

2016 - 2018 Holbrook Middle School Improvement Plan

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School	Holbrook Middle Schoo	Courier Number	360426
Address	418 South Church St	Phone Number	704-836-9607
	Lowell, NC 28098	Fax Number	704-824-4529
School Website	http://www.gaston.k12.nc.us/Domain/30	Principal	Jessica Steiner

Holbrook Middle School: School Improvement Team Membership									
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From GS 115C-105.27: “The principal at each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personal, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot... Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff. “

Committee Positions	Name	Email Address	Date Elected
Principal	Jessica Steiner	jssteiner@gaston.k12.nc.us	Appointed
Assistant Principal	Chris Dixon	dcdixon@gaston.k12.nc.us	Appointed
Teacher Representative	Diane Kushak	dlkushak@gaston.k12.nc.us	8/20/2015
Teacher Representative	Steven Smith	sasmith@gaston.k12.nc.us	8/22/2016
Teacher Representative	Jill Faile	jmfaille@gaston.k12.nc.us	8/20/2015
Teacher Representative	Amy Daniel	aedaniel@gaston.k12.nc.us	8/20/2015
Teacher Representative	Shawn Coutler	dlcoulter@gaston.k12.nc.us	8/22/2016
Instructional Suport Representative	Erin Stokes	ebstokes@gaston.k12.nc.us	8/20/2016
Instructional Assistant	Lynn Turnipseed	lwturnipseed@gaston.k12.nc.us	8/20/2015
Parent Representative	Wanda Marlowe	MarlJam@hotmail.com	Appointed by PTO

Principal Signature: _____ Date: _____

Date Prepared: _____

Date Prepared: _____

GCS Board Approval Signature: _____ Date: _____

Date: _____

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Gaston County School's Values

	Beliefs		Four C's	
	Safety		Commitment	
	Diversity		Community	
	Innovation		Communication	
	Collaboration		Choice	
	Excellence			

Gaston County School's Vision and Mission Statement

Vision: The vision of Gaston County Schools is to inspire success and a lifetime of learning

Mission: Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment

Holbrook Middle School's Mission and Vision Statement

Vision: Holbrook will empower all students to become life-long learners who are responsible in a global community through; a safe learning environment, best teaching practices, technology integration, high expectations, and cooperation with parents and community.

Mission: Holbrook will empower all students to become lifelong learners who are responsible in a global community through: A safe learning Environment, Best Teaching Practices, Technology Integration, High Expectations, Cooperation with Parent and Community

Holbrook Middle School SMART GOALS

Based upon data analysis our focus will be upon the following outcomes:

1. Increase overall ELA proficiency to 62% by increasing each grade level.

2. Increase overall Math proficiency to 58% by increasing each grade level.

Gaston County Schools Strategic Goals

Goal 1: Every student will graduate prepared for post-secondary opportunities

Focus Area	1.1 Increase the graduation rate
	1.2 Increase students completing Career and Technical Education courses and opportunities
	1.3 Increase the number of students who graduate from high school with post-secondary credit

Goal 2: Every member of our diverse student population has the opportunity for individualized instruction.

Focus Area	2.1 Increase the percentage of students reading on or above grade level by the end of the third grade
	2.2 Increase the strategies and tools available to ensure success of all students
	2.3 Increase opportunities for a wide variety of academic choices

Goal 3: Every employee is capable and committed to the education of the whole child.

Focus Area	3.1 Attract and retain a high qualified workforce in all schools, including high-needs areas, through increased incentives.
	3.2 Provide employees increased access to quality, research-based professional development
	3.3 Survey students annually to determine the level of administrator-student relationships, teacher-student relationships, and overall school classroom climate

Goal 4: Every school has up-to-date technology to support teaching and learning.

Focus Area	4.1 Ensure all schools have sufficient wireless coverage
	4.2 Increase the use of technology as a communication tool for all stakeholders
	4.3 Increase the number of teachers and students who effectively use digital learning tools

Goal 5: Every student has the opportunity to learn in a safe school environment.

