Forsyth County Schools

A safe, connected, and thriving community for all

DeSana Middle School

2024-2025

School Improvement Plan

Principal: Keith Sargent

School Mission/Vision Statement(s):
Mission: To deliver an unparalleled education for all students to succeed.
Vision: To foster a safe, connected, and thriving learning community.

School Belief Statements:
We expect all students and staff to be respectful, be prepared, and be safe.

DeSana Middle School
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FCS Goal Area: Social & Emotional Health

FCS Performance Objective C: Promote respect, wellness, and balance for staff and students

Major Focus: Foster a safe, connected, and thriving learning community through the implementation of a Positive Behavioral Intervention and Supports Framework (PBIS).

Performance Measures:

- Spotlight Data
- Acknowledgement System Data
- Self-Assessment Survey Data
- Tiered Fidelity Index Data
- Focus Group Data

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Implement school wide behavior expectations and acknowledgement system. • Collect acknowledgement data for students and staff. • Provide professional learning to all staff about best practices related to PBIS. • Administer the PBIS Self-Assessment Survey (SAS) in the fall to determine staff perception of implementation. • Complete the Tiered Fidelity Index (TFI) with the school-based PBIS team for implementation accountability. • Hold student focus groups to determine the impact of PBIS on school culture.	• Continue implementation of school wide behavior expectations and acknowledgement system. • Continue collecting acknowledgement data for students and staff. • Continue providing professional learning to all staff about best practices related to PBIS. • Administer the PBIS Self-Assessment Survey (SAS) in the spring to determine staff perception of implementation. • Complete a second version of the TFI with the school-based PBIS team for implementation accountability. • Hold staff focus groups to determine the impact of PBIS on school culture.

Performance Measures: Year-End Results

2023-2024 (Baseline):

- The 2024-2025 school year will be the first year of PBIS implementation. Baseline data for performance measures will be established this year.

2024-2025:

Reflection on Results:

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FCS Goal Area: Climate, Culture, & Community

FCS Performance Objective B: Work collaboratively with all people to promote inclusivity, school pride, and belonging

Major Focus: Foster a safe, connected, and thriving learning community that promotes opportunities for connection for students and staff.

Performance Measures:

- GaDOE Student, Staff, and Family Data
- Family Newsletter Views
- Participation Rates during Connection Events at DeSana
- PTO Membership and Volunteer Data
- Student Connection Inventory
- Staff Retention Rate

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Establish baseline participation rates for DeSana Family Connect Activities. • Promote PTO membership and increase opportunities for volunteers. • Highlight and celebrate various cultures represented within our school community. • Host quarterly family focus group meetings to collect feedback regarding school improvement. • Deliver monthly communication to families regarding school events. • Continue to implement NEO/Induction program for new hires. • Schedule activities or events aimed at staff recognition, wellness, and leadership opportunities. • Protect staff collaboration days. • Provide vertical team meeting time for teachers. • Continue to build the capacity of collaborative teams.	• Continue to establish baseline participation rates for DeSana Family Connection Events. • Continue to promote PTO membership and increase opportunities for volunteers. • Continue to highlight and celebrate various cultures represented within our school community. • Continue hosting quarterly family focus group meetings to collect feedback regarding school improvement. • Continue delivering monthly communication to families regarding school events. • Continue scheduling activities or events aimed at staff recognition, wellness, and leadership opportunities. • Administer GaDOE surveys to students, staff, and families. • Continue to build the capacity of collaborative teams.

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2023-2024 (Baseline):

1. Over 1,000 participants attended the Demark Community Spring Fling event.
2. DeSana Family Focus Groups
    a. Offered quarterly to families with all available slots filled for each session.
3. Dragon Digest
    a. Our family newsletter accumulated over 9,000 views this year.
4. Cybersecurity Night
    a. Offered to all families in our cluster.
5. Celebrating Cultures in our Community
    a. Diwali Bash
    b. Foods Around the World
    c. Highlighted cultural & heritage diversity through our media center & daily announcements
6. Survey Results

a. Principal Survey results indicated that 84.15% of them reported that DeSana Middle School was a place that they wanted to be.
b. Georgia Student Health Survey results indicated that 88.9% of 6th graders, 87.1% of 7th graders, and 89.1% of 8th graders reported that they feel connected to others at school.

7. Compare student connection from 22 to 23
    a. School Connection: 3.71 (+.05)
    b. Adult Connection: 3.77 (+0.13)
    c. Peer Connection: 3.64 (+0.11)
8. Vertical Team feedback
    a. 100% of teachers participated in their vertical team collaboration that included setting a vertical team goal and monitoring progress toward that goal throughout the school year. Teachers and department chairs reported that they would like to continue this work next year.
9. Collaborative Team Data
    a. Collaborative teams met weekly on Tuesdays to engage in the four critical questions of a PLC.
10. Guiding Coalition, made up of one facilitator from each collaborative team, met monthly to engage in professional learning and self-assess progress using a PLC rubric.

