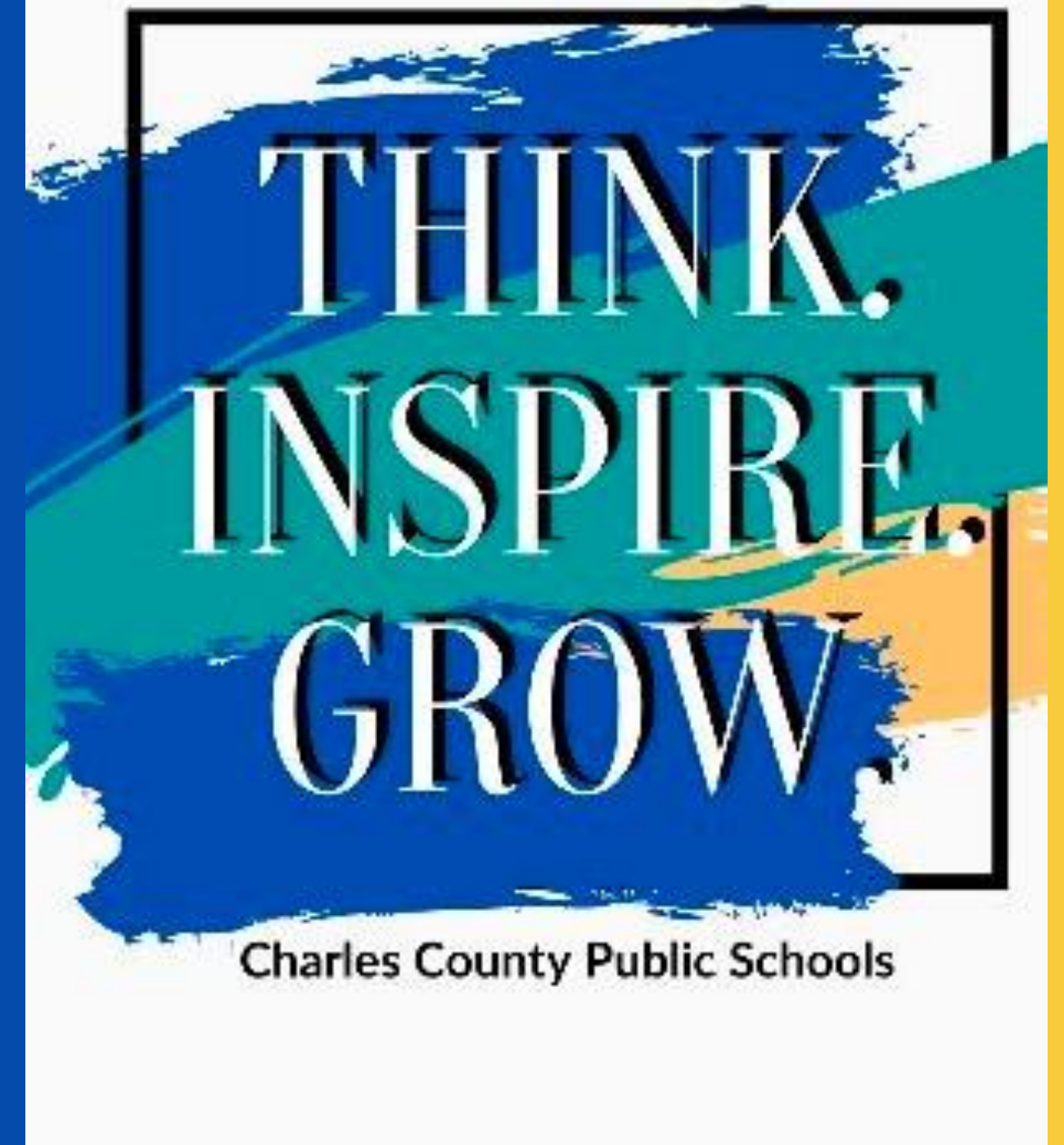


Charles County  
Public Schools  
School Improvement Plan  
Cycle 1

Piccowaxen  
Middle School



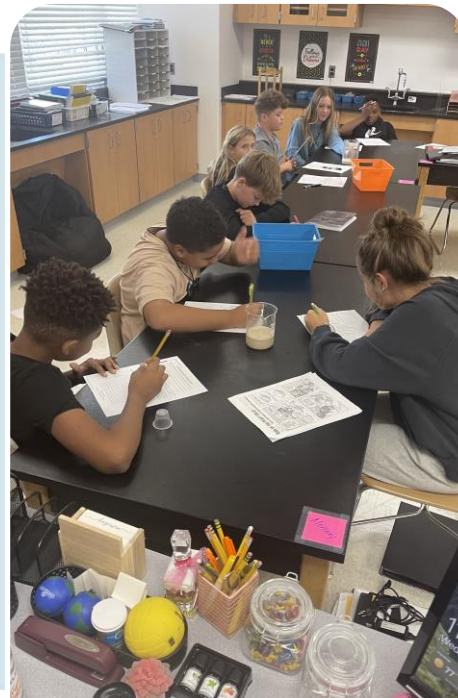
# Teaching & Learning in Action



## Charles County Public Schools

Working together to achieve excellence for every student.

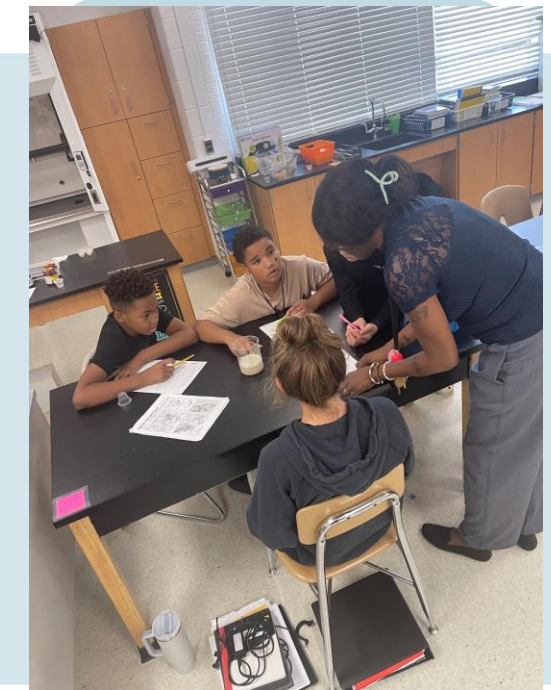
Student  
Enrollment:  
576



Phase II of  
Modernization  
Project  
complete!



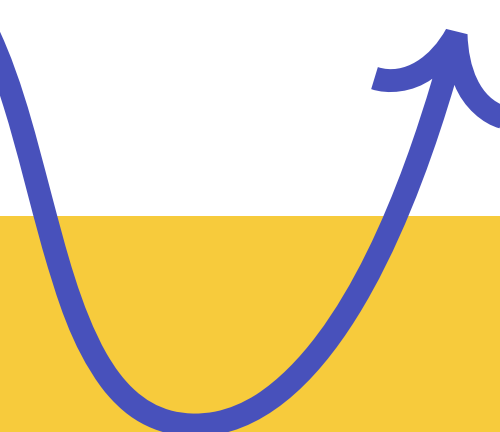
Students have  
more access  
and  
opportunities  
for electives.



Hands-on  
experiences  
help to  
facilitate  
learning.

# Why Continuous School Improvement

- ✓ School Improvement is the blueprint schools use to guide decision – making to impact important markers of successful schools - student achievement, absenteeism, teacher retention and development, school climate and culture, parental involvement, resource allocations, and systems and structures (Grissom, Egalite, & Lindsay, 2021).
- ✓ Each school develops a School Improvement Plan (SIP). The SIP identifies priority goals, instructional and culture strategies, and supports schools will implement to raise student achievement and prepare students for college and career pathways.
- ✓ This work starts at the elementary school and continues through high school.



