



Southwest Middle School

Strategic Plan

2015-2016

Jerome Gidrey Jr.

Principal

Jaime Smith

Assistant Principal



Onslow County Schools' Board of Education and Executive Staff

Onslow County Board of Education

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Jerome Gidrey Jr., Principal

Jaime Smith, Assistant Principal

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Jennifer Bowden, AVID Site Coordinator

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Lisa Brown, 8th Grade Chair

Sherry Simma, Encore Dept. Chair

Audrey Samuel, EC Dept. Chair



School Executive's Message

It is the purpose of Southwest Middle School to prepare our students for success. We are dedicated to our mission of providing all students with challenging academics so that they realize their potential for college readiness and improve their quality of life in a global society.

As an AVID (Advancement Via Individual Determination) National Demonstration School, we engage our students with active learning strategies and organizational skills that will prepare them for success. Testing data from the 2014–2015 school indicates that we have MET Expected Growth and we had above 95% proficiency rate in Math I and an 89% proficiency rate in 8th grade Science. Southwest Middle School's overall school performance grade was a C.

Key Areas of Focus for 2015–2016

- Teacher Content Specific Professional Development
- Mathematics proficiency and growth for all students
- Revalidation of AVID National Demonstration School Status
- School-wide Implementation of AVID; Teacher Training in AVID Strategies
- PBIS (Positive Behavioral Interventions and Support)
- Community Outreach & Communication

Key Challenges to Address for 2015–2016

- AVID National Demonstration School Revalidation
- Common Core and Essential Standards Connection
- Reading & Math Proficiency and Growth
- Community & Parent Involvement



Anticipated Outcomes of 2015-2016

Southwest Middle School looks forward to re-certification in 2015-16 as an AVID National Demonstration Site. We are working hard to create a “college and career ready” atmosphere which allows our students the opportunity to dream about attending college and to make those dreams a reality. We are exploring courses which will provide more opportunities for our AVID students to receive high school credits while still in the middle school setting. Through AVID WICOR Resources, Globalization Activities, Guidelines for Success, and a Positive Behavioral Interventions and Supports program, we will provide meaningful, real-world, experiences for our students.

I am excited about being the new principal at Southwest Middle School and appreciate the opportunity to build on the previous successes and to continue our mission to provide students with challenging academics so that they realize their potential for college readiness and improve their quality of life in a global society. It is our purpose to prepare our students for success. This strategic plan will provide Southwest Middle School with focused goals, strategies, and action steps that are needed to continue our vision of *Believe, Achieve, and Succeed*. This plan will guide our steps as we continue our purpose to prepare our students for success.



School Profile

VISION

Believe – Achieve – Succeed

MISSION

Southwest Middle School will provide all students with challenging academics so that they realize their potential for college readiness and improve their quality of life in a global society.

PURPOSE

Southwest Middle School's purpose is to prepare our students for success.

CORE BELIEFS AND VALUES

- Student Achievement
 - Integrity
 - Recognition
 - Respect



Programs and Services

- **AVID (Advancement Via Individual Determination)** – Students are trained in organizational skills, note taking, and other college preparatory areas.
- **PBIS (Positive Behavior and Supports System)** – Ensuring all students have access to the most effective and accurately implemented instructional and behavioral practices and interventions possible.
- **Exceptional Children's Program** – Ensuring that students with disabilities develop intellectually, physically, emotionally, and vocationally through the provision of an appropriate individualized education program in the least restrictive environment.
- **Professional Development** – AVID, Common Core and Essential Standards, Digital Citizenship, Active learning strategies, Problem Based Learning, Content Specific Teaming Modules.
- **1:1 Laptop Deployment**– 7th & 8th grade students are issued laptops.
- **Tier III Classroom** – Students in a sixth grade are issued laptop computers.
- **Peer Mediation** – Students are trained to mediate conflicts between peers with adult supervision.
- **Jr.S2S** – Student 2 Student is a unique, student centered, school-managed program that confronts the challenges of transition and provides relevant training to give students the best possible transition experience.
- **Career and Technical Education Programs** – Bio-Technology, Computer Skills, Technical Systems, and Careers
- **Gentlemen of Quality Club** – Boys are trained, through mentors, on how to be better citizens.
- **Service Club** – Students meet to plan community service projects.
- **Ten Days of Peace** – Powerful, moving, multi-day experiences and activities, creating an impetus and movement for peace in our school, and in our community.
- **Deliberate Acts of Kindness** – Encouraging and honoring acts of kindness in our communities and around the world.
- **SGA** – Student Government Association
- **INCOME GRANT (STEM)** – Computing and Computer Programming to enhance Math Instruction.
- **ESL (English as a second language)** – Southwest Middle School serves several students that are identified as ESL.