Focus Area	5.1 Increase facility safety features
	5.2 Increase anti-bullying efforts at every school
	5.3 Increase community resources to maximize student support systems

Middle School School level Strategies and Monitoring

Assessments Sixth Grade	Math			Reading			Notes:
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	45.7	64	54	54.3	66.4	59.3	
	Strategies and Measures:			Strategies and Measures:			
Assessments Sixth Grade EC	Math			Reading			Notes:
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	<5	NA		16.7	NA		
	Strategies and Measures:			Strategies and Measures:			
Assessments Seventh Grade	Math			Reading			Notes:
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	47.7	63.1	55	48.6	66.8	55	
	Strategies and Measures:			Strategies and Measures:			

Assessments Seventh Grade EC	Math			Reading			Notes:
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	<5	NA		8.8	NA		
	Strategies and Measures:			Strategies and Measures:			
Assessments Eighth Grade	Math			Reading			Science
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	39.6	62.2	50	44.2	66.4	50	
	Strategies and Measures:			Strategies and Measures:			
Assessments Eighth Grade EC	Math			Reading			Science
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	9.1	NA		6.1	NA		
	Strategies and Measures:			Strategies and Measures:			

Assessment and Retentions	Math I			Retentions			Notes:
	Rank:			Rank:			
	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	School Current Status	GCS Strategic Plan Goal	School's 2016-2017 Goal	
	98.7	96	100			0	
	Strategies and Measures:			Strategies and Measures:			

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Smart Goal # 1: Reading		School Improvement Team decides what the focus will be	
Strategic Plan Goal: Increase overall ELA proficiency to 62% by increasing		Goal 1	
Strategic Plan Goal focus area: Proficiency in Reading		1.1, 1.2	
Current Status: Overall, ELA scored 48.7% proficient on 15-16 EOG.			
School Interim (Year 1) Goal 2016-2017: Increase overall proficiency to 54%, by increasing each grade level by 5%.			
School (Year 2) Goal 2016-2018: Increase overall proficiency in ELA to 62%.			
Data Used: EOG scores at the end of the year and STAR data monthly.			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
Use Thinking Maps and reading strategies across content areas, students will increase reading skills in fiction and nonfiction by comprehending and understanding content and text.	Anna Czekaj- Thinking Maps Trainer, Teachers	Teachers will use Thinking Maps as documented in PLCs and lessons plans to increase skills. STAR data to review increases in skills and areas of concern	Monthly Monitoring will occur through use of STAR and lesson plans.
Students will independently read during twice a week during Lion Pride to increase reading skills and stamina. Teachers will model and conference with students during independent reading and a schoolwide reading parent night will be held in partnership with PTO to promote independent reading.	All Teachers, ELA Curriculum Faciliator with needed refresher training for teachers on conferencing	Star Data monthly and CFAs	Monthly Monitoring will occur through use of STAR
ELA teachers will meet for vertical alignment meetings to review data and identify skills which need improvement as it relates to the EOG tested standards. Other content area teachers will meet with grade level ELA teachers to review identify skills and incorporate skills with their taught content area.	All Teachers, Administration	Star Data monthly and CFAs, Notes from Meetings to Review against STAR	Monthly Monitoring will occur through use of STAR for skills, Semi Yearly for Vertical Alignment Meetings
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
Anna Czekaj, Science/SS Teachers training with Czekaj	Part Two of Thinking Maps Training, Part Two of Thinking Maps with Staff	Thinking Maps, Anna Czekaj	October 2016, January 2016
All Teachers	Refresher/New Staff training on Independent Reading Conferencing	ELA Curriculum Faciliator	January 2016

Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Improvement Plan			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Chief Accountability Officer Signature/Date/Comments:			
Title I Director Signature/Date/Comments(Title I Schools Only):			
Monitoring Date 1:			
What did the data tell you? List your data and be specific.			
As of December 2016, the current data shows that ELA has increased in proficiency to 50.92% based on the STAR test data. Individual grades are as follows- 8th grade has increased their proficiency by 3.5% and 7th grade by 4.89%. In 6th grade, the proficiency as compared to last year has not yet met the 54.34% as scored at the end of last year but has increased in comparsion to the beginning of the year in STAR from 50.05 to 51.9%.			
Did the strategie(s) lead you toward your goal? How do you know?			
Our current stratgies, along with other classroom strategies being used, have assisted in increasing proficiency. ELA teachers vertically planned during 1st semester and compared content and resources. During Lion Pride this year, independent reading and conferencing is occuring twice a week. During first semester, Science/SS teachers attended professional development for Thinking Maps and continue to implement strategies within the Science/Social Studies classes.			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
During first semester, The strategies were implemented as defined and montiored by administration through classroom observations and meeting notes.			
Do the strategies need to be changed? If so, describe your process.			
Not at this time, however, we will continue to monitor.			

