

## Northwest Middle School

**DREAM, BELIEVE, ACHIEVE**

**School Improvement Plan  
2023 - 2024**

### **School Vision / Mission**

#### **Core Values: Northwest Students**

- Display evidence of Husky P.R.I.D.E. to reach your full potential.
- Respect our learning and its diverse individuals.
- Accept personal responsibility for oneself.
- Develop the skills to thrive as a 21st century learner and citizen.
- Develop effective communication, interpersonal, and leadership skills.

#### **Core Values: Northwest Families**

- Support the importance of education at home.
- Engage in partnerships with the school: *PTO, Career Day, Student Learning Opportunities OR Parent/Teacher Conferences.*
- Participate in school activities Volunteer in the school: *Field Trips, After School Activities OR Sign up to help in the Teacher Work Room.*

#### **Core Values: Northwest Middle School**

- Maintain a safe and respectful learning environment.
- Expose students to diverse learning experiences.
- Provide all students with opportunities to reach their full potential.
- Establish positive relationships with co-workers, students and families.
- Create opportunities for students to become community, career, and college ready.

#### **Core Values: Northwest Middle School Staff**

- Use student assessment to inform planning for appropriate and targeted instruction.
- Prepare students to participate in a global society by promoting real-world applications and higher-level mastery.
- Create opportunities for students to become community, career, and college ready

#### **Northwest Middle Vision:**

- Seeing students for what they can become.



<p><b>Prepare Globally Competitive Students</b></p> <ul style="list-style-type: none"> <li>➤ Fully implement a CCPS curriculum aligned with the Maryland State Standards.</li> <li>➤ Partner with local institutions of higher education to ensure college readiness.</li> <li>➤ Enhance programs to ensure career readiness for all students.</li> </ul>
<p><b>Meet Each Student’s Instructional Needs</b></p> <ul style="list-style-type: none"> <li>➤ Close the achievement gap between highest achieving and most struggling students.</li> <li>➤ Provide appropriate education services for students identified with Autism Spectrum Disorder.</li> <li>➤ Enhance alternative programs responsive to the needs of at-risk students.</li> <li>➤ Implement a Gifted and Talented Program aligned with COMAR requirements.</li> <li>➤ Enhance alternative learning opportunities through the use of digital resources.</li> </ul>
<p><b>Develop and Maintain an Effective Workforce</b></p> <ul style="list-style-type: none"> <li>➤ Attract and retain highly qualified, effective, and diverse employees.</li> <li>➤ Promote a culture of diversity in the workplace.</li> <li>➤ Develop an electronic observation, evaluation, feedback, and professional development system.</li> <li>➤ Continuously monitor the organizational structure to support the Vision 2018 Plan.</li> </ul>
<p><b>Provide a Secure, Orderly, Modern Environment</b></p> <ul style="list-style-type: none"> <li>➤ Reduce incidents of bullying, violence, intolerance, and behavioral disruptions.</li> <li>➤ Improve and modernize the environment within our school facilities and school buses.</li> <li>➤ Enhance security for all CCPS students, staff, volunteers, and visitors.</li> </ul>

<b>School Needs Assessment</b>
<p><b>2022-2023 Staff Survey</b></p> <ul style="list-style-type: none"> <li>• Teachers expressed a need for the following: <ul style="list-style-type: none"> <li>• Professional Development on mental health for students and having a “toolkit” for aiding in students’ mental health</li> <li>• Improved discipline procedures for all behaviors</li> <li>• Improved communication for protocols</li> </ul> </li> </ul>
<p><b>2022-2023 MCAP/MISA Data</b></p> <ul style="list-style-type: none"> <li>• 51.3% - students proficient on English/Language Arts MCAP</li> <li>• 15% - students proficient on Math MCAP</li> <li>• 35.1% - students proficient on Algebra 1 MCAP</li> <li>• 36% - students proficient on Science MISA</li> </ul>
<p><b>Maryland State Report Card Data 2021-2022</b></p> <ul style="list-style-type: none"> <li>• 16.2% - Students proficient in Mathematics - (average score 1.9/5.0; 4.0 = proficient)</li> <li>• 41.9% - Students proficient in English/ Language Arts on state test (average score 2.4/5.0; 4.0 = proficient)</li> <li>• 35.8% - Students proficient in Science MISA</li> <li>• 60.2% - Students not chronically absent</li> </ul>