- **AIG (Academically or Intellectually Gifted)** – Southwest Middle School serves sixteen students in Math only, fifteen in Reading only and 25 in Reading and Math.
- **Cultural Arts Programs** – Art, Band, Orchestra, Choir, and Glee Club.
- **Science Fair** – Sixth and Seventh grade students participate in the district-wide Science Fair.

Demographic Information

Onslow County encompasses nearly 500,000 acres and is located in the southeastern coastal plain region of North Carolina just 120 miles from Raleigh, our state capitol, and 50 miles north of Wilmington. Jacksonville is the county seat of Onslow County and has a rich history dating back to its incorporation in 1842. Onslow County is home to the largest amphibious base in the world, Marine Corps Base Camp Lejeune, comprising 156,000 acres. In addition, Onslow County is also home to Marine Corps Air Station New River, a school of infantry at Camp Geiger, and Combat Services Schools at Camp Johnson. This large military presence directly impacts Onslow County Schools with approximately 10,400 enrolled students having a military connection through either the armed services or as a civilian employee. This location contributes to a diverse and highly transient student population.

Onslow County has a population of 187,719. The racial composition of the county is predominantly white at 74%, with approximately 17% African American, 10% Hispanic, 2% Native American, 3% Asian, 1% Pacific Islander, and 4% from other races. Only 17.7% of the population 25 years and older has a bachelor's degree or higher.

The median family household income in Onslow County is \$43,561. In addition, 13.8% of children in Onslow County live in poverty. In the Southwest area, 11.4% of the families are classified as living in poverty. The median household income in this area of Onslow County is \$29,869. This location contributes to a diverse and highly transient student population. Though once a community of small family owned farms, much of the farmland is now becoming residential. In the past 10 years, the community has experienced rapid growth in terms of housing, businesses, and schools.

The Southwest School district includes Blue Creek Elementary, Meadowview Elementary, Southwest Elementary, Southwest Middle, and Southwest High School. The administration and



faculties of the schools in this district have worked very hard over the last ten years to articulate our educational strategies and support our students in transitioning from the elementary to middle and then high school. A partnership with Blue Creek Elementary School will help to improve the AVID program at all three levels.

Southwest Middle School is a public, suburban school. The school was built in 1990 and has since added one additional classroom wing. Southwest Middle School currently has a student population of 534 students with 50.7 % female and 49.3 % male. The students' ethnicity data reveals that 60.6 % of the student population is Caucasian, 17.7 % of the student population is African-American, 9.4 % is Multi-Racial, and 11.4 % of the student population is Hispanic. The percentage of exceptional needs students who attend Southwest Middle School is approximately 21%. There are 161 sixth graders, 203 seventh graders, and 170 eighth grade students enrolled. The administrative staff includes one principal and one assistant principal. The faculty and staff of Southwest Middle School are diverse as well. The teaching staff consists of thirty-five classroom teachers, four exceptional children teacher assistants, one office support teacher assistant, one school media coordinator, one school counselor, one receptionist, one secretary/treasurer, one data manager, and five custodians. Of the thirty-five certified staff members, three are Nationally Board Certified with one teacher waiting results. Southwest Middle School is one of thirty-seven public schools in Onslow County and one of eight middle schools.



