

***Swansboro Middle School***  
***Strategic Action Plan***  
***2007-2010***  
**2008-2009 Update**



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


School Swansboro Middle School Date Submitted 9/29/08

1. Number of School Improvement Plan Team Members 22
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).  Yes  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.) 98.6%
4. Date of note 9/26/08
5. A secret ballot vote for staff approval of the plan was conducted. Check one:  Yes  No
6. Parents on the School Strategic Planning Team were elected by parents of children enrolled in your school. Check one:  Yes  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.) \_\_\_\_\_
8. The required staff development reports have been disseminated to the appropriate persons or departments. Check one:  Yes  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:  Yes  No
10. All local, state, and federal legislative regulations regarding school strategic planning were implemented as outlined in G.S. 115C.  Yes  No
11. All required local, State and Federal programs have been addressed in the School Strategic Plan.  Yes  No

  
Principal's Signature

  
Signature, SSPT Facilitator/Chairperson

  
Signature of Elected Parent Representative

  
Signature of Elected Parent Representative

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

# Strategic Planning Team

## Staff Representation

Stacey Brake (Guidance)  
Don Chasteen (Career and Technical Education)  
Debora Caraway (Career and Technical Education)  
Sandra Wagoner (Media Coordinator)  
Michelle Sweeting (Media Specialist)  
Alie Styons (AVID Teacher)  
Ellen Matthews (Exceptional Children)  
Susan Correll (6<sup>th</sup> Grade Science)  
Nancy Curley (6<sup>th</sup> Grade Science)  
Laurie Howell (8<sup>th</sup> Grade Math)  
Marion Timm (8<sup>th</sup> Grade Language Arts)

## Parent Representation

Tammy Cassell  
Ross Friebel  
Ellen Hartness  
Kim Henderson  
Deborah Kurtz  
Shelley Littleton  
Preston Phillips  
Neva Tucker  
Traci Yingling  
Angela Clark  
Teri Grass

\*For school employees, SPT term will be three years.

\*For parents, SPT term will be for a maximum of three years during their students' enrollment at SBMS.

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# Part 1: School Profile

## A. Executive Summary

### Introduction:

The School Profile documents community demographic data, school characteristics, student performance data and stakeholder perspectives regarding the quality of education in the Swansboro School District. The profile provides the school community with a picture of where the school has been and where the school is going.

### 1. School and Community Demographic Data

Swansboro is located along the coast of North Carolina in Onslow County. Swansboro has a total population of approximately 1,562. Several surrounding communities comprise the Swansboro Middle population. These areas include Hubert, Swansboro, Stella, and Midway Park. The combined population of these areas is approximately 20,000. The total population of Onslow County is approximately 150,000. While the Swansboro area continues to grow, our demographic data continues to be close to the same with a Caucasian population of 85% and a non-white population of about 15%. Swansboro Middle School's student population is approximately 800. Of those students, 79% are Caucasian and 21% are non-white. [For the 2008-2009 school year, the total student population is 803. The demographics are as follows; 1.12% American Indian, .747% Asian, 4.73% Hispanic, 6.10% African American, 78.58% Caucasian, and 8.71% Multiracial.](#) In our community, approximately 16% live in poverty with the average for Onslow County at approximately 11%. Currently, Swansboro Middle School has 269 students who are federally connected. The Swansboro area is directly impacted by the surrounding military bases. The Marine Corps bases at Camp Lejeune and Cherry Point are factors in the lives of our students. Camp Lejeune is the largest amphibious military base in the world. Likewise, Cherry Point is the home of the largest Marine Corps flight operations. Our community and school population is transient in nature due to these military ties.

Swansboro Middle School is the only middle school in the Swansboro School District. There are three elementary schools and one high school in our area. Swansboro Elementary, Sandridge Elementary, Queens Creek Elementary, and Hunters Creek Elementary (White Oak district) all feed into Swansboro Middle School. Swansboro Middle School students feed into Swansboro High School. Our area continues to grow beyond the current school capacity. Construction was started in 2006 on a new building that will include a new media center, a conference room, a computer lab, and 4 new classrooms. Funding for construction came about through the passage of the bond referendum.

