

FORT MILL MIDDLE SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership			
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning			
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources			
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity			
Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs						
Performance Goal 1.1a: (Statement of desired progress or result over 5 years)	By 2026, 88% of responses on the Data Integration Survey, completed by designated school leaders, will be at the highest indicator of implementation.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	Data Integration Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Data Integration Survey Responses	30.0%	Projected	40.0%	50% 79%	60% 82%	70% 85%	80% 88%
		Actual	76%				

*Anticipated baseline. Survey will be given in spring of 2022

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Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs						
Performance Goal 1.1b: (Statement of desired progress or result over 5 years)	By 2026, 80% of school leaders will use Schoolzilla to inform decisions and evaluate systems and programs.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	Schoolzilla usage data						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Schoolzilla Usage Data	30.0%	Projected	40.0%	50.0%	60.0%	70.0%	80.0%
		Actual	30.0%				
*2020-21 data used for Baseline							

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Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate Systems and Programs						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Provide professional development to teachers on uses of Schoolzilla	2022	2024	Jennifer Wilson	\$0	N/A	Continued	Teacher feedback survey after PD
Develop a school-wide procedure for teachers to check data in Schoolzilla each month	2023	2024	Jennifer Wilson	\$0	N/A	Continued	quarterly monitoring of the plan
Set a group responsible to meet and discuss school-wide twice a semester	2023	2027	Jennifer Wilson	\$0	N/A	Continued	agendas from meeting

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Strategy 1.2:	Effective Communication: Strengthen Stakeholder Involvement in ONGOING Internal and External Communication						
Performance Goal 1.2: (Statement of desired progress or result over 5 years)	By 2026, 99% of parents indicate they are satisfied with timely communication from their child's school (#23). By 2026, 66% of parents indicate they agree that the their child's school considers changes based on what parents say (#11).						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	SCDE Parent Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Parent Survey (#23)	87.8%	Projected	89.0%	89.5% 96%	90% 97%	90.5% 98%	91% 99%
		Actual	95.4%				
Source: Parent Survey (#11)	35.1%	Projected	38.1%	41.1% 60%	44.1% 62%	47.1% 64%	50.1% 66%
		Actual	58.2%				
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Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation						
Performance Goal 1.3: (Statement of desired progress or result over 5 years)	By 2026, 100% of teachers will be satisfied with working conditions.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Teacher Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Teacher Survey (#70)	83.7%	Projected	84.7%	85.7% 100%	86.7% -100%	87.7% 100%	88.7% 100%
		Actual	100%				
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Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Buddy teacher will be assigned to any "new to the building" teacher	2022	2027	McQuay	\$0	N/A	Continued	Buddies assigned
Revisit the SCTS yearly and incorporate into PD	2022	2027	Admin team, Hammond	\$0	N/A	Continued	PD Plan
Add peer observations program for teachers	2022	2027	Admin team, Hammond	\$0	N/A	Continued	Peer observation schedule for teachers
Implement a teacher of the month program	2022	2027	Wilson	\$150	Instructional Budget	Continued	Monthly announcements
Add peer check in time to bi-monthly team meetings	2023	2024	McQuay, team leads	\$0	N/A	Modified	agendas from team meetings

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Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.						
Performance Goal 2.1d: (Statement of desired progress or result over 5 years)	By 2026, 74.0% of students in grades 6-8 will demonstrate proficiency on the SC Ready Assessment for ELA. By 2026, 64.0% of students in grades 6-8 will demonstrate proficiency on the SC Ready Assessment for Math.						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SC Ready ELA, Math Data from Schoolzilla						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: ELA	63.0%	Projected	65.0%	67% 69%	69% 71%	71% 73%	73% 74%
Grade 6-8		Actual	68.6%				
Source: Math	53.3%	Projected	55.3%	57.3% 59%	59.3% 60%	61.3% 62%	63.3% 64%
Grade 6-8		Actual	58.4%				
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Strategy 2.2:	Engaging and Rigorous Curriculum and Instruction: Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.						
Performance Goal 2.2: (Statement of desired progress or result over 5 years)	By 2026, the percent of student responses indicating satisfaction with their learning environment will be 85.5% (#18).						
Interim Performance Goal: (One year goal)	Meet annual targets below.						
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Student Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#18)	77.8%	Projected	79.5%	81.0%	82.5%	84.0%	85.5%
		Actual	80.2%				
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Strategy 2.2:	Engaging and Rigorous Curriculum and Instruction: Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Provide ongoing PD on quality, effective instruction: STEAM principles, PBL, differentiated instruction, culturally responsive teaching, SEL, and vetted and approved tech-based resources, etc.	2022	2027	Emily McQuay, Jennifer Wilson, Matthew Mallery	TBD	School Instructional Budget	Continued	PD Plan
Walkthrough schedule and feedback for teachers	2022	2027	Admin	\$0	N/A	Continued	Walkthrough schedule
Protected Time for PLCs and plan for monitoring meetings	2022	2027	Admin	\$0	N/A	Continued	PLC Schedule, monitoring plan
Peer observation schedule implemented	2022	2027	Admin Team, Hammond	\$0	N/A	Continued	Peer observation schedule for teachers
Student recognition for honor roll and student the month	2023	2027	Admin Team, grade level chairs	\$0	PTO	Modified	social media shares

