from 73.446% proficiency in sixth grade to 90% proficiency in eighth grade. AYP data indicated lower proficiencies for free/reduced lunch students in both reading (94.2%) and math (70.8%). Additionally, black students in math (67.5%) performed at a lower level compared to our other identified subgroups.

2007-2008 state EOG scores indicated that New Bridge Middle School met both expected and high growth in all areas with the exception of 6<sup>th</sup> grade math. Math showed proficiency gains in 6<sup>th</sup> and 8<sup>th</sup> grades, with a very slight decrease in 7<sup>th</sup> grade math. Our AYP data indicated lower proficiencies for Black and Economically Disadvantaged students in math, at 55.7% and 55.4%, respectively.

End-of-Grade results for the 2008-2009 school year showed increases of over 10% in sixth and seventh grade math, as well as a 13% average increase in reading proficiencies at the same grade levels. Eighth grade proficiencies remained fairly level for both math and reading. Proficiencies for all of our End-of-Course classes

(Algebra I, Geometry, and Algebra II) were at 100%. As noted above, computer skills proficiencies were over 97% and we saw an 8.275% increase in our overall proficiency from 80.9% to 89.175%.

### **Climate Survey Results**

Every school year, students, parents, and staff participate in a Climate Survey which is developed and administered by the Onslow County Schools. Participants are asked to answer questions related to expectations, school climate, discipline, effective instruction, communication, and parent involvement.

The 2006-2007 climate survey results indicated a positive feeling for the school and its programs. Parents (91.35%), students (80.18%), and staff (80.2%) feel safe at this school. On questions of safety at school, all respondents gave positive responses, with parents providing 88.41% agreement that "all staff members try to make this school safe." Responses on the survey further revealed that parents, students, and staff do not feel that alcohol, tobacco, nor drug use are problems on or off the NBMS campus. The survey also showed that all groups felt that fights are not prevalent on our campus, and that students are being taught the strategies to use to avoid fights and arguments in school. Information from both the 2007-2008 and 2008-2009 climate surveys mirrored these results. Additional data from the 2007-2008 North Carolina Teacher Working Conditions survey identified New Bridge Middle as a great place to teach and learn. In October 2008, we received notice that New Bridge Middle School was to be recognized as a "Real D.E.A.L." school, a designation given to schools which showed strong academic growth, met AYP goals, and received positive responses on the North Carolina Teacher Working Conditions survey.

There was also agreement among those surveyed that students know what is expected of them at NBMS, and that the class work provided to students is challenging. The survey further showed that parents and staff are satisfied with our school and prefer attendance at NBMS rather than transferring to another middle school.

Among areas needing work at NBMS, parents, students, and staff feel that there continued to be issues related to student-to-student relationships and the use of technology in the classroom.

## **Vision, Mission, Goals and Beliefs**

### **Vision**

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Excellence in Education

### **Mission**

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New Bridge Middle School will prepare students to be globally competitive and responsible citizens in the 21<sup>st</sup> Century by bringing the world to them through technology, problem-based learning and scientific inquiry.

### **Beliefs**

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Each student learns in an intellectually challenging environment that is physically and emotionally safe for students and adults.

Each student has access to personalized learning and to qualified, caring adults.

Each student enters school healthy and learns about and practices a healthy lifestyle.

Each student is actively engaged in learning and is connected to the school and broader community.

Each student is prepared for further study in a global environment.

### **Goals**

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New Bridge Middle School students will be globally competitive through the mastery of a rigorous and relevant curriculum.

New Bridge Middle School and students will be led by creative, passionate, and technologically skilled professionals.

New Bridge Middle School students will learn in a safe environment to be civil, healthy and productive citizens.

Leadership will foster innovation at New Bridge Middle School with the cooperation of families and community members.

New Bridge Middle School will be supported by effective and efficient systems.