## 2. School Characteristics

Swansboro Middle School is one of 34 public schools in Onslow County and one of 8 middle schools. Swansboro Middle School was built in 1952 as Swansboro High School. Swansboro Middle also adopted an additional site in 1999, formerly the Swansboro Elementary School campus. Swansboro Middle School's continued growth has expanded from 740 students in 2000 to 795 in 2006. Of this population 79% are Caucasian and 21% are non-white. The Swansboro Middle School campus covers 31 acres, making it the largest middle school campus in Onslow County. Swansboro Middle has a total staff of 85. Of the total staff, there are 53 certified classroom teachers, 2 school counselors, 2 media coordinators, 1 assistant principal, and 1 principal. Of those, 5 hold Masters Degrees and 5 have National Board Certification. Currently, the 6<sup>th</sup> grade is housed in the old elementary building now called the Annex. This site has 13 classrooms, a gym, and a computer lab. The main building houses 28 classrooms, a media center, a cafeteria, a 2<sup>nd</sup> gym, an auditorium, and 3 CTE classrooms.

## 3. Student Performance Data

**National Measures:** Schools across the nation and state are expected to meet Adequate Yearly Progress goals according to procedures prescribed by No Child Left Behind. The 2002-2003 school year marks the first year these measures were reported for schools in North Carolina. Swansboro Middle School met the requirements in 2002-2003 by using safe harbor for both reading and math test results of exceptional children. However, in 2003-2004 and 2004-2005, Swansboro Middle school did not meet expected growth in the areas of reading and math for exceptional children. In 2004-2005 we did meet 19 of the 21 performance targets for Adequate Yearly Progress requirements. In the 2005-2006 school year; we did meet expected growth, however we did not make Adequate Yearly Progress with only 11 of the 12 performance targets met. The performance target which was not met concerned students with disabilities. In 2006-2007, Swansboro Middle School met 89.7% of the target goals (26 out of 29). The subgroups that did not reach their performance target were the multiracial, socio-economically disadvantaged, and exceptional children's populations. *In the 2007-2008 school year, sixteen of the twenty-two target goals (72.7%) were met. Attendance goals for all subgroups were met. The multiracial subgroup met AYP proficiency in Mathematics with safe harbor. The remaining groups did not meet proficiency goals in the area of Mathematics. Reading scores were not available at the time of this analysis.*

**State Measures:** State-wide assessments of student learning in reading, writing, mathematics, computer skills, and science have been utilized since 1994. Students in grades 6, 7, and 8 are required to be tested in mathematics and reading. In addition, students in grade 7 are tested in writing while students in grade 8 are tested in computer skills.

Test results for the 2005-2006 school year revealed a 79.3% passing rate on the eighth grade computer skills test compared to a 65.3% statewide average. This is the first year that North Carolina used an online assessment for the computer skills test. 2005-2006 test results also

indicated a decline in all grade levels in the area of math. Our overall proficiency rate was 69.6%, however, this exceeds the state average of 63.4%. This was the first year of the new math test, which was based on a revised standard course of study. Calculations for the 2006-2007 school year indicate a slight decline in math scores with an overall proficiency rate of 67.9%. Reading results indicate an overall proficiency of 88.9% compared to the 2005-2006 school year score of 89.4%. These numbers, however, exceed the state and district averages in both subjects.

Writing scores indicated a proficiency rate of 57.3%. This was an increase over the 2006-2007 proficiency rate of 51.8%. VOCATS proficiency increased from 54.8% to 74.4% in the 2007-2008 school year. This surpassed the 69.9% proficiency goal set by Onslow County Schools.

**District Measures:** The Onslow County School district has developed district-wide assessments that are utilized each nine weeks in the areas of language arts, mathematics and science. These assessments are paced according to the North Carolina Standard Course of Study. Swansboro Middle School utilizes these tests as a measure to judge the proficiency of student learning. Feedback from these assessments is provided to classroom teachers to help them develop a better understanding of students' strengths and weaknesses on state curriculum goals.

#### 4. Stakeholder Perspectives on the Quality of Education

As part of our continuous improvement process, Swansboro Middle School utilizes a locally developed survey to gather opinions of students, staff members, and parents regarding the quality of the following areas: expectations and school climate, discipline, effective instruction and communication, and parent/guardian involvement. All certified staff, classified staff, and students were provided the opportunity to participate in the climate survey. Parents were also randomly selected to participate in the survey. The Swansboro Middle School survey conducted in the spring of 2006 revealed the following findings:

**STAFF RESULTS (FAVORABLE):**

The Custodial staff is helpful and treats students respectfully- 88.89% Agree

The teachers are helpful and treat students respectfully- 90.48% Agree

The Counselors are helpful and treat students respectfully- 92.06% Agree

Classrooms and the Media center have computers available for student use- 88.89% Agree

**STAFF RESULTS (NOT FAVORABLE):**

Students treat each other respectfully in the hallways- 58.73% Disagree

Students treat staff members with respect- 50.79% Disagree

The School has a consistent approach to behavior management and discipline- 63.49% Disagree

**STUDENT RESULTS (FAVORABLE):**

I have been taught the rules and expectations for behavior in the cafeteria/lunchroom- 84.92% Agree

I have been taught the rules and expectations for behavior in the classrooms- 87.60% Agree  
In my classes, I am tested on what I have been taught by my teacher- 84.16% Agree

**STUDENT RESULTS (NOT FAVORABLE):**

Students treat each other respectfully in the cafeteria/lunchroom- 66.03% Disagree

Students treat each other respectfully in the hallways- 72.71% Disagree

Students at this school treat the adults in the school with respect- 64.89% Disagree

**PARENT RESULTS (FAVORABLE):**

My child was taught the rules and expectations for behavior- 81.47% Agree

I was informed about the rules and expectations for student behavior- 85.01% Agree

I assist my child with his/her homework as needed- 83.11% Agree

**PARENT RESULTS (NOT FAVORABLE):**

Students treat each other respectfully in the hallways- 38.96 Disagree

Students treat each other respectfully when they are riding the bus (or walking) to and from school- 40.60% Disagree

I volunteer to help at this school or in my child's classroom- 53.68% Disagree

A revised survey was administered during the 2007-2008 school year. Due to the changed nature of the questions, it was not possible to correlate stakeholder perspectives in these noted areas of "respect" and "communication of expectations" from one year to the next. Data from the 2007-2008 and the upcoming 2008-2009 school years will allow us to make more accurate comparisons. The updated survey administered in 2007-2008 revealed the following general perceptions of Swansboro Middle School:

**STAFF RESULTS (FAVORABLE):**

Overall, the school climate was positive. 90% of the staff agrees that they feel comfortable discussing issues, concerns, or questions with other staff members of the school (teachers, counselors, and administrators). 90% of the staff has a clear understanding of when and how they are expected to monitor student behavior.

**PARENT RESULTS (FAVORABLE):**

86% of parents feel comfortable discussing issues, concerns, or questions with a staff member at school. 96% of parents felt their children have been taught the proper rules and expectations for behavior.

**STUDENT RESULTS (FAVORABLE):**

Over 80% of students surveyed responded favorably to all questions concerning school safety. 80% of students felt that the school staff is friendly, professional, and approachable.

**Improvements Needed**

The most prevalent area in need of improvement indicated by students, staff, and parents pertained to involvement in globally competitive education. Approximately half of all three stakeholder groups perceived this as an area of needed improvement.



# Swansboro Middle School School Strategic Action Plan 2007-2010

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

**Strategy:** Ensure a consistent focus on application based teaching and learning that fosters critical thinking and develops problem-solving skills.

**Desired Results:**

1. Lessons and classroom observations indicate a rigorous, challenging and globalized curriculum that supports the 21<sup>st</sup> Century philosophy.
2. A learner-centered approach to instruction that focuses attention on media and technology as vital instructional forces that compliment, support and expand classroom learning.
3. All students will perform at or above grade level in reading, math and writing.
4. EC, economically disadvantaged, and multiracial students will achieve proficiency in reading, math and writing.
5. AIG students will achieve above grade level performance in reading, math and writing.
6. Eighth grade students will demonstrate proficiency in computer skills.
7. ESL students will show adequate progress each year.

