



**Sykesville Middle School
School Improvement Plan**

2023 – 2024

School Vision / Mission

Mission Statement

Sykesville Middle School is an inclusive community that collaborates, builds relationships, and models behaviors which develop lifelong learners who are empowered to be positively involved members of our society.

Vision Statement

The Sykesville Middle School community reaches within and beyond themselves to:

Students

- look for opportunities for growth and learning
- ask questions
- seek opportunities to be involved such as extracurricular activities and service learning
- read
- work as a team with staff, students, and administrators to promote learning and success.

Staff

- model and demonstrate lifelong learning, resilience, enthusiasm, kindness, respect, and empathy
- facilitate collaboration with each other and students to build student relationships
- work as teams with staff, students, and administrators to promote student learning and success.

Administrators

- model and demonstrate lifelong learning, resilience, enthusiasm, kindness, respect, and empathy
- direct, guide, and support the mission to include all families
- foster relationships between students, parents, and staff.

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

Student assessment data, including MCAP, MISA, benchmark scores, and end-of-course grades, were analyzed by our School Improvement Team at the close of the year and during our Leadership Retreat. These data indicate a variety of areas requiring strategic action for improvement. MCAP and MISA scores remain above both state and county averages, however, significant improvement is needed in math and science to return to pre-pandemic achievement levels. Of greatest need is growth in math proficiency, where a 23.8% disparity emerged between pre- and post-pandemic testing.

Attendance and discipline data indicate significant improvement over the previous academic year. Average daily attendance rates improved by 2%, while the number of referrals generated decreased by 12%. Most significantly, incidences requiring a major referral dropped by 20% compared to the previous year. To maintain this improvement, we must continue to develop programs that are simultaneously rigorous and engaging, broaden our offerings of club and extra-curricular activities to meet student interests, and continue to build staff confidence and consistency in management strategies.

Sykesville Middle School received a four-star rating from the Maryland State Department of Education and ranks in the 75th percentile for Maryland Public Schools. When compared against the performance of middle schools within Carroll County, Sykesville Middle School ranks third in academic achievement (where the top three schools are separated by less than a percentage point), however ranked fifth in academic progress. Amongst schools that MSDE considers comparable, Sykesville Middle Schools ranks 14th out of 36 demographically similar schools.

School Improvement Goals to Target Areas from Needs Assessment

1. Increase the average MCAP ELA performance level from 2.8 – 3.0 by the end of the 2023-2024 academic year.
2. Increase the average MCAP Math performance level from 2.2 – 2.4 by the end of the 2023-2024 academic year.
3. Increase the average MISA Science performance level from 2.4 – 2.6 by the end of the 2023-2024 academic year.
4. Increase the average MCAP Math performance level for FaRMS students from 1.8 – 2.0 by the end of the 2023-2024 academic year.