New Bridge Middle School  
School Strategic Action Plan  
2007-2010

**OCS Goal # 1:** New Bridge Middle School students will be globally competitive through the mastery of a rigorous and relevant curriculum.

**Strategy:** Expand learning opportunities by identifying and implementing a plan to provide assistance and access to a rigorous curriculum for all students.

**Desired Results:**

- Students in grades 6-8 will demonstrate proficiency in each state-required assessment.
- Lessons and classroom observations indicate a rigorous, challenging, and globalized curriculum.
- Technology and media program will be integrated to support teaching and learning across the curriculum.

**Measures:**

- Weekly lesson plans (modified assignments, compacting, problem based learning, writing prompts)
- Grade level unit plans
- Team meeting minutes
- Student work samples
- Classroom Walkthrough data
- NC Public Schools Assessments
- NC VoCATS and CTE data
- Correspondence logs from tutoring sessions
- Completion of staff development opportunities

**Processes:**

- Develop two interdisciplinary units per grade level.
- Provide differentiated instructional strategies to address the diverse learning needs of all students.
- Structure classrooms that provide students with the opportunities to become critical thinkers, problem solvers, and global learners.
- Provide professional development and course development in differentiated instruction, writing across the curriculum, and instructional intervention.
- Implement guidelines for NC media and technology programs (IMPACT model).
- Utilize NC Virtual Public School to provide foreign language opportunities.
- Communicate with feeder high schools to support foreign language program.
- Implement accelerated math pacing guide for AIG students.
- Integrate the use of technology at all grade levels in all subjects/courses.
- Investigate implementation of Project Lead the Way (in conjunction with Career & Technical Education Director)

New Bridge Middle School  
School Strategic Action Plan  
2007-2010

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|---|---|
| <p><b>OCS Goal # 1:</b> New Bridge Middle School students will be globally competitive through the mastery of a rigorous and relevant curriculum.</p>   |   |
| <p><b>Resources:</b><br/>Funding for:</p> <ul style="list-style-type: none"> <li>▪ ASCD Online training (differentiated instruction)</li> <li>▪ Writing Across the Curriculum</li> <li>▪ Foreign Language teacher</li> </ul> <p>Guidelines for media center collaboration (IMPACT model)</p>  |   |
| <p><b>End of year Annual Review, Results, Next Steps</b></p>  |   |
| <p>Summarize your results. Show trends. Were improvements made?</p>   | <p>What are the areas for improvement? What will you do differently the next time?</p>  |
| <p><b>2007-2008 Results</b></p> <ul style="list-style-type: none"> <li>• Each grade level developed and implemented two interdisciplinary units - (ex. <i>Fever 1793</i>, <i>Crime Scene Investigation</i>, <i>Wrinkle in Time</i>)</li> <li>• Eight staff members completed Differentiated Instruction training offered online through ASCD</li> <li>• All staff completed ten hours of Writing Across the Curriculum training</li> <li>• II Team training provided for all staff during Team Planning meetings</li> <li>• Introduced critical/creative thinking research to staff for reflection</li> <li>• All staff received introductory training on the IMPACT Model of Media Center collaboration</li> <li>• Offered French, Spanish and German for 7<sup>th</sup> and 8<sup>th</sup> grade students through the North Carolina Virtual Public School</li> <li>• French offered exclusively to NBMS students through a partnership with Jacksonville High School</li> <li>• An accelerated math pacing guide was developed and utilized in all grade levels</li> </ul> | <p><b>2008-2009 Next Steps</b></p> <ul style="list-style-type: none"> <li>• Grade levels will develop an additional interdisciplinary unit to be implemented this school year</li> <li>• Ten additional staff members will be enrolled in Differentiated Instruction offered online through ASCD</li> <li>• All teaching staff will participate in ten hours of training related to <i>Classroom Instruction that Works</i> by Robert Marzano</li> <li>• Counseling department will provide updates on Instructional Intervention processes and strategies to staff as needed</li> <li>• Expand collaborative planning efforts as defined by the IMPACT Model</li> <li>• Offer Spanish to all grade levels with the addition of a foreign language teacher</li> <li>• Utilize NCVPS and partnership with Jacksonville High School to provide additional foreign language opportunities</li> <li>• Re-examine and adjust accelerated math pacing guide to better meet the needs of our <i>AIG</i> students</li> <li>• Expand integration of and access to technology at all grade levels in all</li> </ul> |