**Measures:**

1. Lesson Plans and Classroom Observations
  2. After-School Tutoring Program
  3. EOG Data
  4. Eighth grade Computer Test Data
  5. Multi-Media Report
  6. Minutes from grade level and department meetings
  7. Student schedules
  8. Media center and computer lab usage.
  9. Products of the school-wide research model.
  10. Personalized Education Plans
  11. ESL alternate assessment portfolios/results
- 12. School climate surveys**

**Processes:**

1. Teachers will collaborate to create integrated units across the curriculum.
2. Establish a professional learning community with the SHS Language Arts Department to create a research writing model.
3. At-risk students will **receive daily tutorials during the FINAO (Failure is Not an Option) intervention/enrichment period. (7<sup>th</sup> grade Math)**
4. **All students will receive mandatory math tutoring during the FINAO intervention/enrichment period. (7<sup>th</sup> grade Math)**
5. Every student will be challenged through integration of technology and information literacy standards across the curriculum.
6. Academic teams will be implemented in the 8<sup>th</sup> grade.
7. Vertical articulation will occur among grade levels and departments.
8. Shared planning between EC and regular education teachers.

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

9. AIG students will be served directly or indirectly by a qualified AIG teacher.
10. Expand the AVID program to include 6<sup>th</sup> grade.
11. Conduct interviews of fifth grade students to identify prospective AVID candidates.
12. Every student will have the opportunity to take a foreign language.
13. Every student will be introduced to a wide range of artistic expressions.
14. New art facilities will be equipped with the necessary tools to support a diverse curriculum.
15. Building expansion will include a new computer lab and state of the art media center.
16. Develop Personalized Education Plans for students performing below standards as identified by EOG scores, state writing scores, progress reports, and report cards.
17. ESL students will be provided with academic and social support through the guidance department and an ESL tutor.
- 18. Eighth grade students will be afforded the opportunity to take online classes via North Carolina Virtual Public School.**

**Resources:**

1. Staff
2. Media Coordinator
3. Buses
4. At-risk monies
5. AVID site team
6. Bond construction

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

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**  
 -Swansboro Middle School met 16 of the 22 AYP target goals.  
 -99.461% of students were tested.  
 -Attendance goals for all subgroups were met, with an overall attendance rate of 95.3%  
 -EOG data indicates Math proficiency (level 3 or 4) at  
     6<sup>th</sup> grade- 68.085%  
     7<sup>th</sup> grade- 59.608%  
     8<sup>th</sup>- 69.776%  
 -High growth was achieved in 6<sup>th</sup> and 8<sup>th</sup> grade Math. Seventh grade Math scores did not meet

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

**Next steps**  
 -Provide mandatory Math tutoring for all students.  
 -Establish a plan for expanding collaboration and interdisciplinary instruction across the curriculum.  
 -Meet with SHS to create a writing and research model that will remain consistent throughout middle and high school.  
 -Integrate AVID strategies into 6<sup>th</sup> grade instruction.  
 -Conduct interviews of 5<sup>th</sup> grade students to identify candidates for the AVID program as they transition to 6<sup>th</sup> grade.

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

expected growth.

- One out of seven of the subgroups (multi-racial) met AYP proficiency goals in Math with Safe Harbor. The remaining subgroups did not meet AYP goals.
- Results for the Reading EOG were not available for analysis.
- 57.3% of students were proficient on the writing test. This was an increase over the 2006-2007 school year proficiency rate of 51.8%
- 88.06% of students demonstrated proficiency on the computer skills test.
- 6<sup>th</sup> grade teachers were formally trained in AVID strategies and will incorporate them into classroom instruction.
- Based upon School climate survey results, 58% of students, 75% of parents, and 75% of teachers indicate that instruction is based on a rigorous and relevant curriculum.
- Based upon School climate survey data, 71% of students, 85% of parents, and 77% of teachers agree that technology is used to enhance learning.
- Construction of the new art facilities, media center, and computer lab was completed and will be open at the start of the 2008-2009 school year.
- Personalized Educational Plans for all at-risk students were created. A PEP coordinator was hired to streamline the PEP process.
- ESL students were provided with social opportunities and academic support through the ESL tutor and guidance department.
- Swansboro Middle School began offering online classes through North Carolina Virtual Public Schools. The program will expand in the

- An on-site ESL tutor will be available to serve LEP students.
- Teachers who serve ESL students will receive formal training on strategies to use with this student population.
- Bi-weekly collaboration between the ESL tutor and classroom teachers will occur.

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

upcoming year to include foreign language classes for high school credit.

-Media specialists developed and implemented an information literacy curriculum in the 6<sup>th</sup> grade.

-All students completed multi-media projects that incorporated technology and information literacy skills.

-Academic teams were implemented in the eighth grade.