Summary of Student Performance

National Measures: Southwest Middle School **MET EXPECTED GROWTH** for the 2014-15 school year based on state accountability EVAAS Growth Status. Southwest Middle School met 30 of 44 target goals (68.2%) for the Annual Measurable Objectives (AMOs) in the 2014-15 school year. The school received an overall School Performance Grade of **C**, with a C coming in Reading and a D in mathematics.

State Measures: Southwest Middle School's student performance data is listed below.

AMOSTAT

<i>Subject</i>	<i>#Met</i>	<i>#Target</i>	<i>Percent</i>
Reading Grades 3-8	10	16	62.5
Math Grades 3-8	8	16	50.0
Science Grades 5&8	8	8	100.0
Reading Grade 10			
Math Grade 10			
Science Grade 11			
Current Year EOC	3	3	100.0
Attendance	1	1	100.0
Cohort Grad Rate			
The ACT			
ACT WorkKeys			
Math Course Rigor			
Total Targets	30	44	68.2



Summary of Student Performance (2013-14)

State Measures: Southwest Middle School EXCEEDED EXPECTED GROWTH for the 2013-14 school year based on state accountability EVAAS Growth Status. SWMS met 36 (or 81.8%) of 44 target goals for NC State Annual Measurable Objectives (AMOs) and had an overall grade level performance composite of 53.5%. The overall College & Career Ready Proficiency was 44.1%.

Summary of Student Performance (2012-2013)

National Measures: Southwest Middle School met 24 (or 82.8%) out of 29 target goals for the Annual Measurable Objectives (AMOs) in the 2012-13 school year according to the accountability procedures prescribed through the Elementary and Secondary Education Act (ESEA) waiver specified AMO targets.

State Measures: Southwest Middle School EXCEEDED EXPECTED GROWTH for the 2012-13 school year based on state accountability EVAAS Growth Status. SWMS met 37 (or 88.1%) of 42 target goals for NC State Annual Measurable Objectives (AMOs) and had an overall performance composite of 41.6%.

Trends and Issues Impacting Southwest Middle School

- Annual Measurable Objectives Subgroup achievement for all students.
- Mathematics for all grade levels
- Revalidation of AVID National Demonstration School Status
- School-wide AVID Implementation
- Community Outreach & Communication

Strengths and Needs of Southwest Middle School

Strengths

- The vision, mission, purpose and goals of the school and the school system are clearly communicated and supported by all stakeholders.
- Professional learning communities have been implemented to increase content specific alignment throughout the county.



- The school is an AVID Demonstration School and will be applying for a continuing certification in the 2015–16 school year.
- The school promotes positive behavior through interventions and support and has just received “PBIS Model School” recognition.
- The school is committed to providing a safe and caring environment for students and staff.
- The school utilizes various modes of communication to provide stakeholders access to information about student performance, school activities and upcoming events.
- The administration, faculty and staff are committed to professional growth.
- The school is dedicated to providing appropriate technology tools to enhance instruction delivery and student engagement.

Needs

- Appropriate planning time for the implementation of the Common Forward Assessments (CFA)
- Funding.
- Technology – Maintenance, Sustainability and Replacement.
- Flexible scheduling to allow for remediation and enrichment during the school day.
- Improve Parent and Community Involvement



2014-2015 School Performance Overview

RDYSTAT- SWMS

Indicator	Deno	Percent
Perf Comp CCR	1268	41.7
Perf Comp GLP	1268	53.2
The ACT		
ACT WorkKeys		
Math Course Rigor		
CGR 4yr		
CGR 5yr		
Graduation Project	N/A	
Growth Status	Met	
Growth Index	-1.07	