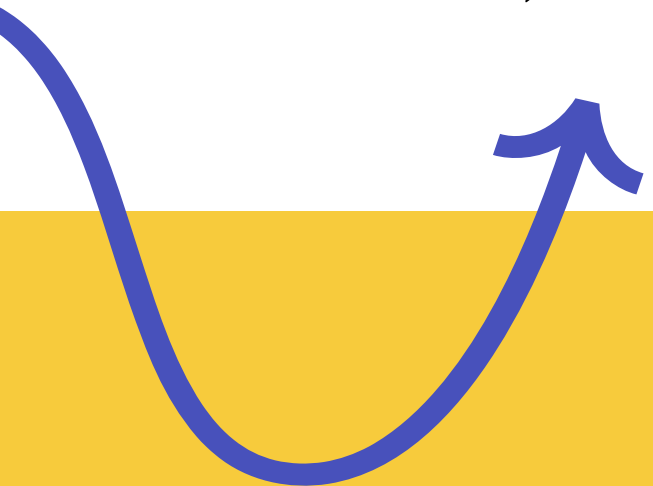
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# Why Continuous School Improvement

**Continuous improvement is based upon three core principles:**

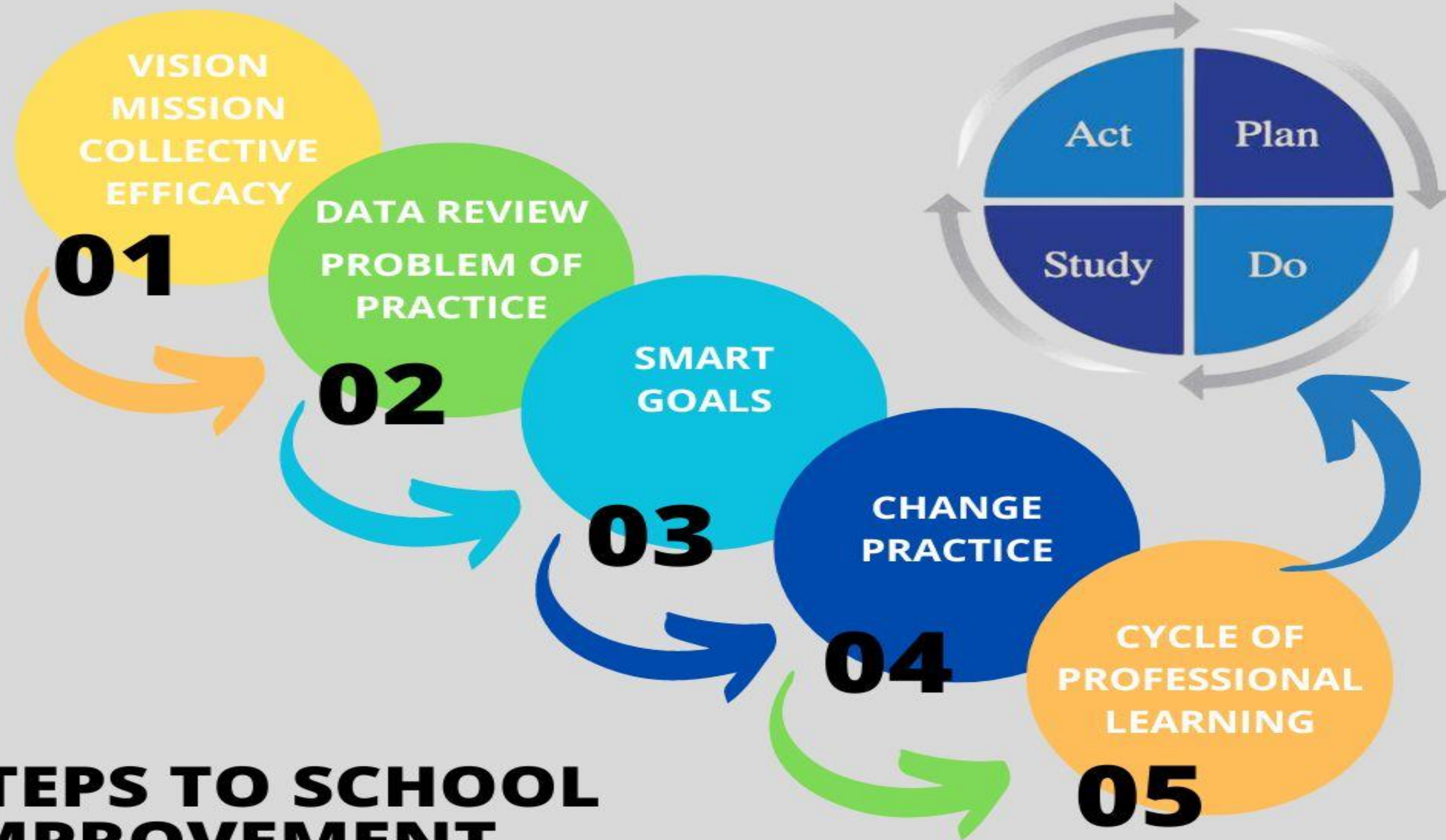
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence collection and review, can lead to large-scale change (Derrick-Mills, Sandstrom, Pettijohn, Fyffe, & Koulish, 2014; Hawley, 2006; Park, Hironaka, Carver, & Nordstrum, 2013; Snow, Dismuke, Zenkert, & Loffer, 2017).