### **Report Card Grade Data 2022-2023**

- Quarter 1 - 83 F's (Math- 22, ELA- 9, SS- 36, Science- 16)
- Quarter 2 - 82 F's (Math- 19, ELA- 14, SS- 33, Science- 16)
- Quarter 3 - 126 F's (Math- 18, ELA- 26, SS- 49, Science- 33)
- Quarter 4 - 163 F's (Math- 42, ELA- 31, SS- 50, Science- 40)

### **Demographics of Students with 2 or more F's in a Single Class 2022-2023**

- 24% of students had IEP
- 7% of students had 504 Plan
- 0% of students identified as ELL
- 87% of students identified as FARMS
- 78% of students with attendance below 90%

### **FARMS Students that Failed 1 or More Academic Classes (Final Grade)**

- 2022 – 73/278 (26%)
- 2023 – 40/285 (14%)

### **Discipline Data – 2022-2023**

- 368 Major referrals for Disruption
- 177 Major referrals for Disrespect

### **Discipline Data – 2021-2022**

- 199 Major referrals for Disruption
- 100 Major referrals for Disrespect

### **Demographic Data – October 2023**

- 53 students (8.31%) with a 504 Plan
- 92 students (14.42%) with IEPs
- 4 students (.63%) English Language Learners
- 285 students (36.8%) designated to receive free or reduced lunch
- 19 students (6%) (504 Plan & FARMS)
- 61 students (66%) (IEP & FARMS)
  
- Hispanic Students – 41 (6.4%)
- American Indian Students – 0 (0%)
- Asian Students – 9 (1.4%)
- African American Students – 54 (8.5%)
- Native Hawaiian Students – 1 (.02%)
- White Students – 494 (77.4%)



- Two or More Races – 39 (6.1%)



<b>School Improvement Goals to Target Areas from Needs Assessment</b>	
1.	<b>Literacy Focused Goal:</b> Northwest Middle will increase the percentage of all students achieving proficiency on the ELA MCAP from 51% to 56% by the end of the 2023-2024 school year.
2.	<b>Math Focused Goal:</b> Northwest Middle will increase the percent of all students achieving proficiency on the Math MCAP from 15% to 20% by the end of the 2023-2024 school year.
3.	<b>Science Focused Goal:</b> Northwest Middle will increase the percent of students achieving proficiency on the Maryland Science Integrated Assessments (MISA) from 36% to 41% of 8 <sup>th</sup> graders from the 2023 to 2024 state assessments.
4.	<b>Underperforming Populations Focused Goal:</b> Northwest Middle will decrease the amount of students that fail one or more academic classes per year from 14% to 10% of students identified as FARMS, by the Spring of 2024.

<b>School Improvement Goal 1</b>		
1. <b>Literacy Focused Goal:</b> Northwest Middle will increase the percentage of all students achieving proficiency on the ELA MCAP from 51% to 56% by the end of the 2023-2024 school year.		
<b>Strategic Actions</b>	<b>Measures of Success / Desired Performance Level</b>	<b>Timeline</b>



