Forsyth County Schools

A safe, connected, and thriving community for all

Hendricks Middle School

2023-2024

School Improvement Plan

Principal: Cheryl Riddle

School Mission/Vision Statement(s):

HMS VISION:
A community built on continuous growth, collaboration, and connection.

HMS MISSION:
At Hendricks Middle School, we Navigate Life with a Purpose, Where Everyone Feels Valued, Safe to be Their Most Authentic Self, & Take Risks, Responsibly.

HMS Belief Statements:
We Believe In:

- Fostering Positive Relationships
- Creating a Safe Environment
- Empowering Others to Lead
- Building a Strong Foundation for Learning

Hendricks Middle School

2023-2024 School Improvement Plan

FCS Goal Area: Social & Emotional Health

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

Major Focus: Establish a safe, supportive, and connected learning environment.
Performance Measures:

- ODR/Spotlight Data from 22-23 and 23-24 school years
- Pre/Post Wellness/Connectivity Survey for students and staff Baseline 23-24
- Student & Staff participation data in The Well Baseline 23-24

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps

• Review SOAR matrix with all students, staff and parents.
• Utilize various communication methods to promote SOAR expectations.
• Use SOAR in-the-classroom training to begin implementation
  o Train staff on developing routines with students
  o Train staff on developing positive relationships with students
• Analyze and share Spotlight data monthly within departments
• Recognize students and staff for meeting and exceeding SOAR expectations. (You Rocks, Student SOAR Tickets)
• Develop lessons/activities for teachers to redeliver during Flex Time.
• Establish a wellness program for students and staff
• Students and staff will take a Wellness/Connectivity Survey.
	• Review Mid-Year ODR/SWIS Data and make adjustments as needed.
	• Revisit SOAR matrix with all students and staff
	• Utilize various communication methods to promote SOAR expectations.
	• Continue with Soar implementation through Semester #1 Action Steps
	• Students and staff will take a Post Wellness/Connectivity Survey.

Performance Measures: Year-End Results

2022-2023 (Baseline):
Total MIR's (minor incident reports) 6th (205), 7th (145), 8th (80) Total – (430)
Total ODR's (office discipline referrals) 6th (37), 7th (78), 8th (68) Total – (183)
2023-2024: ODRs-108

Reflection on Results:

Hendricks Middle School's journey with PBIS has been a positive one. The school-wide implementation of sharing our SOAR matrix, the development of lessons for Flex Time, positive recognition for both staff and students, and a focus on Wellness through our Wellness Coordinator, has allowed us to be ready to take PBIS at Hendricks to the classroom systems level. Data shows that our Office Discipline Referrals dropped significantly from the 2022-23 school year (183 referrals) to the 23-24 school year (108 referrals).

Hendricks Middle School
2023-2024 School Improvement Plan

FCS Goal Area: Climate, Culture, & Community

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

Major Focus: Create an authentic sense of community among all stakeholders in the West Community of Schools.
Performance Measures:

- Number of attendees at 23/24 in-person events as compared to 22/23 in-person events
- 23/24 Joint West LSC (Local School Council) empathy interview responses
- Students, staff, and community members empathy interview responses – baseline?
- Pre/Post Wellness/Connectivity Survey for students and staff- baseline 23-24
- Number of attendees at 23/24 of multi-cultural night as compared to 22/23 attendees.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Empathy interviews at Joint West LSC meeting - September 2023 • Collaborative in-person event to solidify the belonging of all community members in the West Community of schools. • Spotlight monthly multi-cultural events to promote inclusivity. (Bulletin board, announcements, flex time lessons) • Meet with Community Engagement Specialist to determine ways to engage our community and promote a culture of inclusivity.	• Collaborative in-person event, "West Fest," to solidify the belonging of all community members in the West Community of schools. • Conduct empathy interviews with students, staff, and community members • Empathy interviews at Joint West LSC meeting - May 2024 • Conduct 8th Grade Exit Interviews • Engage community in our HMS Multi-Cultural Night.

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2022-2023 (Baseline):
# of attendees for West Fest - **900;**
# of attendees for HMS Multi-Cultural night - **200**

2023-2024:

Reflection on Results:

Our West Community grew over the past year. We conducted empathy interviews with many of our West Community stakeholders and gained an understanding of what our community desired; a cohesive group of educators who are aligned in mission and vision to ensure a positive experience K-12 in our West Community. While our West Fest event was postponed until October, we are excited about our next steps as a West Community group to become more aligned, more effective, and more intentional.