New Bridge Middle School  
School Strategic Action Plan  
2007-2010

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| <p><b>OCS Goal # 1:</b> New Bridge Middle School students will be globally competitive through the mastery of a rigorous and relevant curriculum.</p>   |   |
| <ul style="list-style-type: none"> <li>• Staff received ten hours of training to better utilize existing technology</li> </ul>  | <p>subjects/ courses</p> <ul style="list-style-type: none"> <li>• Develop math professional learning communities (PLCs) to research math-specific strategies</li> <li>• Develop grade-level pacing guides and plan collaboratively to provide consistency in instruction, common formative assessments, and remediation when needed</li> <li>• Four staff members will attend the State Mathematics Conference presented by the NC Council of Teachers of Mathematics (NCCTM)</li> <li>• Designate school representative to visit sites who have already implemented Project Lead the Way</li> <li>• Designated staff member will attend Project Lead the Way training during the summer of 2009</li> </ul>   |
| <p><b>2008-2009 Results</b></p> <ul style="list-style-type: none"> <li>• Continued development of interdisciplinary units:             <ul style="list-style-type: none"> <li>○ <b>6<sup>th</sup> grade</b> - "Banana Tree," "Wrinkle in Time," "Community Services Week"</li> <li>○ <b>7<sup>th</sup> grade</b> - "CSI," "Medieval Times," "Weather"</li> <li>○ <b>8<sup>th</sup> grade</b> - "Fever 1793," "Crossing Carolina," and "National Treasure"</li> </ul> </li> <li>• Based on feedback from staff, online differentiated instruction training offered through ASCD not as effective as face-to-face training</li> <li>• Completed staff development based on Robert Marzano's <i>Classroom Instruction that Works</i>, delivered by members of the NBMS School Leadership Team</li> <li>• Offered Spanish to all grade levels with the</li> </ul> | <p><b>2009-2010 Next Steps</b></p> <ul style="list-style-type: none"> <li>• Work with grade levels on development and refinement of third interdisciplinary unit</li> <li>• School-wide staff development in differentiated instruction planned for the 2009-2010 school year based on Rick Wormelli's <i>Differentiation</i></li> <li>• Counseling Department will continue to provide updates on instructional intervention processes and strategies to staff as needed</li> <li>• Expand collaborative planning efforts as defined by the IMPACT model</li> <li>• Due to budget cuts - Spanish position eliminated - return to offering foreign language through NCVPS</li> <li>• Expand technology in the classrooms with the mounting of 14 Promethean boards and LCD projectors in all core classrooms</li> </ul> |

New Bridge Middle School  
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**OCS Goal # 1:** New Bridge Middle School students will be globally competitive through the mastery of a rigorous and relevant curriculum.

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| <ul style="list-style-type: none"> <li>• addition of a foreign language teacher</li> <li>• 15 students enrolled in French at Jacksonville High School - all received high school credit for foreign language</li> <li>• 3 students enrolled in foreign language through the NCVPS</li> <li>• Adjusted math pacing guides for all grade levels, and conducted monthly planning meetings for math staff</li> <li>• Added Tier II technology for all core classrooms - Promethean/Smart interactive whiteboards, LCD projectors, Elmo document cameras</li> <li>• Began awareness training for assessment information - formative and summative assessment</li> <li>• Due to budget constraints, we did not send representatives to the state Mathematics Conference presented by the NC Council of Teachers of Mathematics (NCCTM)</li> <li>• Investigated implementation of Project Lead the Way at the middle school level - school representative designated and made contact with other sites - none have 100% implementation</li> <li>• Due to budget constraints, staffing cuts, and information received from our investigation, we will not be implementing Project Lead the Way at this time</li> </ul> | <ul style="list-style-type: none"> <li>• Continue development of common formative and summative assessments at all grade levels in all core subjects</li> <li>• Provide training and assistance with developing student PEPs (Personalized Education Plan) to increase student growth</li> <li>• Utilize our new second Exceptional Needs teacher to better serve our non-AIG EC population</li> </ul> |
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New Bridge Middle School  
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2007-2010