Chief Accountability Officer Signature/Date/Comments:	
Peer Signature/Comments:	
Monitoring Date # 2:	
What did the data tell you? List your data and be specific.	
Did the strategie(s) lead you toward your goal? How do you know?	
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?	
Do the strategies need to be changed? If so, describe your process.	
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:	
Assistant Superintendent for Administration Signature/Date /Comments:	
Chief Accountability Officer Signature/Date/Comments:	

Section I. Goal # 1:			
15-16 (Current Status)		2016-17 Target: Increase overall proficiency to 54%, by increasing each grade level by 5%	
		2017-18 Target: Increase overall proficiency in ELA to 62%.	
Status as of June/July 2017		Year one target met? (Yes or No)	Overall Target Yes, Individual Grade Levels No (6th & 8th)
Section II Year One Target Met			
Adjusted Target	Current ELA EOG scores indicate overall proficiency of 54.36% an increase of 5.66% from 2016. 6th grade is 55.56%, 7th grade is 61.46% and 8th grade is 46.26%. At this time, no adjustment is needed.		
**** Please add your new strategies below			
Strategies(Action Steps)	Implementation Team	What data will you collect	When will you monitor?
As a way to support ELA in 8th grade with informational text and historical material, Social Studies studies are incorporating more informational text and a biography into their classes based on their content.	8th Grade ELA and Social Studies Teachers, Administration	PLC Notes during ELA and SS Meeting for Collaboration	Monthly During 1st Semester
Section III Year One Target Not Met			
Adjusted Target for 2017-18		**** Please add your new strategies below	
Strategies(Action Steps)	Implementation Team	What data will you collect	When will you monitor?
Section IV. What Professional Development is needed for year two?			

Section V. Reviewed by 6/22/2017

Executive Director

Goal # 1	
Monitoring Date 1:	
What did the data tell you? List your data and be specific.	
Did the strategie(s) lead you toward your goal? How do you know?	
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?	
Do the strategies need to be changed? If so, describe your process.	
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:	
Assistant Superintendent for Administration Signature/Date /Comments:	
Assistant Superintendent for Curriculum and Instruction Signature/Date/Comments:	

Executive Director Signature/Date/Comments:

2016 - 2018 Holbrook Middle School Improvement Plan

Smart Goal # 2		Ready Accountability and AMO Targets	
Strategic Plan Goal: Increase overall Math proficiency to 58% by increasing each grade level.		Goal 2	
Strategic Plan Goal focus area: Math Proficiency		2.1, 2.2	
Current Status: Overall, Math scored 44.1% proficient on 15-16 EOG.			
School Interim (Year 1) Goal 2016-2017: Increase overall proficiency to 50%, by increasing each grade level by 5.5%.			
School (Year 2) Goal 2016-2018: Increase overall proficiency in Math to 58%.			
Data Used: EOG scores at the end of the year and STAR data monthly.			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
Math teachers will meet weekly during PLCs to identify and discuss bubble students. Monthly, teachers will identify skills not mastered based data from STAR and CFAs for remediation.	Math teachers, Administration	STAR and CFA data	Monthly
Math teachers will meet monthly with Ready Trainer and GCS Math Facilitator to discuss math Ready materials and implementation of curriculum.	Math teachers, Administration, Curriculum Facilitator .	STAR and CFA data	Monthly
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed

Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Improvement Plan			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Chief Accountability Officer Signature/Date/Comments:			
Title I Director Signature/Date/Comments(Title I Schools Only):			
Monitoring Date 1:			
What did the data tell you? List your data and be specific.			
As of December 2016, the current data shows that Math has increased in proficiency to 54.51% based on STAR test data, which exceeds our target based on the SIP for this year of 50%. Individual grades are as follows 8th grade has increased their proficiency by 14.41%, 7th grade by 11.46%, and in 6th grade, 4.92%.			
Did the strategie(s) lead you toward your goal? How do you know?			
Math teachers are continuing to meet twice weekly in PLCs to discuss strategies and content using the Ready Math materials. Teachers have idenified bubble students and are using this information for targeted remediation through group activities weekly. The math teachers continue to meet with Karl Sain 11 days out of the month and with EJ Elgin, Ready Support, monthly to discuss material. In addition, teachers have met with Becky Maxon, Holbrook's facilitator, to discuss groups and tutoring pull-outs for focused EOG practice.			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
During first semester, the strategies were implemented as defined and montiorred by administration through classroom observations, attending meetings and meeting notes.			
Do the strategies need to be changed? If so, describe your process.			
Not at this time, however, we will continue to monitor.			

