



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



**School:** Bush Middle School

**Student Success Indicators:** Attendance, Behavior, Content/Course Performance, Social-Emotional Learning (SEL)

**School Improvement Plan (SIP) goals** should address the area(s) of need for each student success indicator as identified by your data. Work with your staff to identify effective prevention/intervention strategies and evidence-based action steps most likely to influence student learning and achievement. Complete a quarterly reflection to monitor progress and make adjustments using a high quality problem solving and decision making process (ex- [TIPS Process 2min video](#); [PDSA Cycle](#)).

Resources: [visiblelearningmetax.com](http://visiblelearningmetax.com); [Menu of Best Practices & Strategies](#); [Attendance Interventions](#); [National Center on Intensive Intervention](#); [Active Implementation Hub](#);

**SMARTIE goals embrace the idea of power with others and power within when (...) people and communities, particularly those impacted by a goal, are included in a way that shares power, shrinks disparity and leads to more equitable outcomes.** - The Alford Group

Specific <b>S</b>	Measurable <b>M</b>	Action-Oriented <b>A</b>	Relevant <b>R</b>	Time-Bound <b>T</b>	Inclusive <b>I</b>	Equitable <b>E</b>
What is it you want to achieve? Consider including the 5Ws: what, why, who, where, and when.	How will you know when you have achieved your goal? To be able to track progress and to measure the result of your goal, consider: how much or how many?	To keep you motivated toward attaining your goal, are there identifiable intermediate actions or milestones?	What results can realistically be achieved given your available resources, including people, knowledge, money, and time?	What is an appropriate deadline for achieving your goal? How will you track progress?	How will you include disproportionately affected people into processes, activities, and decision making in a way that shares power?	How will you include an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression?



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



## SCHOOL IMPROVEMENT PLANNING

School SMARTIE GOAL: ATTENDANCE	Strategies and Action Steps	Who is Responsible	Progress Monitoring Timeline	Evidence of Effectiveness
<p>Our Current Reality: At Bush Middle School we had an attendance rate of 79.6% of students attending 90% or more school days in the 2022-2023 school year and 71.41% attending 90% or more school days in the 2023-2024 school year.</p> <p>Our SMARTIE Goal: At Bush our goal is to have 80% of our students attending classes 90% of the school days during the 2024-2025 school year. We will monitor student attendance on a monthly basis while checking in on excessively excused students every other week.</p>	<ul style="list-style-type: none"> <li>We want 90% of students in their seats every day, in each period, with their materials, ready to learn</li> <li>Mark absences with fidelity</li> <li>Communicate absences to students and parents</li> <li>Engage students in conversations about absences and the effect it has on their classwork</li> <li>Track data monthly and year on year</li> <li>Consider students who need to travel across campus and IEP/504 needs.</li> </ul>	<p>Administration</p> <ul style="list-style-type: none"> <li>Monitor absence rates</li> <li>Communicate excessive absences with families</li> </ul> <p>BMS Staff</p> <ul style="list-style-type: none"> <li>Engage students in the classroom and support students with missing work when absent.</li> </ul> <p>BMS Students</p> <ul style="list-style-type: none"> <li>Get to school</li> <li>Get to class on time</li> <li>Engage in learning</li> </ul>	<p>Percentage of students with 90% attendance or better in 23-24:</p> <ul style="list-style-type: none"> <li>BMS 71.41%</li> <li>Good attendance (less than 5%): 233 students</li> <li>Warning absence (between 5-10%): 294 students</li> <li>Chronic absence (above 10%): 164 students</li> <li>Extreme chronic absence 47 students</li> </ul> <p>22-23 School year attendance: 79.63%</p> <p>23-24 School year attendance: 71.41%</p> <p>24-25 Quarter 1: 24-25 Quarter 2: 24-25 Quarter 3: 24-25 Quarter 4:</p>	<p>Reduction in absences and increase in classroom engagement</p>



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



School SMARTIE GOAL: BEHAVIOR	Strategies and Action Steps	Who is Responsible	Progress Monitoring Timeline	Evidence of Effectiveness
<p>Our Current Reality: During the 2023-24 school year Bush Middle School had 367 different students accumulating a combined (classroom, minor, major) total of 2812 referrals.</p> <p>Our SMARTIE Goal: During the 2024-25 school year, through the implementation of the BMS student response system, restorative practice, a new PBIS rewards system and focusing on supporting tier two behaviors, BMS will reduce the number of referrals given to students by 10% with a focus on the high referral months of October and March.</p>	<ul style="list-style-type: none"> <li>● Creating a school culture of inclusivity and kindness.               <ul style="list-style-type: none"> <li>○ Assemblies</li> <li>○ Clubs</li> </ul> </li> <li>● PBIS               <ul style="list-style-type: none"> <li>○ Consistent school and classroom expectations</li> </ul> </li> <li>● PBIS Rewards               <ul style="list-style-type: none"> <li>○ New system for reinforcing positive behavior</li> </ul> </li> <li>● SST responses               <ul style="list-style-type: none"> <li>○ Consistent implementation of consequences</li> </ul> </li> <li>● Restorative Practice</li> </ul>	<p>Administration</p> <ul style="list-style-type: none"> <li>● Strategy implementation</li> <li>● Discuss strategies with staff</li> <li>● Act on reports from students</li> <li>● Oversee the implementation of the schoolwide PBIS rewards system.</li> </ul> <p>BMS PBIS Team</p> <ul style="list-style-type: none"> <li>● Monitor data and create solutions.</li> </ul> <p>BMS Staff</p> <ul style="list-style-type: none"> <li>● Acquire and monitor student feedback</li> </ul> <p>BMS Students</p> <ul style="list-style-type: none"> <li>● Report misbehavior</li> </ul>	<p>Monthly data meetings through the PBIS team.</p> <p>Staff perception data from fall, winter and spring.</p> <p>24-25 Quarter 1:</p> <p>24-25 Quarter 2:</p> <p>24-25 Quarter 3:</p> <p>24-25 Quarter 4:</p>	<p>Decrease in referrals in the Skyward system. Implementation of the PBIS Rewards system with fidelity.</p>