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| <b>OCS Goal # 2:</b> New Bridge Middle School students will be led by creative, passionate, and technologically skilled professionals.  |   |
| <b>Strategy:</b> Create and foster a workplace that attracts and retains highly qualified professionals; communicate and foster a climate of high expectations for employee performance.  |   |
| <b>Desired Results:</b> <ul style="list-style-type: none"> <li>▪ A diverse and high quality workforce for the organization is maintained.</li> <li>▪ A high level of employee satisfaction will be maintained.</li> </ul>   | <b>Measures:</b> <ul style="list-style-type: none"> <li>▪ Staff development rosters</li> <li>▪ Staff development evaluations</li> <li>▪ Teacher working conditions survey</li> </ul>  |
| <b>Processes:</b> <ul style="list-style-type: none"> <li>▪ Provide professional development and course development in areas that support the instructional program.</li> <li>▪ Promote a positive and informed working environment for all employees.</li> </ul>  |   |
| <b>Resources:</b><br>Funding for: <ul style="list-style-type: none"> <li>▪ ASCD on-line training (differentiated instruction)</li> <li>▪ Globe Training</li> <li>▪ Writing Across the Curriculum</li> </ul> Instructional Intervention  |   |
| <b>End of year Annual Review, Results, Next Steps</b>   |   |
| Summarize your results. Show trends. Were improvements made?  | What are the areas for improvement? What will you do differently the next time?   |
| <b>2007-2008 Results</b> <ul style="list-style-type: none"> <li>• Staff and course development was provided in the following areas:               <ul style="list-style-type: none"> <li>○ Writing Across the Curriculum</li> <li>○ Technology</li> <li>○ World View</li> <li>○ Differentiated Instruction</li> <li>○ Math T-3 Training</li> <li>○ Other local content area workshops</li> </ul> </li> <li>• A positive and informed working environment for all employees was provided through:</li> </ul> | <b>2008-2009 Next steps</b> <ul style="list-style-type: none"> <li>• Provide high quality and relevant staff development in content areas</li> <li>• Utilize data from Teacher Working Conditions and local Climate Survey to promote a positive and informed working environment</li> <li>• Offer opportunities for off-campus team building (Camp Don Lee)</li> <li>• Develop grade level and content area PLCs to promote collaboration, planning, and collegiality</li> </ul> |