Chief Accountability Officer Signature/Date/Comments:	
Peer Signature/Comments:	
Monitoring Date 2:	
What did the data tell you? List your data and be specific.	
Did the strategie(s) lead you toward your goal? How do you know?	
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?	
Do the strategies need to be changed? If so, describe your process.	
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:	
Assistant Superintendent for Administration Signature/Date /Comments:	
Chief Accountability Officer Signature/Date/Comments:	

Section I. Goal # 2:			
15-16 (Current Status)		2016-17 Target: Increase overall proficiency to 50%, by increasing each grade level by 5.5%.	
		2017-18 Target: Increase overall proficiency in Math to 58%.	
Status as of June/July 2017		Year one target met? (Yes or No)	Overall Target Yes, Individual Grade Levels No (8th Grade)
Section II Year One Target Met			
Adjusted Target		Current Math EOG scores indicate overall proficiency of 54.09%, an increase of 9.99% from 2016. 6th grade is 56.54%, 7th grade is 64.25% and 8th grade is 41.67%. At this time, no adjustment is needed.	
**** Please add your new strategies below			
Strategies(Action Steps)	Implementation Team	What data will you collect	When will you monitor?
Continue to meet with PLCs and Math Curriculum Facilitator to address areas of weakness in standards and ways to extend the curriculum to meet high performing students. In addition use data points from Star benchmarks to ensure areas of less proficiency are a focus in the 2017-18 school year.	Math teachers, Administration, Curriculum Facilitator .	Ready Data, Star, Benchmarks	Monthly
Section III Year One Target Not Met			
Adjusted Target for 2017-18		**** Please add your new strategies below	
Strategies(Action Steps)	Implementation Team	What data will you collect	When will you monitor?
Section IV. What Professional Development is needed for year two?			
Section V. Reviewed by 6/22/2017			

Executive Director	

Goal # 2	
Monitoring Date 1:	
What did the data tell you? List your data and be specific.	
Did the strategie(s) lead you toward your goal? How do you know?	
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?	
Do the strategies need to be changed? If so, describe your process.	
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:	
Assistant Superintendent for Administration Signature/Date /Comments:	
Assistant Superintendent for Curriculum and Instruction Signature/Date/Comments:	

Executive Director Signature/Date/Comments:

Compliance Statements

1. Describe your plan to provide duty-free lunch to all teachers.

2. Describe your plan to provide planning time for each regular classroom teacher each week, with the goal of 5 hours per week.

3. Physical activity is not denied to any students as a means of discipline, nor physical activity used as a form of punishment (K-8 only)

4. Each student participates in an average of 30 minutes per day of physical activity outside of the physical education class (K -8 only).

Title I Statewide Project Summary: Needs Assessment

Provide an explanation of the Comprehensive Needs Assessment which reflects statutory requirements. Schools must address particularly the needs of low-achieving children and those at risk of not meeting state student achievement standards. Refer to the SIP profile or plan for any of these items (note page numbers).

Important note: Components 1-9 on the Title I Compliance Statements of the School Improvement Plan must refer to this needs assessment.

1. Summary of Comprehensive needs summary

2. School wide Reform Strategies

3. Instruction by a highly qualified professional staff

4. High quality and ongoing professional development

5. Strategies to attract high quality teachers to high needs schools

6. Strategies to increase parent involvement

7. Preschool transition strategies

8. Including teachers in decisions regarding the use of assessment

9. Activities for children experiencing difficulty

School Improvement Team Approval of School Improvement Plan

Committee Positions	Name	Signature	Date
Principal			
Assistant Principal			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Teacher Representative			
Instructional Support Representative			
Instructional Assistant			
Parent Representative			
Parent Representative			