-Monthly departmental meetings allowed for collaboration among grade levels.

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

**Strategy:**

Provide resources that empower teachers to become 21<sup>st</sup> Century educators.

**Desired Results:**

1. Recruit and retain 21<sup>st</sup> Century skilled professionals and increase teacher retention.
2. An effective media and technology program that supports teaching and learning.
3. Teachers will tailor instruction to meet individual student needs identified through data analysis.

**Measures:**

Mentor Logs

1. BT Meeting Agendas
2. Orientation Celebration
3. Staff Development Opportunities
4. Lesson Plans
5. Staff Surveys
6. Teacher attrition rate
7. IGPs
8. Swansboro Middle School "Survival Guide" final product
9. Computer lab and Media center usage logs
10. Disaggregated test results
11. AVID Certification Study

**Processes:**

1. Orientation and mentoring resources will be provided for all new faculty members.
2. IGP development that incorporates emerging, innovative approaches to instruction.
3. All teachers will be provided with laptop computers.
4. Each grade level will have access to a wireless computer station and Promethean Board.
5. Technology related staff development will be provided for Edutest, data analysis, Blogs, Web site development, Promethean/Smart Boards, and other relevant technologies as needed.
6. Promote a positive and informed working environment for all employees.
7. Development and distribution of Swansboro Middle School "Survival Guide" for new personnel.
8. All teachers will be provided with training on AVID philosophies and strategies.
9. BT/Mentor support group
10. Establish a professional learning community that will train staff in incorporating writing strategies across the curriculum.

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

**Resources:**

1. Staff
2. Media Coordinator
3. Technology facilitator
4. Laptop computers
5. Surveys
6. Strategic Planning Team
7. AVID site team
8. BT Coordinator
9. Language Arts teachers

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

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

-Teacher retention has improved greatly, with a 14% staff turnover rate for the 2008-2009 school year in contrast to 29% in the 2007-2008 school year.

-According to the school climate survey of the staff, 90% of the staff gave the school an overall grade of "A" or "B." This was a significant improvement over the 2006-2007 school year in which a grade of "A" or "B" was awarded by only 56% of the staff.

-Beginning teachers were provided with a mentor. Monthly meetings and staff development for beginning teachers was provided as well.

-Technology staff development (Study Island, Promethean Boards, United Streaming) was provided for all staff.

-United Streaming data indicated that SBMS educators are utilizing United Streaming's technology-based educational resources. A total of 2,104 streams and downloads were made from

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

**Next steps**

-Organize a team of teachers to write the "SBMS Survival Guide" for new personnel.

-Develop a BT questionnaire to identify topics to be included in the "Survival Guide."

-Utilize the Media and Technology Advisory Committee more efficiently.

-Continue technology staff development and technology acquisitions.

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

May 2006-May 2008.

-A wireless cart was made available to each grade level. Additional computers were purchased to complete these carts.

-Additional Promethean Boards, Elmo document cameras, Mimios, and other technological tools were purchased to provide teachers with 21<sup>st</sup> Century tools.

-The media and technology program supported teaching and learning through collaborative project planning, team teaching, and continued collection development. Media Coordinators attended weekly grade level meetings in order to integrate the media and technology program across all disciplines.

-Additional support and supplemental instruction was provided to students via PEPs, FINAO, and tutoring. These students were identified through the analysis of Edutest data, classroom performance data, and EOG scores.

-All teachers were trained in AVID strategies and processes.

-One Language Arts teacher from each grade level was trained in WAC (Writing Across the Curriculum) and shared strategies for incorporating writing across the curriculum at weekly grade level meetings.

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

**Strategy:**

Create a safe learning environment which models respect, fosters positive relationships, and promotes healthy decision-making.

**Desired Results:**

1. Swansboro Middle School will meet safe schools criteria.
2. Swansboro Middle School will promote a healthy, active lifestyle where students are encouraged to make responsible choices.
3. Positive support systems will be made available to every student.
4. Every learning environment will be safe, inviting, respectful, supportive, inclusive and flexible for student success.
5. The student average attendance rate will be no less than 95%.