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| <p><b>OCS Goal # 2:</b> New Bridge Middle School students will be led by creative, passionate, and technologically skilled professionals.</p>  |   |
| <ul style="list-style-type: none"> <li>○ Hospitality club (birthdays, holiday goody bags, Secret Santa)</li> <li>○ Duty-free lunch</li> <li>○ Weekly updates/memos/e-mails/podcasts/Kudos in updates</li> <li>○ "Coke and a Compliment," and food/snacks at Team and Staff Meetings</li> <li>○ AlertNow calls</li> <li>○ Sharing of minutes from team meetings via e-mail and public folders</li> <li>○ "Food Fridays"</li> <li>○ "Drops" in our buckets (How Full is Your Bucket?)</li> <li>○ Sharing results from Teacher Working Conditions survey</li> <li>○ Teacher report cards (done by students)</li> </ul>  | <ul style="list-style-type: none"> <li>● Administrative report cards (done by staff)</li> <li>● Continue to utilize NCWISE for full implementation (grade book, attendance, progress reports, etc.)</li> <li>● Provide training for all classroom teachers on the new teacher evaluation instrument to be implemented in 2010-2011</li> </ul>   |
| <p><b>2008-2009 Results</b></p> <ul style="list-style-type: none"> <li>● Content-area Professional Learning Community (PLC) training provided by Onslow County Schools</li> <li>● Held monthly content meetings for NBMS staff</li> <li>● All NBMS instructional staff completed training in <i>Classroom Instruction that Works</i></li> <li>● Surveyed staff on how to improve working conditions:             <ul style="list-style-type: none"> <li>○ Duty-free lunch</li> <li>○ Weekly updates &amp; kudos</li> <li>○ Coke and a compliment at staff meetings</li> <li>○ Alert Now calls</li> <li>○ Team Meeting minutes e-mailed to all staff</li> </ul> </li> </ul> | <p><b>2009-2010 Next Steps</b></p> <ul style="list-style-type: none"> <li>● Maintain monthly content meetings in conjunction with staff development in differentiated instruction</li> <li>● Provide staff with Weekly Updates; utilize Alert Now calls; offer Coke and a Compliment at staff meetings; e-mail minutes from Team Meetings to all staff and post in public folders</li> <li>● Conduct weekly grade-level PLCs and monthly content-area PLCs</li> <li>● Provide staff with opportunity to complete "report cards" to provide administration with feedback to inform their leadership</li> </ul> |

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**OCS Goal # 2:** New Bridge Middle School students will be led by creative, passionate, and technologically skilled professionals.

- Food Fridays
- REAL Deal recognition
- Mentors, beginning teachers, and administration attended team building session at Camp Don Lee in August 2008
- Grade-level PLCs meet weekly; content-area PLCs meet monthly
- Students were given the opportunity to complete "report cards" to provide teachers with feedback to inform their instruction

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**OCS Goal # 3:** New Bridge Middle School students will learn in a safe environment to be civil, healthy, and productive citizens.

**Strategy:** Develop, monitor, and adhere to the "Safe and Civil Schools" series which emphasizes school-wide behavior management plans, all safe schools' criteria, and healthy child legislation.

**Desired Results:**

- Students participate in school-wide book study
- Implement teacher duty stations for AM and PM student arrival and departure
- Clear and consistent classroom behavioral expectations for all students
- Utilize classroom energizers weekly
- Increase ratio of positive interactions

**Measures:**

- Grade level policy sheets
- Completion of book study, *The 7 Habits of Highly Effective Teens* and *The 6 Most Important Decisions You'll Ever Make*.
- Adherence to duty schedule
- Climate survey data
- School discipline data
- Lesson plans
- Classroom and common area observations

**Processes:**

- Creation of school-wide book study curriculum
- Participation in school-wide book study
- Development of teacher duty stations based on common area observations
- Introduce and review classroom behavioral expectations (Guidelines for Success - BEARS have PRIDE)
- Disseminate classroom energizers
- Staff presentations on ratio of interactions
- **Implement more in-depth transition strategies for rising 6<sup>th</sup> and 9<sup>th</sup> grade students**

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**OCS Goal # 3:** New Bridge Middle School students will learn in a safe environment to be civil, healthy, and productive citizens.

**Resources:**

- *The 7 Habits of Highly Effective Teens* and *The 6 Most Important Decisions You'll Ever Make*.
- Teacher made curriculum for *The 7 Habits of Highly Effective Teens* and *The 6 Most Important Decisions You'll Ever Make*.
- Duty schedule
- CHAMPS classroom management resource (Safe & Civil Schools)
- Classroom energizers
- Climate survey
- School discipline data
- Safe & Civil Schools *Foundations* materials

**End of year Annual Review, Results, Next Steps**

Summarize your results. Show trends. Were improvements made?

