

Islander Middle School
School Improvement Plan
PLC Strand
2020/2021

Goal: Through ongoing professional learning, Islander Middle School will work to build a community of inclusion where:

All IMS staff will work in collaborative teams and take collective responsibility for student learning as they

- Implement a guaranteed and viable curriculum, unit by unit (RTI Tier 1)
- Monitor student learning through an ongoing assessment process that includes frequent, team developed common formative assessments;
- Use the results of common assessments to:
 - Improve individual practice
 - Build the team's capacity to achieve its goals
- Begin the development of targeted Tier 2 interventions and enrichment opportunities

Leadership (Who are the stakeholders responsible for leading the improvement goal?)

Leadership in the implementation of the collaborative Professional Learning Communities will fall upon every educator on the IMS staff. In previous years, all IMS certificated staff has received guidance on the effective operations of PLC practices and the expectation is that these collaborative practices continue during this remote learning environment. The collaborative planning time has increased this year as teams seek to provide a guaranteed and viable curriculum for all students in all grades and subjects. In addition, the development of common assessments will continue to be part of these ongoing conversations.

The IMS Principal's Cabinet is also taking an active leadership role. Our Content Team Leaders, who serve on the Principal's Cabinet, will facilitate the collaborative team meeting that will meet once a week at a minimum. Principal's Cabinet meeting agendas include time devoted to increasing the leadership capacity of all members and how to best support teams through the journey of collaboration.

All IMS certificated staff will participate in the PLC process on a weekly basis throughout the school year. In addition, for the 20/21 school year, classified staff that support student learning have also been included in these important PLC conversations.

Alignment (How does the goal align to the district mission, vision, values, fundamentals, other goals, or focus priorities?)

The development and implementation of the PLC process supports the district mission, vision and values in the following ways:

Core Values Students are the priority. We believe in: supporting the whole child, inclusive and equitable learning settings, ensuring our school community is safe and supportive, providing rigorous and challenging learning.

Vision Inspiring our students to be lifelong learners as they create their futures.

Mission Mercer Island School District will foster learning by engaging students to think critically, solve problems creatively, and work collaboratively.

In addition, the work of the PLC Process aligns with the focused priority of MTSS implementation though the implementation of a RTI Tier 1, Professional Learning as well as the inclusive and equitable child-centered education for each student.

Results (What will change and improve as a result of the goal? How will the school be improved?)

- Teachers will be continuously engaged in a cycle of learning based on the designation of essential standards, the development and implementation of common assessments and the examination of student data.
- The results of the conversations should lead to a better understanding and articulated vision of what students should be able to demonstrate knowledge and skills of in each IMS course at a Tier 1 level. Then, based on this data, Tier 2 interventions- through the utilization of office hours and in-person learning opportunities- will be developed to support students with both remediation and enrichment opportunities.

Resources (What resources (human, fiscal, or other will the school need to accomplish the goal?)

Resources will be allocated to this process as needed. Many of the additional resources for the PLC process involve dedicated planning time. During the 19/20 school year (pre-pandemic), additional planning time, embedded in the school day, was created during Gator Time. In the 20/21 school year, additional planning time in the afternoon has been allocated for staff members to meet with their PLCs in order to continue work on an guaranteed and viable curriculum as well as common assessments.

During the year, additional resources may need to be allocated for conferences, trainings and additional planning time outside of the school day.

Action Items (What will groups or individuals do to achieve and make progress toward the goals? If known, what are some expected timelines?)

Summer 2020- Many PLCs met during the Summer to work on curriculum mapping and new curriculum integration (math department).

Fall 2020- All PLCs will continue work from the previous Spring about developing an guaranteed and viable curriculum in an online setting for each content area. PLCs will work together a minimum of 75 minutes per week using hours embedded in their contract time. This curriculum will be delivered to students with common assessments being implemented as much as possible to determine student achievement and growth.

Winter 2020- PLCs will continue on-line curriculum mapping to ensure a common experience for students and explore different Tier 2 interventions that may support student enrichment and remediation through selected office hours and in-person learning opportunities.

Spring 2020- Assuming a still remote learning environment, teachers will enact these Tier 2 interventions to support student growth and achievement while finalizing the guaranteed and viable curriculum map.