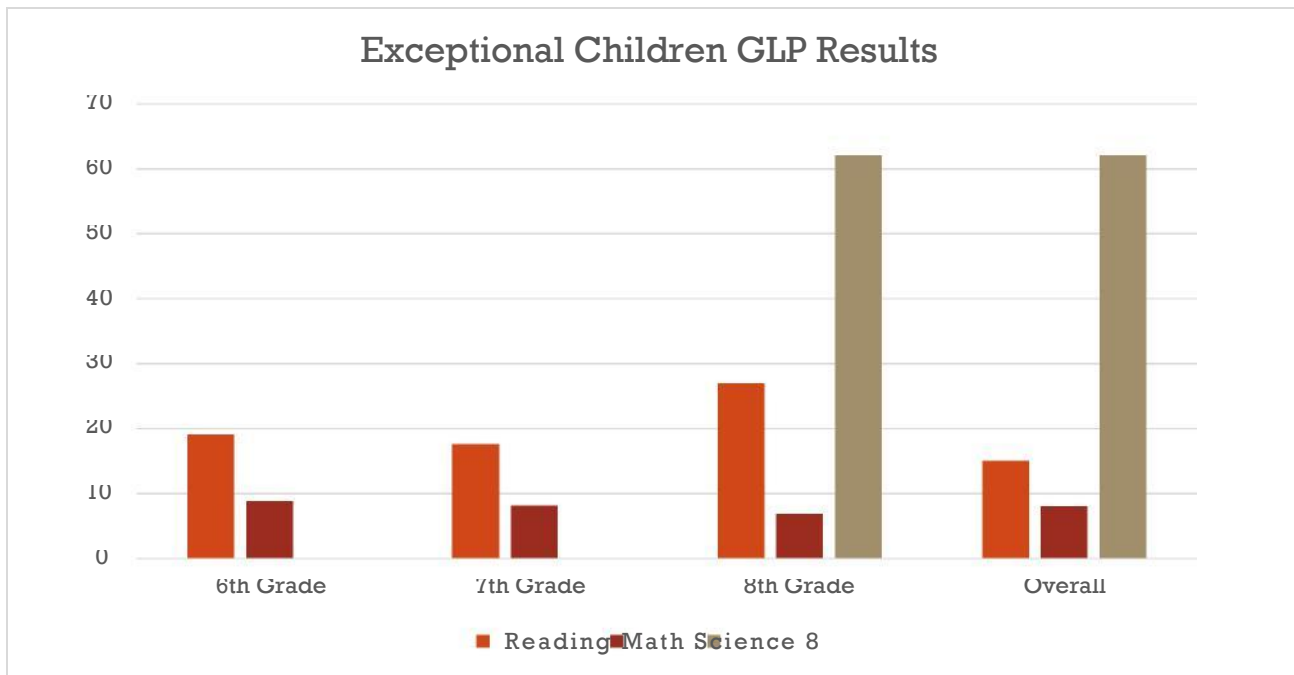
AMOSTAT - Target Overview			
Subject	#Met	#Targ	Pct
Reading Grades 3-8	10	16	62.5
Math Grades 3-8	8	16	50.0
Science Grades 5&8	8	8	100.0
Reading Grade 10			
Math Grade 10			
Science Grade 11			
Current Year EOC	3	3	100.0
Attendance	1	1	100.0
Cohort Grad Rate			
The ACT			
ACT WorkKeys			
Math Course Rigor			
Total Targets	30	44	68.2