Hendricks Middle School
2023-2024 School Improvement Plan

FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student achievement

Major Focus: Increase student achievement
Performance Measures:

- 3% increase of the gap as measured by Content Mastery in CCRPI 2023-2024

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Provide professional learning to Instructional Leaders and PLC's facilitators on data analysis (year 2 goal). o What is data, how do we gather it, and what do we do with it? • Utilize Professional Learning Communities (PLC) to analyze classroom data to drive instruction. • Utilize Flex Time and Hawks Academy to remediate and reteach students not meeting the standards • Utilize and track remediation data (Reading & Math literacy classes, ESOL literacy, & SpEd literacy) • Utilize team meetings to create action plans for individual students in need • Use teacher recommendations, EOG data, Beacon Data to target specific students for intensive reading, ELA, and/or math interventions	• Continue professional learning to PLC facilitators. • Review Pre/Post Beacon Data, assign appropriate flex groups, Hawks Academy and/or literacy classes. • Review literacy data in order to make class adjustments as needed

Performance Measures: Year-End Results

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

2021-2022 : Content Mastery – 79.9;

ELA All Students (**43.46%**);
Black (**55.35%**);
Hispanic (**59.76%**);
multi-Racial (**44.18%**);
White (**43.3%**);
Eco Dis (**69.4%**);
English Learners (**68.04%**);
SWD (**78.29%**)
score at the beginning or developing in ELA EOG across all grade levels

2022-2023(Baseline): Content Mastery – 83.2;

ELA All Students (**42.98%**);
Black (**48.34%**);
Hispanic (**66.26%**);
multi-Racial (**44.89%**);
White (**46.19%**);
Eco Dis (**72.95%**);
English Learners (**66.19%**);
SWD (**72.86%**)
score at the beginning or developing in ELA EOG across all grade levels

Math All Students (**38.6%**); Black (**54.55%**); Hispanic (**61.58%**); multi-Racial (**47.62%**); White ? Eco Dis (**71.42%**); English Learners (**56.55%**); SWD (**75.38%**) score at the beginning or developing in Math EOG across all grade levels	**Math** All Students (**31.19%**); Black (**48.33%**); Hispanic (**54.38%**); multi-Racial (**26.00%**); White (32.2) Eco Dis (**64.23%**) English Learners (**52.51%**); SWD (**69.79%**) score at the beginning or developing in Math EOG across all grade levels
2023-2024:	

Reflection on Results:

In our efforts to increase student achievement, we have focused on creating an effective Professional Learning Community through collaborative teams that focus on researched based practices to implement in the classroom. We focused on using data to drive instruction and ensure students received the interventions needed to succeed, such as creative uses of Flex Time and students attending Hawks Academy for support. We also ensured that our 5th academic class (Enrichment) was supporting our students' areas of need and if needed, students were moved to a Literacy class for extra support.

Hendricks Middle School
2023-2024 School Improvement Plan

FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student growth

Major Focus: All students will demonstrate growth in Lexile.

Performance Measures:

- 3% increase of the gap in the literacy indicator within the Readiness component in CCRPI (Changed from Progress)
- Utilize Beacon to measure the increase of Lexile from scores fall to spring

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Use teacher recommendation and 22-23 EOG data to determine students needing intensive interventions and schedule into the appropriate Reading Literacy class. • Focus on schoolwide vocabulary development using best practices (student discourse, Kagan Strategies, scaffolding)	• Use teacher recommendation and up-to-date data to determine students still needing intensive interventions and schedule into the appropriate Reading Literacy class. • Focus on schoolwide engagement strategies for literacy development in the content areas. ○ refined this step to focus specifically on engagement with academic discourse
Performance Measures: Year-End Results *(Include data for the school and each sub-group)* **2021-2022: Literacy** All Students (**66.58%**); Multi-Racial (**69.77%**); White (**67.14%**); Black (**58.93%**); Hispanic (**49.69%**); English Learners (**40.00%**); Eco Dis (**38.35%**); SWD (**27.73%**) demonstrating reading comprehension at the mid-point at the College & Career Ready "Stretch" Lexile Band **2023-2024:** Goal - 80.6	**2022-2023 (Baseline)** All Students (**80.00%**) at or above grade level (100-80*.03=.6 increase) Multi-Racial (**83.67%**); White (**79.80%**); Black (**75%**); Hispanic (**61.88%**); English Learners (**61.15%**); Eco Dis (**55.74%**); SWD (**45.00%**) include at or above grade-level reading

Reflection on Results:

This year, our professional learning focus school wide was increased vocabulary instruction using best practices such as Kagan Strategies, student discourse, and scaffolding. Our data shows that in all academic areas, our students' understanding of standard based vocabulary has increased. Student discourse or academic discourse has also increased in classrooms with a focus on students using the vocabulary they are learning with each other. An analysis of our Lexile Scores is still taking place, and our hope is that an increase in vocabulary proficiency across all subject areas will increase our students' reading levels as represented by Lexile Scores.