Forsyth County Schools

A safe, connected, and thriving community for all

Mashburn School

2024-2025

School Improvement Plan

Principal: Steve Miller

School Mission/Vision Statement(s):

School Mission: We believe in developing deep levels of relationships, engagement, and rigor.

School Vision: At Mashburn, we believe in building a community through an intentional balance of empathy and academics, where all learners feel a sense of belonging.

School Belief Statements:

- **A connected community built through empathy, respect and trust.**
- **All learners strive to find a balance in a rigorous and supportive environment.**
- **A culture of collaboration is vital to learner (student/staff) empowerment and the school community.**

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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: To foster community, empathy, kindness, and responsible decision-making for all learners.
Performance Measures:

- Data discussions utilizing Educlimber to improve upon baseline data.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Host monthly DEN Meetings • Opening DEN Pep Rally • Implement P.A.W.S initiative • Recognize MVP (staff) monthly • External nomination MVP (staff) monthly • Monthly Mindset recipients (students) • Check-in & check-out with students	• Aim for dedicated meeting times in classrooms • Kindness Krew - student initiatives schoolwide

Performance Measures: Year-End Results

2023-2024: Reduce the number of students involved in a major discipline event from 68 students to 58 total students.

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

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Major Focus: All students and families at Mashburn will feel seen, heard, valued, and connected.

Performance Measures:

- Attendance at school/cluster events
- Communication (tools and frequency)

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Promoting our Family Connect Nights • P.A.W-tastic postcards to recognize students • Sunday Messenger & Dojo stories • Increase social media connections with community • Educating our staff with information about cultural events pertaining to our student population • Spirit wear of Mashburn's community	• International Night at Mashburn • Intentional posting of inclusive cultural recognitions & share out on GMM news • Including virtual reading libraries to support various cultures

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2023-2024: Weekly & monthly communication as aligned with action steps.

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: We will increase student achievement in math and reading, through professional learning, instructional coaching, and implementation of high quality instructional strategies.

Performance Measures:

- I-Ready Data, Universal Screening, UFLI/Heggerty
- PLC Agendas & Data Folders

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Monthly Educlimber check-ins with Instructional Coach • Teacher ownership of growing instructional practice with PLC agendas designed by teams. • Intentional planning with the schedule to foster Core + More. • Intentionally supporting students among grade levels to lower RTI groups ratio. (Grade bands for RTI)	• Enrolling teachers into the coaching process to support growth in instructional practices. • PL specifically for our Instructional leadership team about owning the process • 2024 Milestone data shows decent achievement

Performance Measures: Year-End Results

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

2023-2024: Emergency and/or At-Risk readers will be 25.6% or less.

2024-2025: Emergency an/or At-Risk readers will be 24% or less.

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: The majority of Mashburn is in the implementation phase of the assessment and grading progression.
Performance Measures:

- Develop a balanced assessment system that ensures validity, reliability, and accessibility.
- Build a culture of collective responsibility for all learners (ESOL, Gifted, SpEd)

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Implementation of PL+ • Integrated Authentic Learning practices (real world/relevant application of skills)	•

Performance Measures: Year-End Results
(Include data for the school and each sub-group

2024-2025: Baseline: Move from implementing to embedded (baseline score of Score of 1.6 in July 24)

Reflection on Results: