Sandtown Middle School

STUDENT ACHIEVEMENT	PEOPLE AND CULTURE	COMMUNITY COLLABORATION	FISCAL RESPONSIBILITY
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.	We provide a welcoming environment and positive school and district culture for students, families and employees.	We engage families, community members and civic organizations as active partners.	We manage and protect public funds and assets through efficient and effective use of available resources.

Outcomes: What will success look like for our school?

STUDENT ACHIEVEMENT	PEOPLE AND CULTURE	COMMUNITY COLLABORATION	FISCAL RESPONSIBILITY
8th grade literacy: 85% of 8th grade students will read at or above grade level	**School culture:** Increase the percentage of families and students who will recommend Sandtown MS as a place to attend school to a family member or friend	**Partnerships:** Increase the percentage of impactful partnerships that align to our school's goals	**Transparent and efficient management of local funds:** Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils
Middle school proficiency: 65% of 8th grade students will score at or above the 50th percentile rank on the IOWA assessment in Math	**Teacher retention:** Increase the percentage of teachers retained beyond their 5th year	**Family engagement:** Increase the percentage of families who feel empowered to support their child's education	

Initiatives: What will we do to achieve success?

STUDENT ACHIEVEMENT	PEOPLE AND CULTURE	COMMUNITY COLLABORATION	FISCAL RESPONSIBILITY
Balanced literacy framework: Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning	**Focus on school culture:** Improve fidelity of implementation of Positive Behavior Intervention and Supports (PBIS)	**Community champions:** Continue recruitment of new Partners in Education (PIEs) and sustaining relationships with existing PIEs.	**Effective budgeting:** Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals
Balanced math framework: Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems	**Staff leadership development:** Provide professional development for effective PLCs and leadership opportunties	**Parent transition services:** Create a framework that includes supporting parents in their transition from ES to MS and MS to HS.	

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Strategic Plan 2022

Sandtown Middle School

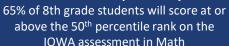| **Initiatives: What will we do to achieve success?**	**Critical actions: What major actions will we complete and by when?**	**Evidence of progress: How will we know that the initiative is working?**	**Outcomes: What will success look like for our school?**
Balanced Literacy Framework	• Utilize Data-Driven Instructional framework in English Language Arts (ELA) Professional Learning Community (PLC) *(Ongoing, weekly)* • Provide instructional coaching to ELA teachers *(Ongoing)* • Complete redelivery of Standards Mastery Framework Modules 4-7 with continued support in use of proficiency scales *(Redelivery complete by August 2018, support ongoing)*	• Increase the percentage of students demonstrating mastery of ELA standards as measured by common formative and summative ELA assessments • Increase the percentage of students performing on/above grade level in Comprehension: Literature and Informational Text as measured by i-Ready (Reading)	**8th grade literacy:** 85% of 8th grade students will read at or above grade level
Balanced Math Framework	• Utilize Data-Driven Instructional framework in Math Professional Learning Community (PLC) *(Ongoing, weekly)* • Provide instructional coaching to Math teachers *(Ongoing)* • Complete redelivery of Standards Mastery Framework Modules 4-7 with continued support in use of proficiency scales *(Redelivery complete by August 2018, support ongoing)*	• Increase the percentage of students demonstrating mastery of Mathematics standards as measured by common formative and summative Mathematics assessments • Increase the percentage of 8th grade students who score proficient on the Iowa assessment in Mathematics	**Middle school proficiency:** 65% of 8th grade students will score at or above the 50th percentile rank on the IOWA assessment in Math

STUDENT ACHIEVEMENT
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.

Strategic Plan: [School Name]

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Sandtown Middle School

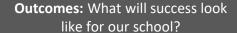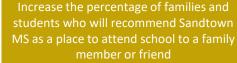| Initiatives: What will we do to achieve success?	Critical actions: What major actions will we complete and by when?	Evidence of progress: How will we know that the initiative is working?	Outcomes: What will success look like for our school?
Focus on School Culture	• Utilize online PBIS Rewards system for student and staff incentives *(August 2017, daily)* • Implement social emotional learning through Response to Intervention (RTI) block *(November 2017, ongoing)* • Increase student and faculty mindfulness through yoga as an additional course during school and twice monthly after school *(August 2017, ongoing)*	• CCRPI School Climate parent and student survey data will become more positive • Decrease in discipline infractions resulting in ISS/OSS	**School culture:** Increase the percentage of families and students who will recommend Sandtown MS as a place to attend school to a family member or friend
PEOPLE AND CULTURE *We provide a welcoming environment and positive school and district culture for students, families and employees.* **Staff Leadership Development**	• Implement GO-TIP PLC sessions for teachers new to Sandtown and/or teaching profession *(Monthly)* • Assign mentors to teachers new to Sandtown *(Upon hire)* • Ensure top performing teachers continue to experience professional growth through leadership opportunities *(Ongoing)*	• Increase the percentage of teachers retained each year • CCRPI School Climate staff survey data will become more positive • Increase the number of teachers with school-based leadership roles	**Teacher retention:** Increase the percentage of teachers retained beyond their 5th year

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Initiatives: What will we do to achieve success?	**Critical actions:** What major actions will we complete and by when?	**Evidence of progress:** How will we know that the initiative is working?	**Outcomes:** What will success look like for our school?
Community Champions	• Meet with Chamber of Commerce to identify and attract new Partners in Education (PIE) to support key school initiatives *(Annually)* • Recognize new PIEs through PIE Induction Ceremony *(October 2017, annually)*	• Increase/maintain number of new PIEs • Funding/services-in-kind acquired through community resources • PIEs fulfill quarterly commitments	**Partnerships:** Increase the percentage of impactful partnerships that align to our school's goals
Parent Transition Services	• Create Parent University to support transition *(June 2018)* • Implement Homeroom Parent program to increase lines of school-home communication *(August 2018, ongoing)*	• Utilize SMORE platform analytics to measure viewership and clicks • Percentage of parents who attend the Parent University sessions will be 15% or higher	**Family engagement:** Increase the percentage of families who feel empowered to support their child's education

COMMUNITY COLLABORATION
We engage families, community members and civic organizations as active partners.

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Initiatives: What will we do to achieve success?	Critical actions: What major actions will we complete and by when?	Evidence of progress: How will we know that the initiative is working?	Outcomes: What will success look like for our school?
Effective Budgeting	• Minimize monthly deficits by monitoring school budget • Principal and administrative staff will review the Budget Accountability Report (BAR) monthly • SGCs will monitor school General Fund on a quarterly basis	• Average monthly deficits are 1 or less each month • Carryover is projected to be less than 5% at the end of the school year	**Transparent and efficient management of local funds**: Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils
FISCAL RESPONSIBILITY *We manage and protect public funds and assets through efficient and effective use of available resources.*			

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