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



School SMARTIE GOAL: COURSE PERFORMANCE	Strategies and Action Steps	Who is Responsible	Progress Monitoring Timeline	Evidence of Effectiveness
<p>Our Current Reality: During the 2023-24 school year Bush Middle School students had an F rate of 8.7% in 8th grade, 6% in 7th grade and 1% in 6th grade. Overall 452 failing grades during term 1 and term 2.</p> <p>Our SMART Goal: During the 2024-25 school year, through quarterly review and strategic efforts, BMS will reduce the number of students failing individual courses by term to 7% in 8th grade, 4.5% in 7th grade and 0.5% in 6th grade. This would reduce overall F grades by 90 over both term 1 and term 2.</p>	<ul style="list-style-type: none"> <li>• Tier 1 PBIS efforts to post and review classroom expectations</li> <li>• Teacher evaluation project with a focus on student growth goals for small groups of kids who need additional support</li> <li>• Aligning student growth goals as department and grade level teams to coordinate support for struggling students</li> <li>• Monthly communication with families highlighting accountability, preparation and academic growth</li> <li>• Formation of student clubs to create excitement for school and knowledge growth in new areas</li> </ul>	<p>Administration</p> <ul style="list-style-type: none"> <li>• Leading a culture of high expectations for staff and students</li> <li>• Evaluation of teachers and communication with parents</li> </ul> <p>BMS PBIS Team</p> <ul style="list-style-type: none"> <li>• Lead tier 1 PBIS efforts surrounding classroom expectations and student engagement</li> </ul> <p>BMS Staff</p> <ul style="list-style-type: none"> <li>• Create a culture of academic growth and maintaining classroom expectations and engagement.</li> </ul> <p>BMS Students</p> <ul style="list-style-type: none"> <li>• Active preparation and participation in</li> </ul>	<p>The F list will be produced once per month and discussed at team meetings and with SIT.</p> <p>22/23 S1 - 221 22/23 S2 - 260</p> <p>23/24 Sem1: 217 23/24 Sem2: 268</p> <p>24-25 Quarter 1: 24-25 Quarter 2: 24-25 Quarter 3: 24-25 Quarter 4:</p>	<p>Reduction of students failing classes.</p>



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



		class. Leading student success conferences.		
<b>School SMARTIE GOAL: SEL</b>	Strategies and Action Steps	Who is Responsible	Progress Monitoring Timeline	Evidence of Effectiveness
<p>Our Current Reality: Student survey data for Sense of Belonging show 47% of students feeling valued in the spring of 2024 and 53% of students feeling valued in the fall of 2024.</p> <p>Our SMART Goal: Over the course of the 2024-25 school year, student Sense of Belonging will increase to 60% students feeling valued through culture building activities, counseling services, homeroom activities and student clubs.</p>	<ul style="list-style-type: none"> <li>● Implementation of student clubs twice a month.</li> <li>● Culture building activities               <ul style="list-style-type: none"> <li>○ Fun Run</li> <li>○ Assemblies</li> <li>○ Reward days</li> </ul> </li> <li>● Homeroom lessons through Character Strong</li> <li>● Comprehensive School Counseling annual goal               <ul style="list-style-type: none"> <li>○ Needs assessment</li> <li>○ Referrals to community resources</li> <li>○ Small group counseling</li> </ul> </li> </ul>	<p>Administration</p> <ul style="list-style-type: none"> <li>● Support culture and climate goals of the building and leading PBIS team and various assemblies</li> </ul> <p>BMS Counseling Team</p> <ul style="list-style-type: none"> <li>● Complete needs assessment</li> <li>● Create small groups to meet during club times</li> </ul> <p>BMS PBIS Team</p> <ul style="list-style-type: none"> <li>● Plan culture building activities</li> </ul> <p>BMS Staff</p> <ul style="list-style-type: none"> <li>● Create a welcoming environment for students</li> </ul> <p>BMS Students</p> <ul style="list-style-type: none"> <li>● Active participation in clubs and culture</li> </ul>	<p>Fall and Spring perception data.</p> <p>Referrals to specific resources</p> <ul style="list-style-type: none"> <li>● SEAMAR</li> <li>● Care Solace</li> <li>● True North</li> </ul>	<p>Students will feel valued by staff and peers.</p>



# TSD School Improvement Plan Template 2024-25

*Continuous Student Learning in a Caring, Engaging Environment*



		building activities. Giving feedback to staff.		
--	--	--	--	--

QUARTERLY REFLECTION WITH LEADERSHIP TEAM:		ADJUSTMENTS TO SIP STRATEGIES OR ACTION STEPS:
Q1		
Q2		
Q3		
Q4		