School Improvement Goal 1														
Increase the average MCAP ELA performance level from 2.8 – 3.0 by the end of the 2023-2024 academic year.														
Strategic Actions There may be more than one action for each of the “topics” below.	Measures of Success / Desired Performance Level	Timeline												
<p>1.1 ELA teachers, specialists, interventionists, and other student support staff will utilize Freckle, Report Form, Spring Board, and Revision Assistant to reinforce instruction, gather additional student performance data, and improve student skills in reading, writing, and critical thinking.</p> <p>1.2 ELA teachers, specialists, interventionists, and special educators will collaborate, plan, and co-teach reading instruction strategies through differentiated practices to increase benchmark performance for students who demonstrate below grade level performance on data points such as Star Reading, Zinc, DRA, and DWA.</p> <p>1.3 Students identified by ELA teachers for failing ELA will participate in the after-school Academic Grade Recovery program led by a classroom teacher to support learning for students who have failed core academic classes.</p> <p>1.4 Teachers will communicate with parents/guardians for students with an “F” average to establish a support plan. Teachers will also utilize parent/guardian-teacher conferences to collaborate with parents/guardians on supporting students. (10/26/2023, 11/15/2023, 12/7/2023, 02/22/2024)</p> <p>1.5 All staff will participate in professional development on the 4DX model and vertical alignment of curriculum to identify gaps and possible strategies to support students in meeting ELA goals.</p>	<p>Continued improvement on Summative Reading Assessment toward the goal of 70% or greater on end-of-course benchmark assessment. 1.1, 1.2</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>2022-23 Scores</th> <th>2023-24 Goal</th> </tr> </thead> <tbody> <tr> <td>6th grade</td> <td>79.2%</td> <td>85%</td> </tr> <tr> <td>7th grade</td> <td>92.8%</td> <td>95%</td> </tr> <tr> <td>8th grade</td> <td>71.8%</td> <td>75%</td> </tr> </tbody> </table>		2022-23 Scores	2023-24 Goal	6 th grade	79.2%	85%	7 th grade	92.8%	95%	8 th grade	71.8%	75%	<p>2023-2024 School Year</p>
		2022-23 Scores	2023-24 Goal											
	6 th grade	79.2%	85%											
	7 th grade	92.8%	95%											
	8 th grade	71.8%	75%											
		<p>2023-2024 School Year</p>												
	<p>90% of students who participate in the after-school Academic Grade Recovery program will increase their failing grade in ELA to a passing grade. 1.3, 1.4, 1.7</p>	<p>Nov. 2023 - May 2024</p>												
		<p>2023-2024 School Year</p>												
	<p>100% of grade-level and content area teams will work towards their Wildly Important Goals (WIGs). 1.5, 1.6, 1.7, 1.8</p>	<p>Sept. 2023 – Apr. 2024</p>												



<p>(08/29/2023, 10/20/23, 11/14/2023, 04/23/2024)</p> <p>1.6 ELA teachers will participate in biweekly 4DX meetings with their grade-level and content area teams to review student data from commitments and scoreboards.</p> <p>1.7 All staff will participate in professional development on evidence-based differentiation practices to meet the needs of diverse learners and support reading/writing instruction that aligns with students' learning styles. (09/12/2023 and 12/12/2023)</p> <p>1.8 ELA teachers will participate in professional development led by their content supervisor to support the use of evidence-based practices for comprehension and fluency. (08/30/2023, 10/20/23, Jan. 2024)</p>		<p>2023-2024 School Year</p> <p>Sept. 2023 & Dec. 2023</p> <p>Aug. 2023 – Jan. 2024</p>
---	--	---



School Improvement Goal 2														
Increase the average MCAP Math performance level from 2.2 – 2.4 by the end of the 2023-2024 academic year.														
Strategic Actions There may be more than one action for each of the “topics” below.	Measures of Success / Desired Performance Level	Timeline												
<p>2.1 Math teachers, specialists, interventionists, and other student support staff will utilize iXL, Delta Math and Khan Academy to reinforce instruction, gather additional student performance data, and pinpoint skill gaps to improve students’ math competency and problem-solving abilities.</p> <p>2.2 Math teachers, specialists, interventionists, and special educators will collaborate, plan, and co-teach math instruction strategies through differentiated practices to increase benchmark performance for students who demonstrate below grade level performance on data points such as iXL, Delta Math, and unit assessments.</p> <p>2.3 Students identified by math teachers for failing math will participate in the after-school Academic Grade Recovery program led by a classroom teacher to support learning for students who have failed core academic classes.</p> <p>2.4 Teachers will communicate with parents/guardians for students with an “F” average to establish a support plan. Teachers will also utilize parent/guardian-teacher conferences to collaborate with parents/guardians on supporting students. (10/26/2023, 11/15/2023, 12/7/2023, 02/22/2024)</p> <p>2.5 All staff will participate in professional development on the 4DX model and vertical alignment</p>	<p>Continued improvement on grade level benchmark toward the goal of 70% or greater on end-of-course assessment. 2.1, 2.2, 2.7</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>2022-23 Scores</th> <th>2023-24 Goal</th> </tr> </thead> <tbody> <tr> <td>6th grade</td> <td>70.3%</td> <td>75%</td> </tr> <tr> <td>7th grade</td> <td>22.3%</td> <td>30%</td> </tr> <tr> <td>8th grade</td> <td>49.2%</td> <td>58%</td> </tr> </tbody> </table>		2022-23 Scores	2023-24 Goal	6 th grade	70.3%	75%	7 th grade	22.3%	30%	8 th grade	49.2%	58%	<p>2023-2024 School Year</p>
		2022-23 Scores	2023-24 Goal											
6 th grade	70.3%	75%												
7 th grade	22.3%	30%												
8 th grade	49.2%	58%												
	<p>90% of students who participate in the after-school Academic Grade Recovery program will increase their failing grade in math to a passing grade. 2.3, 2.4, 2.7</p>	<p>Nov. 2023 - May 2024</p> <p>2023-2024 School Year</p> <p>Sept. 2023 – Apr. 2024</p>												



<p>of curriculum to identify gaps and possible strategies to support students in meeting math goals. (08/29/2023, 10/20/23, 11/14/2023, 04/23/2024)</p> <p>2.6 Math teachers will participate in biweekly 4DX meetings with their grade-level and content area teams to review student data from commitments and scoreboards.</p> <p>2.7 All staff will participate in professional development on evidence-based differentiation practices to meet the needs of diverse learners and support math instruction that aligns with students' learning styles. (09/12/2023 and 12/12/2023)</p> <p>2.8 Math teachers will participate in professional development led by their content supervisor to support the use of evidence-based practices in developing math skills. (08/30/2023, 10/20/23, Jan. 2024)</p>	<p>100% of grade-level and content area teams will work towards their Wildly Important Goals (WIGs). 2.5, 2.6, 2.7, 2.8</p>	<p>2023-2024 School Year</p> <p>Sept. 2023 & Dec. 2023</p> <p>Aug. 2023 – Jan. 2024</p>
--	---	---



School Improvement Goal 3														
Increase the average MISA Science performance level from 2.4 – 2.6 by the end of the 2023-2024 academic year.														
Strategic Actions There may be more than one action for each of the “topics” below.	Measures of Success / Desired Performance Level	Timeline												
<p>3.1 Science teachers and support staff will utilize Science and Engineering Practices (SEP) and Cross Cutting Concepts (CCC) applications through weekly Scientists Circles and implementation of three-dimensional assessments that align to NGSS to reinforce instruction, gather additional student performance data, and improve students’ science skills.</p> <p>3.2 Science teachers, interventionists, and special educators will collaborate, plan, and co-teach reading instruction strategies through differentiated practices to increase benchmark performance for students who demonstrate below grade level performance on data points such as Mastery quizzes, 2D/3D assessments, and other performance assessments.</p> <p>3.3 Students identified by science teachers for failing science will participate in the after-school Academic Grade Recovery program led by a classroom teacher to support learning for students who have failed core academic classes.</p> <p>3.4 Teachers will communicate with parents/guardians for students with an “F” average to establish a support plan. Teachers will also utilize parent/guardian-teacher conferences to collaborate with parents/guardians on supporting students. (10/26/2023, 11/15/2023, 12/7/2023, 02/22/2024)</p>	<p>Continued improvement in benchmark performance toward the goal of 70% or greater in end-of-course assessment. 3.1, 3.2</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>2022-23 Scores</th> <th>2023-24 Goal</th> </tr> </thead> <tbody> <tr> <td>6th grade</td> <td>66.7%</td> <td>75%</td> </tr> <tr> <td>7th grade</td> <td>58.2%</td> <td>68%</td> </tr> <tr> <td>8th grade</td> <td>15.0%</td> <td>25%</td> </tr> </tbody> </table>		2022-23 Scores	2023-24 Goal	6 th grade	66.7%	75%	7 th grade	58.2%	68%	8 th grade	15.0%	25%	2023-2024 School Year
		2022-23 Scores	2023-24 Goal											
	6 th grade	66.7%	75%											
	7 th grade	58.2%	68%											
8 th grade	15.0%	25%												
		2023-2024 School Year												
	<p>90% of students who participate in the after-school Academic Grade Recovery program will increase their failing grade in science to a passing grade. 3.3, 3.4</p>	Nov. 2023 - May 2024												
		2023-2024 School Year												



<p>3.5 All staff will participate in professional development on the 4DX model and vertical alignment of curriculum to identify gaps and possible strategies to support students in meeting goals. (08/29/2023, 10/20/23, 11/14/2023, 04/23/2024)</p> <p>3.6 Science teachers will participate in biweekly 4DX meetings with their grade-level and content area teams to review student data from commitments and scoreboards.</p> <p>3.7 All staff will participate in professional development on evidence-based differentiation practices to meet the needs of diverse learners and support math instruction that aligns with students' learning styles. (09/12/2023 and 12/12/2023)</p> <p>3.8 Science teachers will participate in professional development led by their content supervisor to support the use of evidence-based practices. (08/30/2023, 10/20/23, Jan. 2024)</p>	<p>100% of grade-level and content area teams will work towards their Wildly Important Goals (WIGs). 3.5, 3.6, 3.7, 3.8</p>	<p>Sep. 2023 – Apr. 2024</p> <p>2023-2024 School Year</p> <p>Sep. 2023 & Dec. 2024</p> <p>Sep. 2023 – Jan. 2024</p>
--	---	---



School Improvement Goal 4														
Increase the average MCAP Math performance level for FaRMS students from 1.8 – 2.0 by the end of the 2023-2024 academic year.														
Strategic Actions	Measures of Success / Desired Performance Level	Timeline												
There may be more than one action for each of the “topics” below.														
<p>4.1 Math teachers, specialists, interventionists, and other student support staff will utilize iXL, Delta Math and Khan Academy to reinforce instruction, gather additional student performance data, and pinpoint skill gaps to improve students’ math competency and problem-solving abilities.</p> <p>4.2 Students identified by math teachers for failing math will participate in the after-school Academic Grade Recovery program led by a classroom teacher to support learning for students who have failed core academic classes.</p> <p>4.3 Teaching staff, school counselors, special educators, interventionists, and other specialists will collaboratively plan to identify and address student-specific needs.</p> <p>4.4 All staff will participate in professional development on evidence-based differentiation practices to meet the needs of diverse learners and support math instruction that aligns with students’ learning styles. (09/12/2023 and 12/12/2023)</p> <p>4.5 Staff will help to provide support network for comprehensive wellness through Sources of Strength.</p> <p>4.6 All staff will participate in professional developments on equity and inclusion to ensure an equitable learning environment for students which includes ongoing guidance from the SML Equity Committee. (08/31/2023, 10/20/2023, 02/13/2024)</p>	<p>Continued improvement on grade level benchmark toward the goal of 70% or greater on end-of-course assessment.</p> <p>4.1</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>2022-23 Scores</th> <th>2023-24 Goal</th> </tr> </thead> <tbody> <tr> <td>6th grade</td> <td>70.3%</td> <td>75%</td> </tr> <tr> <td>7th grade</td> <td>22.3%</td> <td>30%</td> </tr> <tr> <td>8th grade</td> <td>49.2%</td> <td>58%</td> </tr> </tbody> </table> <p>90% of students who participate in the after-school Academic Grade Recovery program will increase their failing grade in math to a passing grade.</p> <p>4.2, 4.3</p> <p>Decrease the percentage of FaRMS students who earned at least one final grade of a D or F in academic classes from 31% to 27% through differentiated and holistic strategies.</p> <p>4.4, 4.5, 4.6</p>		2022-23 Scores	2023-24 Goal	6 th grade	70.3%	75%	7 th grade	22.3%	30%	8 th grade	49.2%	58%	<p>2023-2024 School Year</p> <p>Nov. 2023 - May 2024</p> <p>2023-2024 School Year</p> <p>Sep. 2023 & Dec. 2024</p> <p>2023-2024 School Year</p> <p>Sep. 2023 – Feb. 2024</p>
	2022-23 Scores	2023-24 Goal												
6 th grade	70.3%	75%												
7 th grade	22.3%	30%												
8 th grade	49.2%	58%												