**Measures:**

1. School Climate Survey Results
2. Discipline Data
3. Safe School status
4. Peer Mediation documentation
5. Attendance Data
6. Revised Crisis Plan
7. Homebase Grade

**Processes:**

1. "Failure Is Not An Option" campaign
2. 6<sup>th</sup> Grade Orientation, [open house for all grade levels, rising 9<sup>th</sup> grader visitation, registration, and orientation, and administrative visits to elementary schools will take place.](#)
3. Counseling Support Systems
4. Peer Mediation
5. Implement Homebase/ Character Education/ Healthy Choices Curriculum
6. Walk Fit Program
7. Safe and Civil Schools/ Crisis Plan
8. NC Nutritional Standards Lunch Program
9. [Update and communicate policies and procedures in the student planner/handbook.](#)
10. [All teachers will be trained in CHAMPS.](#)



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

**Resources:**

1. Site-based monies
2. Staff
3. Guidance Department
4. Homebase curriculum
5. Community resources

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

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

-The Student School Climate survey indicates that 83% of parents and 85% of students feel that Swansboro Middle School provides a safe learning environment.

-68% of parents and 80% of students feel that SBMS promotes a healthy lifestyle.

-Counseling support systems are in place to provide transitional support for newly enrolled students, military deployment, and ESL students.

-The student average attendance rate for the 2007-2008 school year was 95.3%.

-Healthy lifestyle decisions were modelled through character education lessons and daily physical activity opportunities. (Walk Fit Program)

-Grades for the homebase/character education curriculum were not assigned due to the fact that extraneous factors such as breakfast, morning scheduling conflicts, late buses, etc. did not allow all students to have equal opportunity to participate in the WAVES curriculum.

-6<sup>th</sup> Grade Orientation, open house for all grade levels, rising 9<sup>th</sup> grader visitation, registration, and orientation, and administrative visits to elementary schools took place.

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

**Next steps**

-FINAO will be incorporated into the daily schedule due to financial constraints of an after-school program.

-The Student Leadership Team will be trained in peer mediation procedures during the Summer 2008 Leadership Camp. The peer mediation program will be implemented in the 2008-2009 school year.

-The character education program will be implemented during the FINAO/enrichment period at the beginning of the day and through teachable moments across the curriculum.

-A "First Friends" program will be developed to assist in the transition of newly enrolled students. The Student Leadership Team will be used in conjunction with "First Friends."

-Attendance criteria that matches AYP goals will be added for continuing eligibility in the PRIDE program.

-Refine and improve transitional support through 6<sup>th</sup> Grade Orientation, open house for all grade levels, rising 9<sup>th</sup> grader visitation, registration, and orientation, and administrative visits to elementary schools.

-All teachers will receive CHAMPS training.

**OCS Goal # 4: Swansboro Middle School leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.**

**Strategy:**

Create a school environment that capitalizes on the strengths and encourages involvement of all stakeholders.

**Desired Results:**

1. Increase staff morale and community satisfaction.
2. Increase parental and community involvement.
3. Develop and maintain positive relationships with parents and guardians.
4. Create a Parent-Teacher Organization that embraces 21<sup>st</sup> Century philosophies.

**Measures:**

1. Survey Responses
2. Teacher Attrition Rate
3. Increase Volunteers
4. Communication Logs
5. Involvement on School Planning Team
6. Parent-Teacher Organization
7. Meeting Agendas
8. BASES Report

**Processes:**

1. Volunteer Program
2. Celebrate Accomplishments
3. Recognize Excellence
4. Establish a Duty Free Lunch Schedule
5. Offer Parent Workshops
6. Communication through Websites and Blogs
7. Use of Alert Now Call System
8. AVID Parent Nights
9. AVID Tutoring
10. Implement 6<sup>th</sup> grade orientation
11. Recruit a parent coordinator(s) and teacher leaders who will gain support for and develop a Parent-Teacher Organization.

**OCS Goal # 4: Swansboro Middle School leadership will foster innovation in the Onslow County School System with the cooperation of families and community partners.**

**Resources:**

1. Local monies
2. Staff
3. AVID site team
4. Community volunteers
5. Technology facilitator
6. AVID tutors
7. Strategic Planning Team
8. *Hem of His Garment* Ecumenical Outreach Program

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

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

-According to School Climate survey data, 88% of teachers feel that school leadership shows support for teachers and demonstrates collaboration among stakeholders.

-92% of teachers feel that school leadership builds and sustains relationships that provide support to staff, families, and students.