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# STEPS TO SCHOOL IMPROVEMENT



# Vision & Mission

## Vision

100% of all teachers will implement standards-aligned instruction for all students.  
100% of all students will read, write, and perform mathematics at or above grade level.

We will cultivate a nurturing and inclusive environment that empowers every student to achieve academic excellence, foster a passion for innovation, and develop into responsible, compassionate citizens. We are committed to inspiring lifelong learning, inspiring creativity and instilling values of accountability, honesty, integrity, kindness, respect, and trust in all of our students.

## Mission

Our mission is to provide a dynamic, culturally responsive educational experience that promotes academic excellence, celebrates student growth and achievement, encourages innovative thinking, and develops good citizenship. We strive to empower every student to reach their full potential and become lifelong learners who contribute positively to their community and the world at large.



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# Collective Efficacy Statement

We, the dedicated educators of Piccowaxen Middle School are united in our commitment to fostering an environment where every student can thrive. Recognizing the power of collaboration and continuous improvement, we pledge to enhance student growth and achievement by transforming our instructional practices. Through ongoing professional learning opportunities, we will:

- Embrace innovative teaching strategies that meet the diverse needs of our students.
- Engage in reflective practices to assess and refine our instructional methods.
- Support each other in our professional development journeys, sharing insights and successes.
- Cultivate a culture of high expectations and mutual respect, where every student feels valued and empowered to succeed.

Together, we believe in our collective capacity to make a meaningful difference in the lives of our students, empowering them to reach their fullest potential.



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# Area of Focus: Alignment of Instruction with State Standards

Dear Parents and Guardians,

We are dedicated to fostering academic achievement and improving our students' performance by focusing on well-designed lessons, differentiated instruction, and quality instructional programming. Our goal is to align our teaching practices with state standards to meet the diverse needs of all learners, ensuring every student experiences the opportunity to excel in both reading and mathematics.

To achieve this, we are focusing on:

- ✓ Standards-aligned instruction
- ✓ Increased student engagement
- ✓ Fostering a positive climate and culture that supports teaching and learning

By prioritizing these areas, we aim to create an inclusive and effective learning environment where every student can thrive. We believe that with your support, we can help our students reach their full potential.

Thank you for your continued partnership in your child's education.