<p>1.1 Classroom teachers will work collaboratively for best instructional practices by co-planning weekly and co-teaching with special educators and interventionists in basic and academic level classes.</p>	<p>Decrease the average amount of F's in ELA and SS classes per quarter. (baseline: ELA = 20 F's per quarter, SS = 42 F's per quarter) (1.1, 1.5, 1.7, 1.8)</p>	<p>Quarterly</p>
<p>1.2 Teachers will meet in Achievement Teams to compare lessons and benchmark/ assessment data (bi-weekly) and use the data to inform future instruction.</p>	<p>ELA teachers will give Diagnostic Reading and Writing Assessments (SRA &amp; SWA) twice during the school year. Grade Level Goal – Student Average of 70%. (1.5, 1.9, 1.11, 1.12)</p>	<p>Fall/Spring</p>
<p>1.3 ELA and SS teachers (6-8<sup>th</sup> grade) will meet monthly as content area teams in order to align ELA practices.</p>	<p>ELA teachers will give the Star Reading Assessment quarterly in order to monitor student progress and inform instruction. (1.1, 1.4, 1.5, 1.6)</p>	<p>Quarterly</p>
<p>1.4 Teachers will use STAR reading assessments and benchmarks to inform their WIGs and lead measures.</p>	<p>ELA teachers will use Common Benchmarks/ Unit Assessments/ Writing rubrics. Grade Level Goal – Student Average of 70%. (1.2, 1.3)</p>	<p>Periodically</p>
<p>1.5 All ELA teachers and special education teachers that teach Level 1 ELA classes will attend a co-teaching professional development session. (Summer 2023 or Sept. 2023)</p>	<p>NWS will increase the amount of clubs that are offered and students in clubs to decrease referrals for Disruption (368 Major) and Disrespect (177 Major). (1.10)</p>	<p>2023-2024 School Year</p>
<p>1.6 ELA teachers will receive training on how to use Freckle effectively in the classroom.</p>		
<p>1.7 NWS will offer Husky Homework Help twice a week, Tues/Thurs, after school. This program is open to all students, but will focus on homework help, remediation, and tutoring.</p>		
<p>1.8 Teams will utilize Intervention Week (one week per quarter),</p>		



<p>prior to the end of each quarter to target students with D's and F's in order to enhance their academic performance.</p> <p>1.9 ELA Intervention Specialist will target 8<sup>th</sup> grade ELA and S.S. classes in order to support IEP students in basic and academic level classes.</p> <p>1.10 NWS will offer a variety of clubs that provide more opportunities for meaningful reading and writing (Husky Reading Buddies, Poetry Club, Literary Magazine Club, Study Club, Battle of the Books, Book Club, Relax and Read, etc.)</p> <p>1.11 ELA and Special Education department will provide support to teachers with learning to use general education interventions such as Framing Your Thoughts and REWARDS – target students in Basic level classes.</p> <p>1.12 NWS will provide hourly funds for ELA Professional Development. (including IA training)</p>		
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<b>School Improvement Goal 2</b>		
<p><b>2. Math Focused Goal:</b> Northwest Middle will increase the percent of all students achieving proficiency on the Math MCAP from 15% to 20% by the end of the 2023-2024 school year.</p>		
<b>Strategic Actions</b>	<b>Measures of Success / Desired Performance Level</b>	<b>Timeline</b>



<p>2.1 Classroom teachers will work collaboratively for best instructional practices by co-planning weekly and co-teaching with special educators and interventionists in basic and academic level classes.</p>	<p>Decrease the average amount of F's in Math classes per quarter. (baseline: Math = 25 F's per quarter) (2.8, 2.9)</p>	<p>Quarterly</p>
<p>2.2 Teachers will meet in Achievement Teams to compare lessons and benchmark/ assessment data (bi-weekly) and use the data to inform future instruction.</p>	<p>Math teachers will give Benchmark assessments twice during the school year. Grade Level Goal – Student Average of 70%. (2.4, 2.5, 2.6, 2.11, 2.12)</p>	<p>Twice per year</p>
<p>2.3 Teachers will use IXL assessments and snapshots to monitor progress and celebrate growth milestones.</p>	<p>Math teachers will have students complete IXL Diagnostic Assessments (IXL snapshots) 4 times throughout the 2023-2024 school year. Goal – Each student should gain at least 100 points by the end of the school year. Basic Level students should earn 150-200 points by the end of the school year. (2.1, 2.3, 2.7, 2.11)</p>	<p>Four times per year &amp; monitor growth monthly</p>
<p>2.4 Math classroom teachers will use error analysis to model and teach math reasoning skills to their students.</p>	<p>Math teachers will use Common Unit assessments/mastery checks and earn an average of 70%. (2.2, 2.5, 2.11)</p>	<p>Per Unit</p>
<p>2.5 Classroom teachers will receive support with Benchmarks &amp; how to create/use common assessments to inform instruction.</p>	<p>NWS will increase the amount of clubs that are offered and students in clubs to decrease referrals for Disruption (368 Major) and Disrespect (177 Major). (2.10)</p>	<p>2023-2024 School Year</p>
<p>2.6 Math Intervention Specialist will target students in basic level classes.</p>	<p>2.7 Classroom teachers will receive training/support on using IXL effectively in the classroom and how to monitor growth. IXL will be used across math classes of all levels.</p>	
<p>2.8 NWS will offer Husky Homework Help twice a week, Tues/Thurs, after school. This</p>		





<p>program is open to all students, but will focus on homework help, remediation, and tutoring.</p> <p>2.9 Teams will utilize Intervention Week (one week per quarter), prior to the end of each quarter to target students with D's and F's in order to enhance their academic performance.</p> <p>2.10 NWS will offer a variety of clubs that provide more opportunities for math practice (Math Club, Robotics Club, Coding Club, Study Club, Greenhouse, etc.)</p> <p>2.11 Math and Special Education department will provide support to teachers with learning to use general education interventions such as Hand2Mind Mini Lessons and Pathways &amp; Pitfalls – target students in Basic level classes.</p> <p>2.12 NWS will provide hourly funds for Math Professional Development. (including IA training)</p>		
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<b>School Improvement Goal 3</b>		
<p><b>3. Science Focused Goal:</b> Northwest Middle will increase the percent of students achieving proficiency on the Maryland Science Integrated Assessments (MISA) from 36% to 41% of 8<sup>th</sup> graders from the 2023 to 2024 state assessments.</p>		
<b>Strategic Actions</b>	<b>Measures of Success / Desired Performance Level</b>	<b>Timeline</b>



<p>3.1 Science teachers will meet in Achievement Teams to compare lessons and benchmark/ assessment data (bi-weekly) and use the data to inform future instruction.</p>	<p>Science teachers will use Common Benchmarks/ Unit Assessments. Grade Level Goal – Student Average of 70%. (3.1, 3.2)</p>	<p>Twice a year/ Per Unit</p>
<p>3.2 Classroom teachers will receive support with Benchmarks &amp; how to create/use common assessments to inform instruction.</p>	<p>Decrease the average amount of F’s in Science classes per quarter. (baseline: Science = 26 F’s per quarter) (3.3, 3.4, 3.6, 3.7, 3.8)</p>	<p>Quarterly</p>
<p>3.3 NWS will offer Husky Homework Help twice a week, Tues/Thurs, after school. This program is open to all students, but will focus on homework help, remediation, and tutoring.</p>	<p>NWS will increase the amount of clubs that are offered and students in clubs to decrease referrals for Disruption (368 Major) and Disrespect (177 Major). (3.5)</p>	<p>2023-2024 School Year</p>
<p>3.4 Teams will utilize Intervention Week (one week per quarter), prior to the end of each quarter to target students with D’s and F’s in order to enhance their academic performance.</p>		
<p>3.5 NWS will offer a variety of clubs that provide more opportunities for science exploration and problem solving (Environmental Club, Agriculture Club, Robotics Club, Coding Club, Study Club, etc.)</p>		
<p>3.6 Teachers will utilize Husky Learning Lab for 504/IEP students to ensure that they are receiving their classroom accommodations.</p>		
<p>3.7 Classroom teachers will receive support/training on</p>		



<p>how to modify content for students with intellectual disabilities and communication needs.</p> <p>3.8 Instructional Assistants will receive additional training on how to provide classroom support to students with intellectual and emotional disabilities.</p>		
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<b>School Improvement Goal 4</b>		
<p><b>4. Underperforming Populations Focused Goal:</b> Northwest Middle will decrease the amount of students that fail one or more academic classes per year from 14% to 10% of students identified as FARMS, by the Spring of 2024.</p>		
<b>Strategic Actions</b>	<b>Measures of Success / Desired Performance Level</b>	<b>Timeline</b>



<p>4.1 NWS will focus on team teaching/co-teaching in basic level classes to support the diverse needs of the students.</p>	<p>80% of students who consistently attend Husky Homework Help will earn passing grades in their core academic classes. (4.9)</p>	<p>Tues/Thurs during 2023-2024 School Year</p>
<p>4.2 NWS will provide more classroom-based interventions to help remediate skills and close gaps in learning (Hand2Mind Math Mini Lessons, IXL, Freckle, REWARDS, Framing Your Thoughts, Report Form, etc.)</p>	<p>Decrease the number of FARMS students who receive F's per quarter. (Q1- 64/83 77%, Q2- 67/82 82%, Q3- 106/126 84%, Q4- 124/163 76%) (4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 4.8, 4.10, 4.11, 4.13, 4.14, 4.15, 4.16)</p>	<p>Quarterly</p>
<p>4.3 School Counselors and School Psychologist will conduct check-ins with identified students who have chronic attendance issues in order to support their academic experience.</p>	<p>NWS will increase the amount of clubs that are offered and students in clubs to decrease referrals for Disruption (368 Major) and Disrespect (177 Major). (4.12, 4.13, 4.14, 4.16)</p>	<p>2023-2024 School Year</p>
<p>4.4 ELA and Math Interventionist Specialists will monitor data on FARMS students and use to inform teaching.</p>		
<p>4.5 Behavior Coach and Mentor Teacher will provide teachers with instructional and behavior support to enhance their teaching.</p>		
<p>4.6 Career Coach will check in with all 8<sup>th</sup> grade students and help students explore future career opportunities.</p>		
<p>4.7 Husky Intervention Placement (H.I.P.) will be utilized for students who are not being successful in the comprehensive classroom setting and need support with learning skills that can help them upon returning to their classes.</p>		



<p>4.8 Staff will receive training on ACES, Brain-Based Learning, and Classroom Management.</p> <p>4.9 NWS will offer Husky Homework Help twice a week, Tues/Thurs, after school. This program is open to all students, but will focus on homework help, remediation, and tutoring. Students will be provided with transportation and a snack.</p> <p>4.10 Teams will utilize Intervention Week (one week per quarter), prior to the end of each quarter to target students with D's and F's in order to enhance their academic performance.</p> <p>4.11 NWS will offer Academic Recovery to all students with failing grades in their core academic classes at the end of each quarter.</p> <p>4.12 NWS will offer a variety of clubs that provide students with a chance to get to know peers and become involved in the school while building relationships with trusted adults.</p> <p>4.13 Teams will offer Quarterly Incentives for passing grades in their academic classes.</p> <p>4.14 Staff will give out Husky P.R.I.D.E. cards when students demonstrate positive behaviors in school. Students</p>		
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<p>will be able to buy things with these cards twice a month.</p> <p>4.15 Boys &amp; Girls Club will be offered at NWS twice a week after school (Monday &amp; Wednesday). Students will receive a snack and bus transportation.</p> <p>4.16 NWS will continue to offer free breakfast to all students to ensure that students are able to access food and increase their ability to learn and focus.</p>		
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