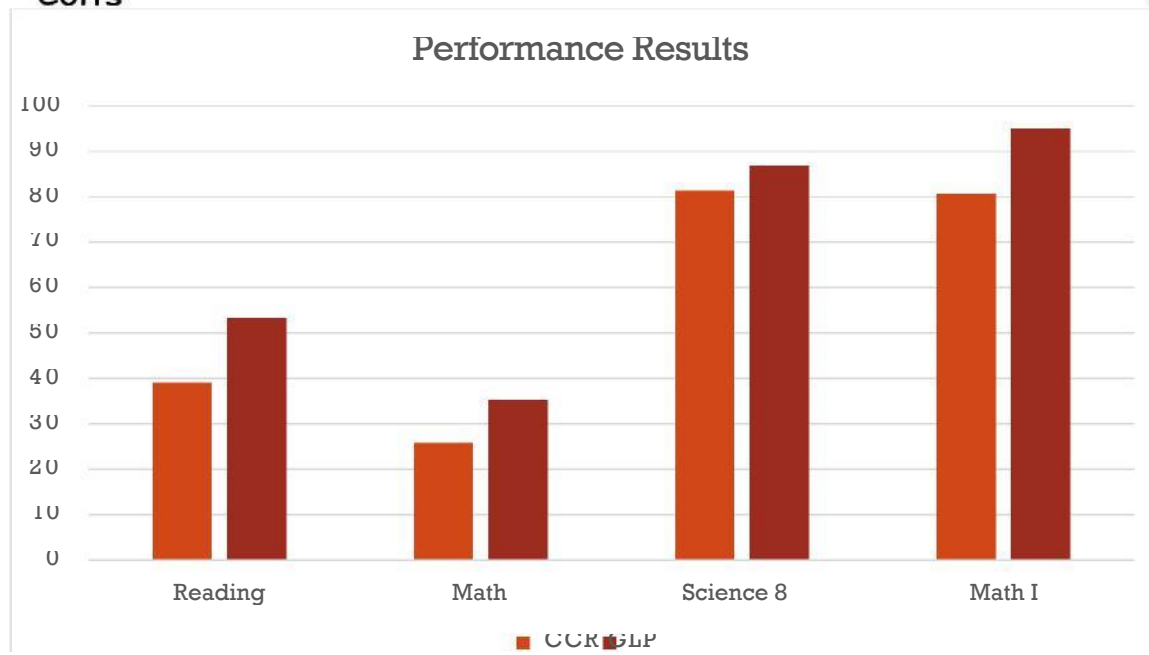


School Performance Grade

SPGSTAT - School Performance Grade				
Subject	Ach	Growth	Perf	Grade
Overall	53	74.6	57	C
Reading	53	61.5	55	C
Math	35	71.6	43	D
Science	89			
English II				
Math I	>95			
Biology				
The ACT				
ACT WorkKeys				
Math Course Rigor				
CGR 4yr				

Students with Disabilities





Strategic Planning Team Roster

Member	SPT Role
Jerome Gidrey	Principal
Jaime Smith	Assistant Principal
Heather Wells	6 th Grade Teacher
Robin Hunt	7 th Grade Teacher
Laura Kight	8 th Grade Teacher
Curtis Conner	ENCORE Teacher
Jennifer Bowden	AVID Teacher
Stephanie Peedin	Instructional Support Member
Heather Pascuzzi	Teacher Assistant
Cyndi Hewitt	Parent
Nicole Petrock	Parent
Deborah Sinclair	Parent
Audrey Samuel	Parent
Brandi Workman	Parent
Rosdalon Pagan	Parent

Onslow County Schools – 670

LEA Number.
School Name/Number. Southwest Middle School/345
School Address. 3000 Furia Drive, Jacksonville, NC 28540
Plan Year(s). 2015-16
Date prepared. October 20, 2015

Jerome Gidrey

10/20/15

Principal Signature.

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	Jaime Smith		
Inst. Support Representative	Stephanie Peedin		
Principal Representative	Jerome Gidrey		
AVID Representative	Jennifer Bowden		
Eighth Grade Representative	Laura Kight		
Seventh Grade Representative	Robin Hunt		
Sixth Grade Representative	Heather Wells		
Encore Representative	Curtis Conner		
Parent Representative	Heather Pascuzzi		
Parent Representative	Deborah Sinclair		
Parent Representative	Cyndi Hewitt		
Parent Representative	Audrey Samuel		
Parent Representative	Rosdalon Pagan		
Parent Representative	Nicole Petrock		
Parent Representative	Brandi Workman		

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

Regulatory Information and Assurance Statement

2015-2016

School:	Southwest Middle
Date	October 20, 2015
Submitted:	

1	Number of Plan Team Members	15
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). Mark 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	10/20/15
5	A secret ballot vote for staff approval of the plan was conducted. Mark Yes/No	YES
6	Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Mark 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 number of members on the team.)	40%
8	The required staff development reports have been disseminated to the appropriate persons or departments Mark 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. Mark Yes/No	YES
10	All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C. Mark Yes/No	YES
11	All required local, State and Federal programs have been addressed in the School Strategic Plan. Mark Yes/No	YES

