

 **VISION**
The vision of Florence Middle School is to give students tomorrow...today.

 **MISSION**
The mission of Florence Middle School is to empower students to explore, create, challenge, innovate and lead.

 **BELIEFS**
Florence Middle School believes that we are Falcons: Family, Achievers, Loyal, Collaborative, One Florence, Never Give Up, & Serve Others.

	Leadership	Instruction	Culture
OBJECTIVE	FMS will build leadership capacity to improve student learning.	FMS will deliver high-quality, standards-aligned instruction in all content areas.	FMS will establish consistent systems and expectations that promote a safe learning environment, high expectations, and student ownership.
CRITICAL INITIATIVES	- Clear Expectations: Develop and train staff on expectations, roles, and responsibilities. - Shared Vision: Develop leadership capacity among faculty by establishing a strong academic leader team (ALT) and instructional leadership team (ILT). - Data-Driven Decision-Making: Establish systems for regular data analysis and data-driven decision making (Data Days). - Coaching & Feedback: Conduct weekly walkthroughs and provide targeted coaching based on the Get Better Faster scope and sequence.	- Collaborative Planning: Admin & Instructional Partner facilitate weekly Common Planning Time (CPT) meetings with teachers in core content areas. - Implement Tier 1 (whole group high-quality grade level instruction), Tier 2 (8th period WING Time targeted reteach), and Tier 3 instruction (intensive small group instruction). - Instructional Checks: Conduct weekly walkthroughs and lesson plan reviews.	- Common Language: Show respect, Own your choices, Act safely, reach for excellence (SOAR) - Culture Building: Team building activity on Thursdays and fun activities on Fridays. - Strong Safety Measures: Increased adult supervision, Open Gate Systems chromebook carts - Student Voice: Climate surveys, student leadership groups, and calendar planners
INTENDED OUTCOMES	- By ensuring that everyone is doing their job to the best of their ability, our academic achievement and growth will increase. - The instructional leaders of the building will meet regularly to discuss coaching cycles and other important instructional tasks. - Student achievement and growth will increase. - All faculty are tagged in GBF Phase 3 or higher by the end of the year.	- Increased student achievement and growth data. - Increase student achievement and growth. - Teachers will master each phase of the Get Better Faster scope and sequence.	- Decrease discipline infractions - Decrease discipline infractions and chronic absenteeism
KEY MEASURES	- iReady Inform & Growth Monitoring data, ACAP data - iReady Inform & Growth Monitoring, ACAP data - Grow reports	- iReady Inform & Growth Monitoring, ACAP data - Walkthrough data & lesson plan feedback in Grow	- Simple Discipline data - Simple Discipline data, attendance data, survey results