**2007-2008 Results**

- Created and implemented school-wide book study curriculum (*The 7 Habits of Highly Effective Teens* and *The 6 Most Important Decisions You Will Ever Make*)
- Teacher duty stations assigned based on common area observations
- Addressed school-wide behavioral expectations daily through announcements, homeroom activities, and discipline as related to the NBMS Guidelines for Success (BEARS have PRIDE)
- Reviewed ratio of interactions (3:1) with instructional staff and communicated expectations in team meetings

What are the areas for improvement? What will you do differently the next time?

**2008-2009 Next steps**

- **Expand school-wide book study curriculum with the addition of *Touching Spirit Bear* for 6<sup>th</sup> grade students as a transition component related to bullying prevention**
- Refine duty station assignments based on continued common area observations
- Include school-wide behavior matrix in student agendas
- Address school-wide behavior expectations through morning announcements (NBMS Live), student-made videos, and character education lessons
- Disseminate and clarify expectations for the integration of classroom energizers in all content areas
- Focus on ratio of interactions with staff new to NBMS and review during monthly staff meetings
- **Create and administer student**

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| <p><b>OCS Goal # 3:</b> New Bridge Middle School students will learn in a safe environment to be civil, healthy, and productive citizens.</p>  |  |
|  | <p>interest/needs survey to 6<sup>th</sup> grade students in order to prioritize areas of interest and concern</p> <ul style="list-style-type: none"> <li>• Begin a student-to-student advisory program to address issues facing students as they transition to middle school</li> <li>• More fully utilize established processes for helping students transition from middle to high school</li> </ul>  |
| <p><b>2008-2009 Results</b></p> <ul style="list-style-type: none"> <li>• Added <i>Touching Spirit Bear</i> as part of book study to enhance <i>7 Habits of Highly Effective Teens</i></li> <li>• Added a teacher duty station at the side of the school at dismissal with teachers assigned to specific locations in the bus lot at afternoon dismissal</li> <li>• Developed and added the behavior matrix (BEARS have PRIDE) to student agendas for the 2009-2010SY</li> <li>• Behavior expectations communicated daily through student announcements (NBMS Live), student-made videos, and character education lessons delivered through our peer advisory program</li> <li>• Ratio of interactions (3:1) presented at new teacher orientation and reviewed with staff</li> <li>• Implemented a peer advisory program</li> <li>• High school visits and registration set up earlier - guidance counselors and 8<sup>th</sup> grade teachers advised students on class choices, 8<sup>th</sup> grade career fair (CTE), high school guest speakers, and shadowing opportunities (primarily at Dixon High School)</li> </ul> | <p><b>2009-2010 Next Steps</b></p> <ul style="list-style-type: none"> <li>• Maintain schedule of teacher duty stations both before and after school</li> <li>• Implement book study to be delivered during homeroom time</li> <li>• Restructure homeroom time to maximize instructional efficiency</li> <li>• Disseminate and clarify expectations for the integration of classroom energizers in all content areas</li> <li>• Review ratio of interactions (3:1) monthly with all staff</li> <li>• Review monthly discipline information with staff (score card); analyze trends; adjust supervision as needed</li> <li>• Create and administer student interest/needs survey to 6<sup>th</sup> grade students in order to prioritize areas of interest and concern</li> <li>• Train administration in NIMS (National Incident Management System) via an online course and certification process</li> </ul> |