Principal's Signature	<i>Jerome Gidrey Jr.</i>
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Signature, SSPT Facilitator/ Chairperson

Jaime Smith

Southwest Middle School 2015-2016
Strategic Plan

Southwest Middle School
Onslow County Schools

3000 Furia Drive
Jacksonville, NC 28540

Document Generated On October 20, 2015

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Overview

Plan Name

Southwest Middle School 2015-2016 Strategic Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Every student at Southwest Middle School has excellent educators, every day.	Objectives: 2 Strategies: 2 Activities: 2	Organizational	\$0
2	Southwest Middle School will have up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents and educators.	Objectives: 2 Strategies: 2 Activities: 2	Organizational	\$0
3	Every student at Southwest Middle School will be healthy, safe, and responsible.	Objectives: 2 Strategies: 2 Activities: 2	Organizational	\$0
4	Every student at Southwest Middle School has a personalized education and graduates from high school prepared for work, further education and citizenship.	Objectives: 2 Strategies: 2 Activities: 2	Organizational	\$1000

Goal 1: Every student at Southwest Middle School has excellent educators, every day.

Measurable Objective 1:

Collaborate to increase rigor and relevance in the specific content areas by 06/07/2016, as measured by producing a higher rate of proficiency in each content level's final assessments.

Strategy 1:

Collaborative Professional Development - All certified staff will participate in content specific professional development, five times a year. These training sessions are designed to increase cohesiveness in the content areas and to allow for greater understanding in delivery of instruction. Each discipline; math, English, social studies, science, physical education, exceptional children, guidance counselors, career and technical education, and the arts will meet at a designated location on each early release professional development day. Each site will have a group of teacher leaders and an administrator to coordinate the instruction.

Research Cited: Johnson, C. C., Kahle, J. B., & Fargo, J. D. (2007). A study of the effect of sustained, whole-school professional development on student achievement in science. *Journal of Research in Science Teaching*, 44(6), 775-786. Santagata, R., Kersting, N., Givvin, K. B., & Stigler, J. W. (2011). Problem implementation as a lever for change: An experimental study of the effects of a professional development program on students' mathematics learning. *Journal of Research on Educational Effectiveness*, 4(1), 1-24.

Activity - Common Forward Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will develop regular Common Forward Assessments (CFA) to assess student understanding.	Academic Support Program, Direct Instruction	09/23/2015	06/07/2016	\$0	No Funding Required	All content areas

Measurable Objective 2:

Collaborate to provide meaningful onsite professional development for teachers and staff by 08/17/2015 as measured by increased teacher performance in classroom instruction.

Strategy 1:

Provide Regular Opportunities for Increased Professional Development – We will provide regular opportunities for additional training will be made available for teachers. These training sessions will be provided by certified school and district staff, such as the Digital Learning and Teaching Facilitator, the Instructional Coach, the 6-12 literacy coordinator, the AVID site team members, the Exceptional Children's Coach, and other various staff members.

Research Cited: Wenglinsky, H. (2000). *How teaching matters: Bringing the classroom back into discussions of teacher quality*. Princeton, NJ: Educational Testing Service, Policy Information Center.

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Activity - Teacher Training Sign Up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher are able to sign up for a variety of sessions during their planning periods or after school. These activities include digital and technology advancements, strategies in literacy, AVID School-wide implementation training, and inclusion methods that work.	Career Preparation/ Orientation, Technology, Professional Learning, Academic Support Program	08/17/2015	06/07/2016	\$0	No Funding Required	EC Program Coach, Digital Learning and Teaching Facilitator, Instructional Coach, AVID Site team

Goal 2: Southwest Middle School will have up-to-date, effective and efficient financial, business, and technology systems to serve its students, parents and educators.

Measurable Objective 1:

collaborate to increase parent involvement and communication by 06/07/2016 as measured by increasing the number of parent survey competitions and by evaluating the scores..

Strategy 1:

Develop Consistent Communication with Parents - Teachers will be instructed to communicate with parents through a weekly email and to maintain parent contact logs. These communications should help to provide positive relationships with all of our stakeholders. An additional monthly newsletter will be sent out by the administration to review past and upcoming events.