-79% of parents feel that they are welcome and involved with the school.

-A PTO has been established. Officers have been elected. The first official function was a parent night in June.

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

**Next steps**

-Build the PTO and further define its role in the SBMS educational process.

-Teachers will be trained in the creation and management of a classroom Web page via the SBMS Web site.

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

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

**Desired Results:**

1. Improve the integrity of the existing technological infrastructure.
2. Obtain and secure emerging technological tools that maximize student achievement.
3. Efficiently utilize human resources that contribute to the effective operation of the school.
4. Utilize resources at the county level to meet specialized needs, such as ESL, and students with disabilities.

**Measures:**

1. Annual Media and Technology Report
2. Work Order Completion
3. Annual IT and technology survey
4. Minutes from Media Technology meetings
5. New Media Center, wireless cart, and computer lab usage logs

**Processes:**

1. Establish standards and guidelines for technology acquisitions.
2. Budget money for future technological needs.
3. Retain on-site Instructional Technology Facilitator to ensure efficiency of operating systems and technical support.
4. New Media Center/building and accompanying electrical and networking upgrades.
5. Establish consistent procedures for on-site maintenance and work orders.
6. Utilize the Media Technology Advisory Committee more efficiently

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

**Resources:**

1. Technology facilitator
2. Instructional monies
3. Custodial staff
4. Media Coordinators
5. County office support

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

**Summarize your results. Show trends. Were improvements made?**

**2007-2008**

- Construction of the new media center and computer lab was completed. Networking upgrades, including a new server were put in place.
- New technology acquisitions (Promethean Boards, Mimios, LCD projectors, ELMOs) have been made.
- The Technology facilitator and Technician's Assistant are available three days per week to ensure efficiency of operating systems and offer technical and instructional support.
- A new video surveillance/security system was installed. Key personnel were trained in its operation.
- Destiny*, an integrated, Web-based library management system was adopted to automate media and technology acquisitions.
- 71% of parents, 61% of students, and 72% of staff feel that school facilities are adequate to

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

**Next steps**

- Research and adopt emerging technologies that support instruction and the overall effective operation of the school.
- Provide continuing technology staff development opportunities based on assessed and expressed needs of the staff.

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

meet the instructional needs of students.

-77% of parents, 77% of staff, and 69% of students feel that the school has adequate technology tools to meet the curriculum needs.



# 2008 - 2009 Projected Budget

## Swansboro Middle School Strategic Plan 2008 - 2009 Budget

### Goal #1: Rigorous and relevant curriculum

*A: Ensure a consistent focus on application based teaching and learning that fosters critical thinking and develops problem-solving skills.*

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Study Island License	\$4,500.00	072 Student Accountability	Yearly License
Staff Development Expenses	\$4,000.00	069 At-risk	Staff Development
Textbooks	\$0	Textbook Allotment	
Brain Pop	\$600.00	072 Accountability	Yearly License

### Goal 2: Creative, passionate, and technologically skilled professionals

*A: Provide resources that empower teachers to become 21<sup>st</sup> Century educators.*

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Staff Development Expenses	\$3,500.00	028 Staff Development	Staff Development

### Goal 3: Civil, healthy, and productive citizens

*A: Create a safe learning environment which models, respect, fosters positive relationships, and promotes healthy decision making.*

Items for Purchase	Budgeted Amount	Source of Funding	Purpose
Professional Pay	\$3,500.00	069 At-risk	Salary
Invitations and Refreshments	\$1,000.00	048 Safe and Drug Free	6 <sup>th</sup> Grade Orientations/Open Houses

**Goal 4: Leadership will foster innovation**

*A: Create a school environment that capitalizes on the strengths and encourages involvement of all stakeholders.*

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
Refreshments, invitations, incentives and rewards	\$1,500.00	Local	AVID nights, celebrations, parent volunteer luncheons

**Goal 5: Effective and efficient systems**

*A: Maximize resource utilization to meet instructional, technological, and operational needs of the organization.*

<b>Items for Purchase</b>	<b>Budgeted Amount</b>	<b>Source of Funding</b>	<b>Purpose</b>
Instructional Supplies	\$3,500.00	061 Instructional Supply	Instructional Supplies
Technology, Technology support and supplies, postage	\$30,000.00	072 Student Accountability	Technology supplies/ Tier 2