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| <b>OCS Goal # 4:</b> Leadership will foster innovation at New Bridge Middle School with the cooperation of families and community members.   |  |
| <b>Strategy:</b> Create a culture that embraces change, promotes dynamic continuous improvement, and collaborates with stakeholders to discover innovative initiatives.  |  |
| <b>Desired Results:</b> <ul style="list-style-type: none"> <li>▪ A high level of effective communication will be maintained between home and school.</li> <li>▪ Community partnerships will be fostered in alignment with curricular goals.</li> <li>▪ Relationships with other schools will be developed to connect New Bridge Middle School to the larger global community.</li> </ul>   | <b>Measures:</b> <ul style="list-style-type: none"> <li>▪ Monitor NBMS website hits</li> <li>▪ Track the number of community guest speakers</li> <li>▪ Creation of "sister school" partnership</li> </ul>                      |
| <b>Processes:</b> <ul style="list-style-type: none"> <li>▪ Clear consistent use of agendas and e-mail</li> <li>▪ Progress reports will be sent home every three weeks</li> <li>▪ Increase the number of interactive teacher websites</li> <li>▪ Utilize technologies (podcasts/vodcasts) to inform stakeholders</li> <li>▪ Investigate and assess the validity of the "sister school" process</li> <li>▪ Establish strong business and community relationships in order to provide student opportunities for real-world experiences</li> </ul> |  |
| <b>Resources:</b> <ul style="list-style-type: none"> <li>▪ iPods, web-cams</li> <li>▪ Alert Now</li> <li>▪ Technology staff development</li> <li>▪ Guest speakers/community connections</li> </ul>   |  |
| End of year Annual Review, Results, Next Steps   |  |
| Summarize your results. Show trends. Were improvements made?   | What are the areas for improvement? What will you do differently the next time?  |
| <b>2007-2008 Results</b> <ul style="list-style-type: none"> <li>• Utilized the student agenda and other methods (newsletters, podcasts, e-mail, AlertNow) as tools for communication</li> <li>• Informed parents of student progress with</li> </ul>   | <b>2008-2009 Next steps</b> <ul style="list-style-type: none"> <li>• Augment the use of student agendas and other methods of communication between school and home</li> <li>• Maintain schedule of sending progress</li> </ul> |

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| <p><b>OCS Goal # 4:</b> Leadership will foster innovation at New Bridge Middle School with the cooperation of families and community members.</p>   |  |
| <p>interim reports sent at 3-week intervals</p> <ul style="list-style-type: none"> <li>• Instructional staff received training on use of the NBMS SchoolInSites website to create their own classroom websites</li> <li>• The following forms of technology were used to inform stakeholders: <ul style="list-style-type: none"> <li>○ Podcasts and vodcasts used in staff meetings</li> <li>○ Student-generated podcast used for Chamber Leadership Tour</li> <li>○ Postings on school website and Public Folders (for staff information)</li> <li>○ Utilization of partnership with the City of Jacksonville to create a video for the <i>Goody's Good Deeds Grant</i></li> </ul> </li> <li>• Partnership with Sct. Hans Skole in Odense, Denmark created through work with North Carolina in the World and the Center for International Understanding</li> <li>• Business and community partnerships were established through the following activities: <ul style="list-style-type: none"> <li>○ Fun Run fundraiser</li> <li>○ Career and Technology job shadowing experiences for 8<sup>th</sup> grade students</li> <li>○ Career and Technology Education showcase</li> <li>○ Creation of video through partnership with the City of Jacksonville</li> </ul> </li> </ul> | <p>reports at 3-week intervals (at-risk students will receive progress reports as needed in the interim)</p> <ul style="list-style-type: none"> <li>• Utilize the AlertNow system more consistently to notify parents and other stakeholders of important school information</li> <li>• Create and maintain active links for all instructional staff on the NBMS website (training will be provided for staff)</li> <li>• Participate in a visit to our partnership school in Odense, Denmark and prepare to have their principal and partnership coordinator visit NBMS in the Spring</li> <li>• Involve community and business leaders to a greater extent in order to provide relevant learning experiences for our students</li> </ul> |
| <p><b>2008-2009 Results</b></p> <ul style="list-style-type: none"> <li>• Continued the use of student agendas for communication between home and school</li> <li>• Progress reports sent every three weeks for all students; others sent more frequently as needed or requested</li> <li>• AlertNow system utilized consistently to</li> </ul>  | <p><b>2009-2010 Next Steps</b></p> <ul style="list-style-type: none"> <li>• Create and maintain active links for all instructional staff on the NBMS website</li> <li>• Provide staff with training necessary to create and maintain their own presence on the NBMS website</li> <li>• Maintain partnership with our sister school</li> </ul>  |

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**OCS Goal # 4:** Leadership will foster innovation at New Bridge Middle School with the cooperation of families and community members.