Research Cited: National School Public Relations Association (2011). National Survey

Pinpoints Communication Preferences in School Communication

Activity - Parent Weekly Contact	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be required to send weekly emails to update parents on classroom assignments and upcoming events.	Parent Involvement, Community Engagement	08/24/2015	06/07/2016	\$0	No Funding Required	All classroom teachers

Measurable Objective 2:

Achieve college and career readiness by implementing AVID strategies school-wide by 06/07/2016, as measured by reaching the expected growth of the entire student body and not just AVID elective students..

Strategy 1:

School-wide Binder and Agenda Usage - Every student and teacher in the school will be use an agenda and three ring binder. The binder will be set up similar to that of the AVID students and teachers will perform regular binder checks.

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Activity - Regular Binder Checks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will perform regular binder checks by following an AVID rubric. The emphasis will be on the organizational aspects of AVID.	Academic Support Program	08/24/2015	06/07/2016	\$0	No Funding Required	AVID site team, All other classroom teachers

Goal 3: Every student at Southwest Middle School will be healthy, safe, and responsible.

Measurable Objective 1:

Demonstrate a behavior which promotes good character and citizenship by 06/07/2016, as measured by decreasing the number of behavior referrals and bullying incidents..

Strategy 1:

Promote Positive Behavior School-wide - The school has been identified as a PBIS Green Ribbon school for the third year, but this year's PBIS concept has been modified to reach every student and staff member. The "Hunger Games" theme incorporates all staff members and provides points for doing the right thing each day. This system, combined with AVIDTUDE cards help to offer more chances for rewards.

Research Cited: Bradshaw, C., Koth, C., Thornton, L., & Leaf, P. (2009). Altering school climate through School-wide Positive Behavioral Interventions and Supports: Findings from a Group-Randomized Effectiveness Trial. *Prevention Science*, 10, 100-115.

Activity - PBIS Points Charting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will keep track of PBIS points and incentive requirements.	Behavioral Support Program	08/24/2015	06/07/2016	\$0	No Funding Required	All Staff

Measurable Objective 2:

Increase student growth in leadership opportunities by 06/07/2016, as measured by a decrease in discipline referrals and bullying complaints

Strategy 1:

Provide Student Leadership Opportunities - The guidance counselor will select student leaders from each grade level, and within the AVID classes, to participate in the Student 2 Student Program. The students will be responsible for mentoring new students and providing peer mentoring opportunities for other students. Student leaders will also perform service learning projects within the school and community.

Research Cited: Brophy, J. (n.d.). *Teaching: A special report* reprinted by the Laboratory for Student Success. Philadelphia, PA: The Mid-Atlantic Regional Educational Laboratory at the Temple University Center for Research in Human Development and Education

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Activity - Establish S2S Leadership Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Set up student leadership opportunities for each grade level.	Community Engagement, Behavioral Support Program	08/24/2015	06/07/2016	\$0	No Funding Required	Guidance, AVID Elective teachers

Goal 4: Every student at Southwest Middle School has a personalized education and graduates from high school prepared for work, further education and citizenship.

Measurable Objective 1:

Achieve college and career readiness by increasing their reading and math End of Grade proficiency by 3 points by 06/07/2016 as measured by analyzing the 2014-2015 final assessment data.

Strategy 1:

Increased Opportunities for Math & Reading Application - Enrichment Period Focus - The Enrichment period will be 50 minute period, combined with homeroom, which will offer time for all students to hone in on their basic reading and math skills. These skills include vocabulary, grammar, reading strategies, basic computation, and other calculator inactive skills. This period will focus on the fundamentals of reading, literacy and math in the classroom. Homeroom teachers and assigned tutors will be able to provide individual assistance on a regular basis. This enrichment period will be written into the schedule and individualized lessons will be provided to the homeroom teachers.

Research Cited: Research Cited: Kamil, M. L., Borman, G. D., Dole, J., Kral, C. C., Salinger, T., and Torgesen, J. (2008). Improving adolescent literacy: Effective classroom and intervention practices: A Practice Guide (NCEE #2008-4027). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc>.