Sincerely,

The Piccowaxen Middle School Team



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# Piccowaxen Middle School: Data Summary

English Language Arts Data Overview	Mathematics Data Overview
✓ Fifty-five percent of all students scored proficient or higher on the Spring 2024 MCAP	✓ Twenty-four percent of all students scored proficient on the Spring 2024 MCAP
✓ Forty-seven percent of students scored grade level or higher on the Spring i-Ready diagnostic*	✓ Forty percent of students scored grade level or higher on the Spring i-Ready diagnostic*
✓ Fifty-six percent of all students met their annual typical growth (Spring i-Ready diagnostic)*	✓ Sixty percent of all students met their annual typical growth (Spring i-Ready diagnostic)*
✓ Twenty-seven percent of all students met their stretch growth (Spring i-Ready diagnostic)*	✓ Twenty-six percent of all students met their stretch growth (Spring i-Ready diagnostic)*
✓ Seventeen percent of all students were on target for achieving their stretch growth (percent of progress was 60-99)*	✓ Twenty-five percent of all students were on target for achieving their stretch growth (percent of progress was 60-99)*



# School Problem of Practice & Smart Goals



## **ELA Smart Goal**

The percentage of students proficient in reading will increase by at least 10% as measured by the Spring 2025 ELA MCAP.



## **Mathematics Smart Goal**

The percentage of students proficient in math will increase by at least 10% as measured by the Spring 2025 Math MCAP.



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# Cycle 1: Change Practice & Cycle of Professional Learning

## Change Practice

- Teachers will align instruction and lesson activities with content standards.

## Cycle of Professional Learning # 1 Overview

- Unpack the learning standards to demonstrate understanding
  - Identifying and modeling what mastery looks like
- Effective use of writing strategies in respective content areas
- Increased writing opportunities using content vocabulary
- Effective use of curriculum resources to design lessons that meet the needs of all learners

