

East Middle School

**School Improvement Plan
2022 -2023**

School Vision / Mission

Vision:

Respect: We celebrate our diversity and uniqueness. We build positive relationships. We foster a safe and welcoming environment.

Responsibility: We hold ourselves and each other accountable. We strive always to be better. We do the right thing, even when no one is looking.

Resilience: We celebrate our successes. We learn from our failures. We never give up on ourselves or each other.

Mission: East Middle School is a community of respectful, responsible, resilient learners striving for academic, professional, and personal success.

Carroll County Public Schools Vision 2018-2023

Prepare Globally Competitive Students

- Fully implement a CCPS curriculum aligned with the Maryland State Standards.
- Partner with local institutions of higher education to ensure college readiness.
- Enhance programs to ensure career readiness for all students.

Meet Each Student’s Instructional Needs

- Close the achievement gap between highest achieving and most struggling students.
- Provide appropriate education services for students identified with Autism Spectrum Disorder.
- Enhance alternative programs responsive to the needs of at-risk students.
- Implement a Gifted and Talented Program aligned with COMAR requirements.
- Enhance alternative learning opportunities through the use of digital resources.

Develop and Maintain an Effective Workforce

- Attract and retain highly qualified, effective, and diverse employees.
- Promote a culture of diversity in the workplace.
- Develop an electronic observation, evaluation, feedback, and professional development system.
- Continuously monitor the organizational structure to support the Vision 2018 Plan.

Provide a Secure, Orderly, Modern Environment

- Reduce incidents of bullying, violence, intolerance, and behavioral disruptions.
- Improve and modernize the environment within our school facilities and school buses.
- Enhance security for all CCPS students, staff, volunteers, and visitors.

School Needs Assessment

The three goals that have been developed are focused around implementing a department collaborative planning process and common assessment data collection. Through this process we can implement lessons, interventions, and close the opportunity gap for our FARMS population. Strategic actions involved to achieve these goals will include weekly collaboration between teachers, a focus on critical writing over the content areas, frequent common assessments, bi-weekly data collection meetings, academic interventions to re-teach content and an academic advisory program for each FARMS student.



The team is working to create a collaborative environment that brings growth and mastery to all students, which will in turn close the opportunity gap between our different ethnic, academic, and socio-economic groups. Student achievement was determined by math benchmarks and Math and English Language Arts MCAP scores.



School Improvement Goals to Target Areas from Needs Assessment
<ol style="list-style-type: none"> 1. Increase the percent of all students achieving proficiency in Star Reading by end of school year 2022-2023 (baseline TBD in the fall and percentage increase based on the baseline). 2. Increase the percent of students achieving proficiency on the math benchmark for each grade level by the end of the 2022-2023 school year. 3. At least 50% of FARMS students meeting the criteria will achieve final grades of 70% or higher in their core content classes at the end of year 2022-2023 school year.

School Improvement Goal		
<ol style="list-style-type: none"> 1. Increase the percent of all students achieving proficiency in Star Reading by end of school year 2022-2023 (baseline TBD in the fall and percentage increase based on the baseline). 		
Strategic Actions There may be more than one action for each of the "topics" below.	Time Line	Measures of Success / Desired Performance Level
1.1 STAR reading assessment (given three times)	Fall by Oct. 7, Winter, Spring	Provides baseline data and monitoring of progress. Comparison data from winter and spring will evaluate growth and implement interventions when necessary.
Utilize Freckle	Ongoing	Students will work at their level and work progressively on more challenging concepts by using common core standards.
STEM/Humanities and Spanish classrooms can contribute to assessment data collection	Ongoing	Cross-curricular material can be utilized to reference common core standards in ELA. Data will be monitored at bi-weekly data collection meetings. Common assessment data results will be analyzed.



1.2	Freckle Professional Development	Fall 2022	May be given by content supervisors
1.3	Collaborative planning	Ongoing weekly	Weekly meetings will include a planning sheet and data collection tool that will be recorded and accessible for review by the team.
	Data review meetings	Ongoing, Bi-weekly	Common assessment results will be view to address strengths and weakness in student scores to evaluate reteaching topics.
	Critical writing skills in other content areas (Social Studies, Science, STEM/Humanities, Spanish)	Ongoing	Two writing assessments per semester will be utilized to show progress based on a common writing rubric and evaluating growth.
1.4	Reading Interventionist will collect data for students	Fall, winter, spring department meetings	Evaluate growth and progress of students to identify areas of necessary reteaching and interventions.



School Improvement Goal		
<p>2. Increase the percent of all students achieving proficiency on the math benchmark for each grade level by the end of the 2022-2023 school year.</p> <ul style="list-style-type: none"> • 6th Grade: will have 75% of students achieving proficiency • 7th Grade: will have 65 to 70% of students achieving proficiency • 8th Grade: will have 50-55% of students achieving proficiency • Algebra 1: will have 78-80% of students achieving proficiency 		
Strategic Actions	Time Line	Measures of Success / Desired Performance Level
2.1 Baseline data from spring benchmarks	Spring 2022	Student results were collected and weaknesses will be determined by Math interventionist and shared with department.
Unit Tests	Ongoing	Data will be reviews after each unit test to assess student progress and implement interventions/re-teaching when necessary.
Data Meetings	Bi-weekly	Data will be discussed during data meetings and accessible for review from the team.
Collaborative Planning	Ongoing	Weekly collaborative planning sheets will be recorded and lessons co-planned.
FARMS reviewed during collaborative planning sessions	Ongoing	A section of the weekly planning sheet will be dedicated to our FARMS population, students of concern will be discussed and academic performance reviewed with their academic advisors as well as interventions provided.
Math Benchmark	March 2023	Results will be analyzed by Math Interventionist and shared at data meetings to discuss strengths and weaknesses within common core standards mastery.



School Improvement Goal		
<p>4. 3. At least 50% of all FARMS students meeting the criteria will achieve final grades of 70% or higher in their core content classes at the end of year 2022-2023 school year.</p>		
Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<p>3.1 Determine FARMS population based on criteria</p>	<p>End of Quarter 1</p>	<p>Students divided by grade level (using academic intervention programs) Will include all FARMS students at this time. Criteria set will be 2 or more D's or any F's in core content classes and/or attendance less than 90% and/or homeless students.</p>
<p>Academic Advisor meetings for FARMS</p>	<p>Ongoing (minimum monthly meetings....dates decided by Team Leaders and individual teams).</p>	
<p>Review goal sheets</p>	<p>Ongoing, monthly</p>	<p>Team leaders at team meetings will review goal sheets provided by SIT with team members.</p>
<p>Review grades and attendance</p>	<p>Ongoing, monthly</p>	<p>Team leaders at team meetings will review all FARMS student grades and attendance using the created document from SIT.</p>