Activity - Individualized Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide ways in which students will be able to practice basic reading and math skills on a daily basis. The program should be web-based, self-paced and personalized to fit each student's needs.	Career Preparation/Orientation, Academic Support Program, Tutoring	08/24/2015	06/07/2016	\$1000	General Fund	All staff, including ENCORE teachers, Instructional Support Team, Parent Volunteers

Measurable Objective 2:

Increase student growth in the AVID Elective classes, specifically in the Black or African-American, Economically Disadvantaged, Hispanic or Latino, and in the Two or More Races students by 06/07/2016 as measured by demonstrating a 15% growth in the identified subgroups placement in high school credit classes in the 8th grade.

Strategy 1:

Monthly AVID recruitment Sessions - The teachers and other essential staff will identify those students who have potential to become future AVID students. These students would then be given the opportunity to attend monthly sessions to become familiar with AVID core instruction and to gain AVID site team exposure. These students will have ongoing training, progress report follow ups, and parent contact and information sessions. The overall goal is to add these students to the AVID Elective Math I or World History classes by the eighth grade. This will greatly improve their chances to be college and career ready by the end of their twelfth grade.

Research Cited: Research Cited: · Hugh Mehan, Irene Villanueva, Lea Hubbard, and Angela Lintz—Constructing School Success: The Consequences of Placing Low Achieving Students in High Track Classes (1996)

Activity - AVID Screening Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
AVID trained teachers and students will meet with AVID hopefuls each month to strengthen their academic success in order to qualify for the rigorous course load of AVID students	Parent Involvement, Career Preparation/Orientation, Academic Support Program	10/15/2015	06/07/2016	\$0	No Funding Required	All AVID site team members, AVID trained teachers, Instructional Support Team, Administration

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Individualized Instruction	Provide ways in which students will be able to practice basic reading and math skills on a daily basis. The program should be web-based, self-paced and personalized to fit each student's needs.	Career Preparation/Orientation, Academic Support Program, Tutoring	08/24/2015	06/07/2016	\$1000	All staff, including ENCORE teachers, Instructional Support Team, Parent Volunteers
Total					\$1000	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
AVID Screening Sessions	AVID trained teachers and students will meet with AVID hopefuls each month to strengthen their academic success in order to qualify for the rigorous course load of AVID students	Parent Involvement, Career Preparation/Orientation, Academic Support Program	10/15/2015	06/07/2016	\$0	All AVID site team members, AVID trained teachers, Instructional Support Team, Administration
Teacher Training Sign Up	Teacher are able to sign up for a variety of sessions during their planning periods or after school. These activities include digital and technology advancements, strategies in literacy, AVID School-wide implementation training, and inclusion methods that work.	Career Preparation/Orientation, Technology, Professional Learning, Academic Support Program	08/17/2015	06/07/2016	\$0	EC Program Coach, Digital Learning and Teaching Facilitator, Instructional Coach, AVID Site team
Common Forward Assessments	Teachers will develop regular Common Forward Assessments (CFA) to assess student understanding.	Academic Support Program, Direct Instruction	09/23/2015	06/07/2016	\$0	All content areas

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Southwest Middle School

PBIS Points Charting	Teachers and students will keep track of PBIS points and incentive requirements.	Behavioral Support Program	08/24/2015	06/07/2016	\$0	All Staff
Regular Binder Checks	Teachers will perform regular binder checks by following an AVID rubric. The emphasis will be on the organizational aspects of AVID.	Academic Support Program	08/24/2015	06/07/2016	\$0	AVID site team, All other classroom teachers
Establish S2S Leadership Program	Set up student leadership opportunities for each grade level.	Community Engagement, Behavioral Support Program	08/24/2015	06/07/2016	\$0	Guidance, AVID Elective teachers
Parent Weekly Contact	Teachers will be required to send weekly emails to update parents on classroom assignments and upcoming events.	Parent Involvement, Community Engagement	08/24/2015	06/07/2016	\$0	All classroom teachers
Total					\$0	