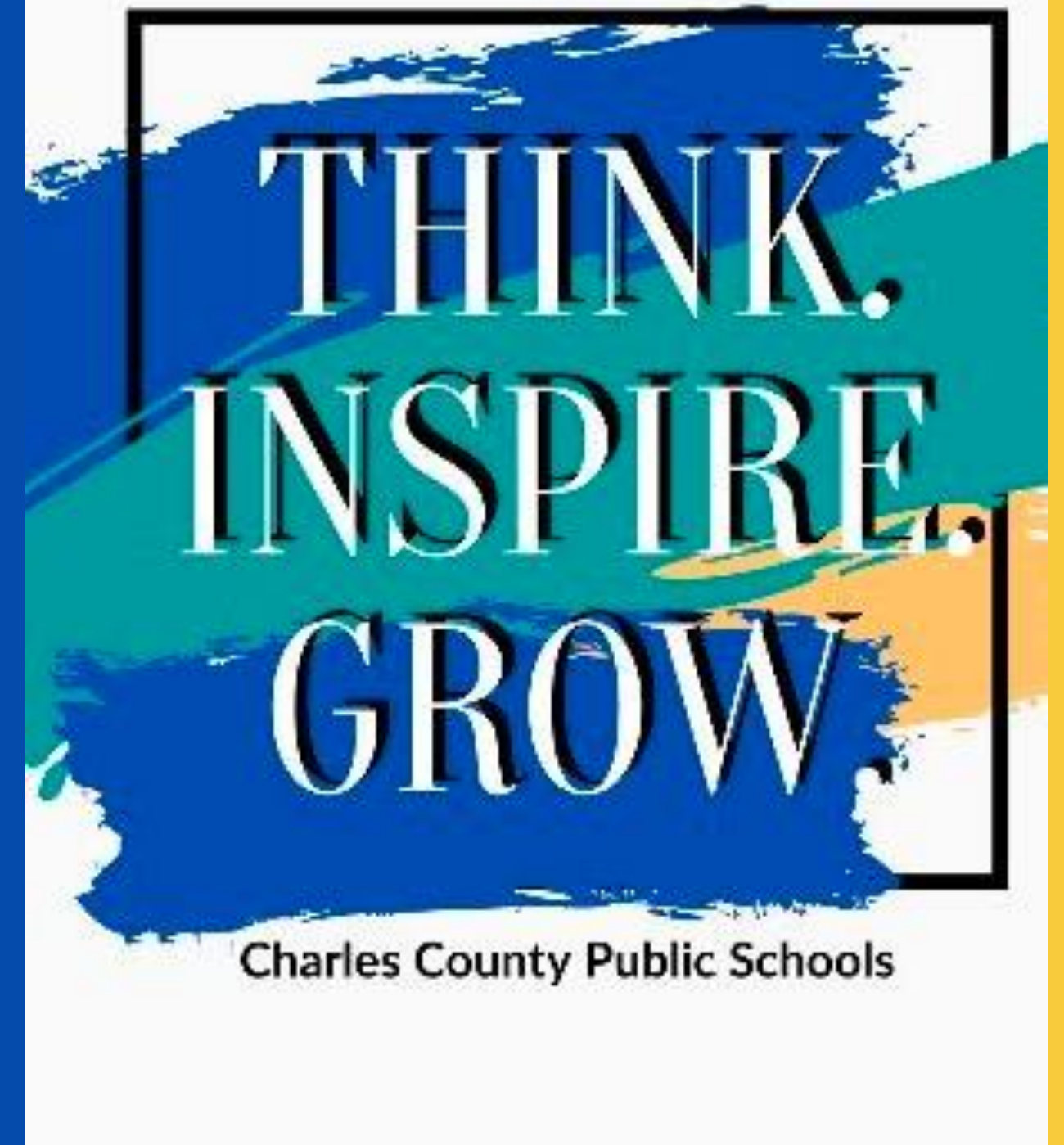


# Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
✓ Implementation of standards-aligned instruction	✓ Increased percentage of students obtaining proficiency in reading and math
✓ Lesson activities, assignments, and assessments will be aligned with learning targets	✓ Increased percentage of students achieving their annual typical growth
✓ Intentional lesson planning and increased reflectiveness about instructional practices	✓ Increased percentage of students achieving their stretch growth
✓ Increased collegial collaboration	✓ Increased mastery of grade level learning standards

Charles County  
Public Schools  
Culture & Climate Cycle 1

Piccowaxen  
Middle School



# Culture & Climate

At Piccowaxen Middle School, we are committed to creating a nurturing and dynamic educational environment where every student can excel. As part of our ongoing efforts to support student growth and achievement, we are excited to share our goal of reducing discipline incidents and exclusionary practices by %.

## Why are we focusing on this?

- . **Dynamic, Culturally Responsive Educational Experience:** We believe in providing an inclusive and engaging learning environment that respects and celebrates the diverse backgrounds of our students. By reducing discipline incidents, we can ensure that every student feels valued and supported.
- . **Development of Good Character and Citizenship:** Our aim is to foster a community where students develop strong character and citizenship. By minimizing exclusionary practices, we encourage positive behavior and help students build essential life skills.
- . **Student Growth and Achievement:** We are dedicated to the academic and personal growth of each student. By creating a more supportive and less punitive environment, we can enhance student engagement and achievement.

Together, with your support, we can create a school culture that promotes respect, responsibility, and excellence. We look forward to working collaboratively to achieve these important goals and to seeing our students thrive.

# Culture & Climate Overview

## Data Overview

- The number discipline incidents decreased by 17% from SY22-23 to SY23-24
- Exclusionary practices decreased by 8% from SY22-23 to SY23-24
- The percent of chronically absent students increased from SY 22-23 to SY23-24 by 20%

## Culture & Climate Areas of Focus

- Attendance
- Discipline
- Social Emotional Well-being

## Smart Goal

- Decrease the number of chronically absent students by 20%
- Decrease the percentage of discipline incidents by 30%
- Decrease the percentage of exclusionary practices by 20%



# Culture & Climate Action Steps

## Action Step #1

- Continued training and use of Restorative Practices for all staff to build community and empathy
- Educate school community on chronic absenteeism
- Implement interventions to address chronic absenteeism

## Action Step #2

- Training of staff on use of social emotional well-being practices using the Collaborative for Academic, Social, and Emotional Learning (CASEL)
- CASEL-5 lessons for students: Self-management, self-awareness, relationship skills, social awareness, and responsible decision-making