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Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.						
Performance Goal 2.3: (Statement of desired progress or result over 5 years)	By 2026-27 school year, fully implement a multi-tiered system of prevention using a consistent framework across all schools to support the academic, behavioral and social competencies of all students by maintaining 80% or higher treatment integrity.						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	Ci3T Treatment Integrity Measures to include Teacher Self-Report, Direct Observations, and Tiered Fidelity Inventory.						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source:	To be collected in 23-24	Projected	N/A	N/A	Baseline TBD	70.0%	75.0%
Ci3T Treatment Integrity (Middle & High)		Actual	N/A	N/A			

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Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Develop a comprehensive framework to include all stakeholders that establishes a process for utilizing existing data systems to target students needs 6-8.	2022	2023	Admin Team	\$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Engage in an annual cycle of data review, analysis, and interpretation with developmental, reciprocal, and accountable steps at grade/content, school, grade band, and district levels.	2023	2027	Admin Team	\$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Develop a 3-tiered structured framework of prevention to address all students academic, behavioral, and social needs to include staffing to implement 6-8. (Secondary building and implementation)	2022	2025	Admin Team	\$0	N/A	Continued	Ci3T Implementation Data
Use data to a) determine specific areas in need of academic growth for targeted supplemental programs such as after school and summer programs and b) measure academic growth of participants.	2022	2027	Admin Team	TBD (varies by year)	General Fund, Grants, ESSER Funds, Title Funds	Continued	Student achievement data (see Perf. Goal 2.1a-f)

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Strategy 3.1:	Safe, Clean and Healthy School Environments: Develop and implement a systems' approach to improving a safe, clean, and healthy learning environments.						
Performance Goal 3.1: (Statement of desired progress or result over 5 years)	By 2026, the percent of teacher responses indicating satisfaction with the social and physical environment in their school will be 100% (#47) By 2026, the percent of parent responses indicating satisfaction with the social and physical environment in their school will be 81% (#19) By 2026, the percent of student responses indicating satisfaction with the cleanliness of bathrooms in the school will be 74% (#21)						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	SCDE Teacher, Parent, Student Survey						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Teacher Survey (#47)	94.6%	Projected	94.8%	95% 100%	95.2% 100%	95.4% 100%	95.6% 100%
		Actual	100%				
Source: Parent Survey (#19)	67.3%	Projected	69.0%	70.5% 78%	72% 79%	73.5% 80%	75% 81%
		Actual	76.6%				
Source: Student Survey (#21)	66.4%	Projected	68.0%	69.5% 50%	71.0%	72.5%	74.0%
		Actual	41.1%				
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Strategy 3.2:	Effective Social Emotional Learning and Support Services						
Performance Goal 3.2: (Statement of desired progress or result over 5 years)	By 2026, the percent of student responses indicating satisfaction with their social and physical environment will be 86%. By 2026, the chronic absenteeism rate will be 5.5%.						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	SCDE Student Survey, Chronic Absenteeism						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#36)	80.6%	Projected	82.0%	83.0%	84.0%	85.0%	86.0%
		Actual	79.8%				
Source: Chronic Absenteeism Rates	8.81%	Projected	7.5%	7.0%	6.5%	6.0%	5.5%
		Actual	7.75%				
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Strategy 3.2:		Effective Social Emotional Learning and Support Services					
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Implement district selected SEL screener	2022	2027	Admin Team	TBD	District General Fund	Continued	data from screener
Implement restorative discipline practices	2022	2027	Admin Team, teachers	TBD	School Instructional Funds	Continued	Restorative form, referral data
Implement evidence based SEL instruction during A+	2022	2027	Admin team, teachers	TBD	School Instructional Funds	Continued	curriculum for SEL lessons
Implement bi-monthly attendance meetings	2023	2027	Wilson, Mayes	\$0		Continued	calendar
Counselors completing temperature checks and then following up with students who need assistance	2023	2027	Counselors	\$0		Modified	

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Strategy 3.3:	Technology Resources: Provide equitable student learning opportunities with current technology resources.						
Performance Goal 3.3: (Statement of desired progress or result over 5 years)	By 2026, increase the average launches per user in ClassLink to 200						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	ClassLink App Usage Report						
Overall Measures	Average Baseline		2021-22	2022-23	2023-24	2024-25	2025-26
Source: ClassLink Usage Data	151	Projected	161	174 181	184 185	191	200
		Actual	179				

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Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.						
Performance Goal 4.1a: (Statement of desired progress or result over 5 years)	By 2026, decrease the percentage of students in poverty that receive 1 or more discipline referrals to 6%						
Interim Performance Goal: <small>(One year goal)</small>	Meet annual targets below.						
Data Source(s): <small>(List types of data that will be collected or examined to measure progress)</small>	SCDE Data Toolkit						
Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source:	11.0%	Projected	10.0%	9% 20%	8% 15%	7% 10%	6.0%
		Actual	26%				
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Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.						
Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Utilize the data gathered from the district equity audit to develop an action plan for FMMS	Jan. 2023	Oct 2024	Admin Team	\$0	N/A	Modified	development of action steps
Include cultural responsiveness as a part of the professional development plan for FMMS	2022	2027	Admin Team	TBD	School Instructional Budget	Continued	PD Plan
Implement restorative discipline practices as an admin team and provide PD to teachers	2022	2027	Mallery, Admin Team	TBD	School Instructional Budget	Continued	PD Plan
Implement incentive time (PRIDE Time) to recognize those showing Jacket PRIDE	2022	2027	teachers, counselors, admin	N/A	N/A	Modified	rosters of those earning PRIDE Time
Jacket Tracker- guidance and admin checks in	2022	2027	counselors, admin, teachers	N/A	N/A	Modified	Educators Handbook data