- inform parents and other stakeholders of school-related information
- Developed a relationship with our partnership school in Odense, Denmark - Sct. Hans Skole - visited Denmark in October and hosted a reciprocal visit from our Danish partners March 29<sup>th</sup> - April 3<sup>rd</sup>
  - Involved community and business leaders in our instructional program to a greater extent:
    - Guest speakers
    - Business donations
    - Wilson Bay Watchdogs
    - Fun Run
    - Career and Technical Showcase

- in Odense, Denmark
- Maintain and seek to cultivate additional community and business partnerships to support our instructional program

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**OCS Goal # 5:** New Bridge Middle School will be supported by effective and efficient systems.

**Strategy:** Maximize resource utilization to meet instructional and operational needs of the organization.

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| <p><b>Desired Results:</b></p> <ul style="list-style-type: none"> <li>▪ Duty free lunch schedules will be established.</li> <li>▪ Instructional and operational environments that support the instructional program based on relevant data will be developed.</li> </ul> | <p><b>Measures:</b></p> <ul style="list-style-type: none"> <li>▪ Teachers assigned duty free lunch</li> <li>▪ Student progress in NC Virtual Public School foreign language classes</li> <li>▪ Increase in technology integration</li> </ul> |
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**Processes:**

- One duty free lunch period will be provided for each teacher each week
- Utilize Virtual Public School to facilitate a foreign language program
- Create budgets that support identified student, staff, and facility needs

**Resources:**

- i-Pods, web-cams, laptop carts
- NC Virtual Public Schools

**End of year Annual Review, Results, Next Steps**

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| Summarize your results. Show trends. Were improvements made? | What are the areas for improvement? What will you do differently the next time? |
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| <p><b>2007-2008 Results</b></p> <ul style="list-style-type: none"> <li>• All teaching staff were provided with one day of duty-free lunch per week</li> <li>• North Carolina Virtual Public School was utilized by 7<sup>th</sup> and 8<sup>th</sup> grade students for foreign language classes</li> <li>• Classroom and facility needs were addressed in the budget process</li> </ul> | <p><b>2008-2009 Next steps</b></p> <ul style="list-style-type: none"> <li>• Allocate funds towards the purchase of Tier II items to promote the integration of technology into the classrooms</li> <li>• Utilize results from the NC Teacher Working Conditions Survey and local Climate Survey as a basis to identify and address student, staff, and facility needs</li> <li>• Maintain duty-free lunch schedule</li> </ul> |
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| <p><b>2008-2009 Results</b></p> <ul style="list-style-type: none"> <li>• Transferred textbook funds to purchase LCD projector mounts, Elmo document cameras, Promethean boards, laptops,</li> </ul> | <p><b>2009-2010 Next Steps</b></p> <ul style="list-style-type: none"> <li>• Utilize local Climate Survey data to develop and refine a "wish list" to allocate funds, especially in area of instructional</li> </ul> |
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**OCS Goal # 5:** New Bridge Middle School will be supported by effective and efficient systems.

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| <p>laptop upgrades, and science probes</p> <ul style="list-style-type: none"><li>• Results from the NC Teacher Working Conditions and local Climate Survey shared with staff at the beginning of school and used to develop a "wish list" to allocate funds</li><li>• Grade level leaders created a duty-free lunch schedule</li></ul> | <p>technology</p> <ul style="list-style-type: none"><li>• Refine duty-free lunch schedule</li><li>• Work with school picture vendor to acquire bar coded student identification cards for use with cafeteria and Media Center scanners</li></ul> |
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