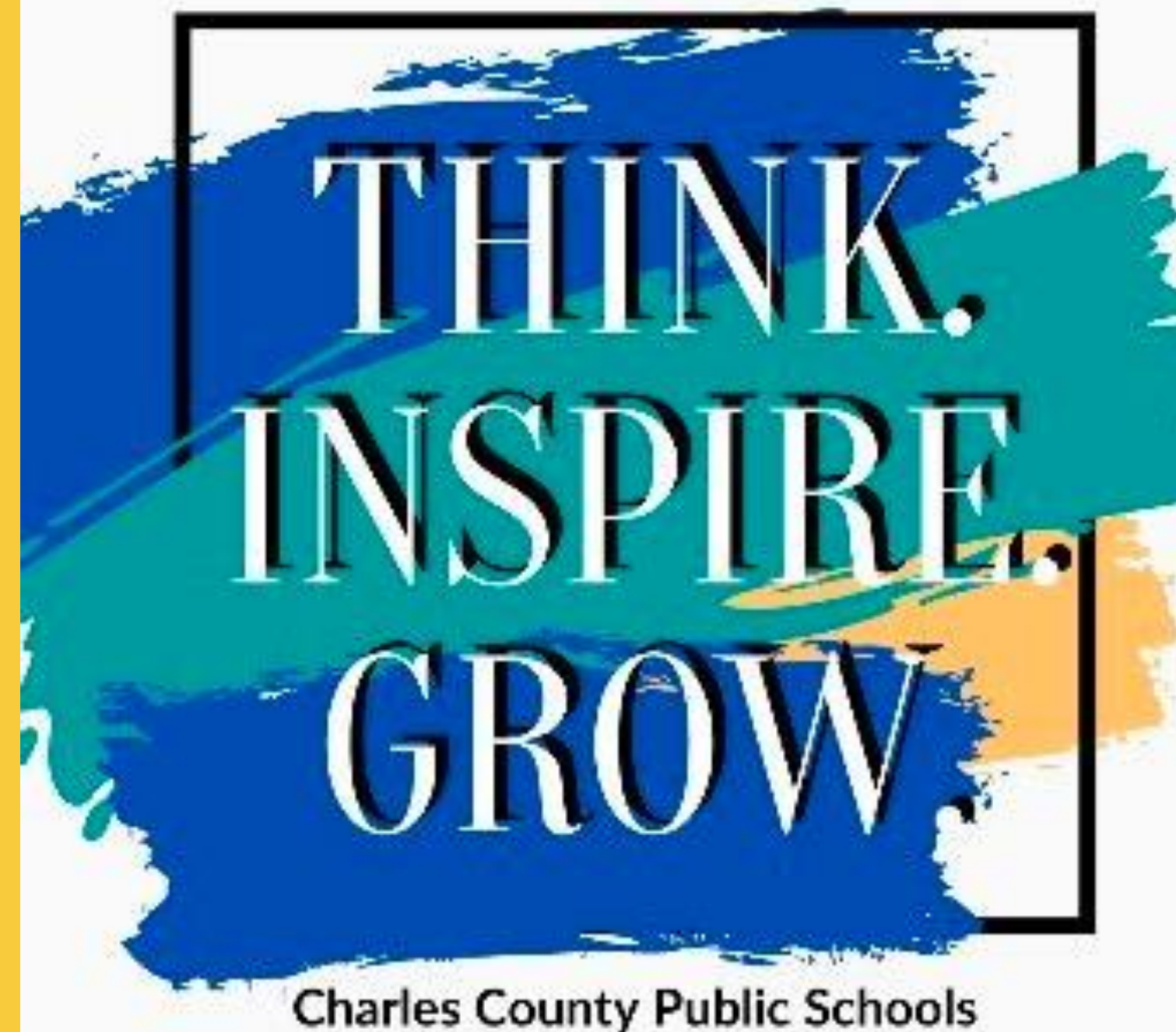
## Action Step #3

- BASE Lessons for students provided by school counselors
- Schoolwide PBIS lessons, events, and incentives for students





THANK  
YOU FOR  
REVIEWING  
OUR PLAN!



Working Together To Achieve Excellence For Every Student . . .

We Appreciate Your Partnership!