2024-2025:

Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objectives A & B: Increase student achievement and growth

Major Focus: Increase the percentage of all students reading at grade level and above from 81.90% to 83.00% as measured by the ELA EOG assessment, comparing whole school performance from 2024 to 2025 (achievement) and increase the percentage of students in grades 6-8 reading at grade level and above from 23-24 baseline data, comparing cohort performance (growth) from 2024 to 2025.

Performance Measures:

- Georgia Milestones (EOG) Data
- CommonLit Data
- Fastbridge Data
- Reading Plus Data
- Collaborative Team Data

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Formatively assess students' literacy performance using CommonLit. • Identify students scoring at or below the 25th percentile in Reading using Fastbridge to determine the need for Tier 2 or 3 supports. • Provide explicit instruction in the science of reading to all students. • Provide targeted and intensive reading support to students demonstrating a need for Tier 2 or 3 support and monitor with progress monitor using Fastbridge and Reading Plus. • Provide professional learning related to disciplinary literacy to all content areas and work with collaborative teams to implement those strategies.	• Continue to formatively assess students' literacy performance using CommonLit. • Continue providing explicit instruction in the science of reading to all students. • Continue providing targeted and intensive reading support to students needing Tier 2 or 3 support and continue progress monitoring using Fastbridge and Reading Plus. • Continue providing professional learning related to disciplinary literacy to all content areas and work with collaborative teams to implement those strategies.

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

2023-2024 (Baseline):

1. As measured by the 2024 Spring ELA EOG assessment, 81.9%* of 6th-8th grade students were reading at or above grade level.
    a. Average Lexile: 1198
2. As measured by the 2024 Spring ELA EOG assessment, 83.2%* of 5th grade students were reading at or above grade level (to be compared to 24-25 6th grade students' performance in Spring 2025).
    a. Average Lexile: 1056
3. As measured by the 2024 Spring ELA EOG assessment, 80%* of 6th grade students were reading at or above grade level (to be compared to 24-25 7th grade students' performance in Spring 2025).
    a. Average Lexile: 1108
4. As measured by the 2024 Spring ELA EOG assessment, 82.6%* of 7th grade students were reading at or above grade level (to be compared to 24-25 8th grade students' performance in Spring 2025).
    a. Average Lexile: 1228

*All percentages are estimated based on SchoolCity data.

2024-2025:

Reflection on Results:

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FCS Goal Area: The Learner Experience

FCS Performance Objective D: Develop and sustain consistent assessment practices

Major Focus: Continue to build capacity of collaborative teams that engage in recurring cycles of collective inquiry and action research along with embedded professional learning to positively impact teacher collective efficacy.

Performance Measures:

- Collaborative Team Data
- Formative Assessment Data (quantity, scale, and weight of assessments by teacher/collaborative team)
- Summative Assessment Data (quantity, scale, and weight of assessments by teacher/collaborative team)
- Assessment Recovery Data

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Provide protected time in the master schedule for the work of collaborative teams. • Deliver professional learning to all staff on FCS Assessment & Grading Foundations. • Engage the DeSana Leadership Team (admin, coaches, department chairs) in ongoing professional learning related to best practices in assessment and grading. • Provide protected time for vertical teams to meet and align assessment practices. • Build capacity of the Guiding Coalition (collaborative team facilitators) to effectively lead their teams through the work of addressing the four critical questions to drive collective inquiry. • Professional learning leaders will analyze collaborative team data, formative and summative assessment data, and assessment recovery data to inform our work with department leaders and teams.	• Collaborative teams will continue to meet regularly to improve and align assessment and grading practices as part of recurring cycles of collective inquiry. • Continue delivering professional learning to all staff on FCS Assessment & Grading Foundations. • Continue to engage the DeSana Leadership Team in ongoing professional learning related to best practices in assessment and grading. • Continue working with vertical teams to align assessment practices. • Continue building capacity of the Guiding Coalition to effectively lead their teams through the work of addressing the four critical questions of collective inquiry. • Professional learning leaders and coaches will continue to analyze collaborative team data, formative and summative assessment data, and assessment recovery data to inform our work with department leaders and collaborative teams.

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

2023-2024 (Baseline):

- All staff members participated in a collaborative team.
- All staff members participated in vertical team collaboration.
- We will establish a baseline for the other performance measures during the 2024-2025 school year.

2024-2025:

Reflection on Results: