

# CENTRAL MIDDLE SCHOOL

## School Improvement Plan

2015-2018



“We’re bridging the gap to success... one step at a time.”

Mr. Steve Hunter, Principal  
Mr. Tony Coley, Assistant Principal

**Dr. Barry Williams, Superintendent**  
**Gates County Public Schools**

## **Central Middle School**

School Improvement Team (2015-2018)

Steve Hunter, Principal

Tony Coley, Assistant Principal

Alice Casterlow, 6<sup>th</sup> Grade Team Leader

Kathryn Eure, 6<sup>th</sup> Grade Teacher

Deidra House, 7<sup>th</sup> Grade teacher

Elaine Simpson, 6<sup>th</sup> Grade Teacher

Don Hudson, 7<sup>th</sup> Grade Science

Crystal Owens, 8<sup>th</sup> Grade Teacher

Stacy White, Media Coordinator

Marvalene Mouzon, Guidance Counselor

Kristen Ward, PowerSchool Data Manager/Testing Coordinator

Monica Hathaway, Parent Representative

## Our Vision ...



### **Vision Statement:**

Central Middle School shall be an institution where students are challenged and motivated to succeed in an emerging global society.

### **Mission Statement:**

Gates County Public Schools will work collaboratively with all stakeholders to provide a nurturing educational environment that empowers students to be college and career ready through utilizing technology and 21st century skills. Gates County Public Schools are committed to inspiring all students to reach their maximum potential in becoming productive citizens.

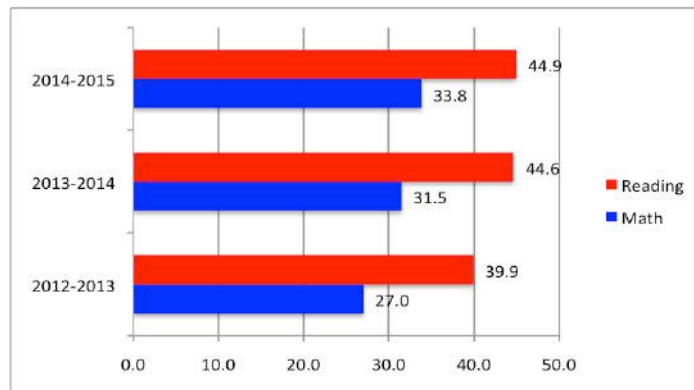
## Central Middle School School Improvement Plan 2015–2018

LEA: GATES COUNTY

2014 – 2015 Testing Data: Reading and Math – Grades 6-8

2014 - 15 Reading	All Students	Black	Two or More Races	White	Economically Disadvantaged	Students Disabilities
Students	385	132	11	229	202	55
Target Goal	55.1%	40.4%	56.5%	65.2%	42.1%	30.0%
% Proficient	45.5%	31.8%	*	39.3%	24.8%	<5%

2014-2015 Math	All Students	Black	Two or More Races	White	Economically Disadvantaged	Students Disabilities
Students	385	132	11	229	202	55
Target Goal	53.9%	37.8%	53.6%	63.0%	42.1%	30.0%
% Proficient	34.3%	23.5%	*	39.3%	24.8%	<5%

Three-year Trend of School-wide Student PerformanceThree-year Trend by Grade Level

	Grade 6		Grade 7		Grade 8		Overall	
	Reading	Math	Reading	Math	Reading	Math	Reading	Math
2014-2015	53.4%	35.6%	45.8%	31.9%	35.5%	34.0%	44.9%	33.83%
2013-2014	44.3%	29.0%	54.3%	43.5%	34.6%	20.5%	44.6%	31.5%
2012-2013	45.6%	27.2%	41.4%	29.7%	32.6%	24.2%	39.9%	27.0%

State three-year Target Goals		
Year	Reading	Math
2014-2015	55.1%	53.9%
2013-2014	49.5%	48.1%
2012-2013	43.9%	42.3%

Legend:   Green - Target Met,   Yellow – Target Met w/Confidence Interval Upper Bound,   Red – Target Not Met

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**Leadership and Innovation**

**School Improvement Goal: Prepare school-wide staff for their leadership role as 21<sup>st</sup> century professionals.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Create Professional Learning Communities	Structured Planning Time Student Data Professional Articles Staff Development Departmentalized Meetings Grade Level Meetings Team Leader Meetings	2015-2018	All staff	Minutes from Meetings Data Presentations Implementation Strategies/Timelines
Increase technology professional development  Teacher websites updated	Staff Time Funds Equipment (2 Projectors screen added) Professional Development Sessions	2015-2018	Administration Central Office Personnel Instructional Staff	CEUs Certificates Lesson Plans Observation/Walkthrough Data
Increase teacher knowledge of 21 <sup>st</sup> Century Skills pedagogy	Staff development PLC Planning Time Peer observation (informal) 1:1 Teacher/Principal consultation	2015-2018	Instructional staff	Lesson Plans Student Work Observation/Walkthrough Data

PLC- Professional Learning Community planning by grade level and department  
Departmentalized Meetings- Math, ELA and Science vertical planning meeting

**Leadership and Innovation**

**School Improvement Goal: Prepare school-wide staff for their leadership role as 21<sup>st</sup> century professionals.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Increase staff development in utilizing research-based instructional strategies	Professional Development Sessions Time Funds Peer Observations	2015-2018	Administration Central Office Personnel Instructional staff	CEUs Certificates Lesson plans Observation/Walkthrough Data
Increase data-driven decision-making	<b>Data Binders/ Spreadsheets</b> <ul style="list-style-type: none"> <li>EVAAS</li> <li>Benchmark Testing</li> </ul> <b>ASPIRE</b> (8 <sup>th</sup> grade) NC Ready Testing (Science) PLC Planning Time NC Testing (Social Studies)	2015-2018	Administration Instructional Staff Testing Coordinator	Minutes from Meetings Data-Spreadsheets/Binders Presentations Implementation Strategies/Timelines Lesson Plans Observation/Walkthrough Data
Encourage/support teacher endeavors in continuing education	NCCAT Teacher Academy Learn NC NCBT Liaisons Time Webinars Creative Planning Funds PENC	2015-2018	Administration Central Office Personnel Instructional Staff	CEUs Certificates

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Students in grades 6-8 will score at least 48.1% proficiency on the Math EOG.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Utilize school interventions	Staff Funds Materials	2015-2018	Instructional Staff Administration	EOG Results Participation Letters Attendance Records
Increase staff development in utilizing research-based instructional strategies	Professional Development Sessions PLC Planning Time Funds	2015-2018	Instructional Staff Administration Central Office Personnel	Lessons Plans Minutes from Meetings Observation/Walk through data
Administer benchmark tests	SchoolNet	2015-2018	Instructional Staff Testing Coordinator	Data from benchmarks, testing plans
Implement Common Core Standards	Core Standards Staff development Essential Questions	2015-2018	Math Teachers Administration Central Office Personnel	CEUs, lesson plans, EOG test data, observation/walk-through data
Increase math proficiency for students with disabilities to meet target goal	Math Foundations Manipulatives Math Websites PLC time for “Sharing Out”	2015-2018	Math Teachers EC Staff Administration Central Office Personnel	Lessons plans, minutes from meetings, observation/walk-through data, benchmark data, EOG test data, peer observations



**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Students in grades 6-8 will score at least 60% proficiency or above on the Reading EOG.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Utilize tutoring programs	Staff, funds, materials	2015-2018	Instructional staff, Administration	EOG Results, participation letters, attendance records
Increase staff development in utilizing research-based instructional strategies	Professional development sessions, PLC planning time, funds	2015-2018	Instructional staff, Administration, Central Office personnel	Lessons plans, minutes from meetings, observation/walk-through data
Administer benchmark tests	SchoolNet	2015-2018	Instructional staff, Testing Coordinator	Data from benchmarks, testing plans
Implement Common Core Standards	Core Standards, staff development	2015-2018	Language Arts teachers, Administration, Central Office personnel	CEUs, lesson plans, EOG test data, observation/walk-through data
Increase opportunities for extra-curricular reading challenges	Staff, books, time, competitions/showcases Battle of the Books Homebase-Ticket Out the Door	2015-2018	Language Arts teachers, Media Coordinator, Administration	Documentation of activities, meeting agendas
Increase reading proficiency for students with disabilities to meet target goal	PowerSchool	2015-2018	Instructional staff, EC Staff, Administration, Central Office personnel	Lessons plans, minutes from meetings, observation/walk-through data, benchmark data, EOG test data

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Students at Central will score at least 85% proficiency or higher on the Math I EOC.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Utilize after school tutoring	Staff, funds, materials	2015-2018	Instructional Staff Administration	EOG Results, participation letters, attendance records
Increase staff development in utilizing research-based instructional strategies	Professional development sessions, PLC planning time, funds	2015-2018	Instructional Staff Administration Central Office Personnel	Lessons plans, minutes from meetings, observation/walk-through data
Utilize Common Core Standards and Essential Standards	Core Standards, Essential Questions, staff development	2015-2018	Math teachers Administration Central Office Personnel	CEUs, lesson plans, EOC test data, observation/walk-through data
Increase opportunities for extra-curricular Algebra challenges	Staff, time, competitions/showcases	2015-2018	Math Teachers AIG Coordinator Administration	Documentation of activities, meeting agendas
Administer Benchmark Tests	SchoolNet Pearson Online Resources Staff Time to plan with the high school	2015-2018	GCHS and Central Middle Math Teachers	Lesson Plans Minutes from Meeting

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Students in grade 8 will meet or exceed the state average of 60% on the Science EOG.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Utilize tutoring programs	Staff Funds Materials	2015-2018	Instructional staff Administration	EOG Results Participation Letters Attendance Records
Increase staff development in utilizing research-based instructional strategies	Professional development sessions PLC planning time Funds	2015-2018	Instructional Staff Administration Central Office Personnel	Lessons Plans Minutes from meetings Observation/Walkthrough Data
Administer benchmark tests	SchoolNet	2015-2018	Instructional staff Testing Coordinator	Benchmarks Data Testing plans
Implement Essential Standards	Core Standards Staff development Essential Questions	2015-2018	Science Teachers Administration Central Office Personnel	CEUs Lesson plans EOG test data Observation/Walkthrough Data
Increase opportunities for extra-curricular science challenges	Staff Time Competitions/showcases	2015-2018	Science teachers AIG Coordinator Administration	Documentation of activities Meeting agendas
Increase the use of technology to deliver science instruction	Flexible planning time Creative use of existing technology Grants Professional development	2015-2018	Science Teachers Administration Central Office Personnel	Lesson plans CEUs Observation/Walkthrough Data

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Provide daily writing instruction across the curriculum.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Incorporate the use of daily journals	Time Classroom Materials Prompts/Lead-ins	2015-2018	Instructional Staff	Journal checks Lesson plans Observation/Walkthrough Data
Implement standard writing process across all grade levels	Time Professional Development	2015-2018	Language Arts teachers Instructional staff Administration	School-wide writing prompts Lesson plans Observation/Walkthrough Data
Increase professional development in content-area writing instruction	Time Professional Development	2015-2018	Instructional Staff Administration Central Office personnel	Lesson plans CEUs Student artifacts Observation/Walkthrough Data
Increase opportunities for extra-curricular writing challenges	Staff Time Competitions/Showcases	2015-2018	Language Arts teachers AIG Coordinator Administration	Documentation of activities Meeting agendas

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Increase graduation rate from 80.25% to 90% or above.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Increase parent involvement	SchoolReach School Website Parent Workshops Parent/Teacher Conferences (middle of grading period) Report Card Pick-up	2015-2018	Administration Staff Guidance	Sign-in Sheets Parent Contact/Conference Logs Parent/Community Feedback Blog ConnectEd data
Implement Career Choices class for all students	Established Programs Planning time Funds Creative Scheduling Classroom Guidance	2015-2018	Administration Instructional staff Guidance	Graduation Rate Data Student Feedback Surveys
Provide opportunities for students to experience post-high school options	University/Technical/Vocational School Liaisons Career Day 8 <sup>th</sup> Grade Graduation Electronic portfolios	2015-2018	Administration Staff Guidance Parents	Career Day Feedback Presentation Field Trip Data Activity Artifacts

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Maintain or exceed the state attendance rate. (LEA – 95%, State – 95%).**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Continue daily contact home for absent students	SchoolReach	2015-2018	Administration Staff PowerSchool Data Coordinator Data Manager	SchoolReach Records Parent Contact Records SchoolReach
Notify parents in writing after three (3) consecutive absences	Daily attendance report Postage	2015-2018	Counselor, PowerSchool Data Coordinator	Copies of Letters Sent
Create and implement a personal contact system for habitual absenteeism	Daily attendance report Personnel	2015-2018	Administrative Team Team Leaders	Contact Log Mileage Reports
Reward perfect attendance each nine weeks	Funds for Rewards	2015-2018	Administrative Team <b>PBIS</b> (No Tardy Party)	Attendance Records
Create and implement a more rigorous attendance policy	Central Office Personnel Board of Education Members Existing school based attendance policies as models	2015-2018	School Improvement Team	New Attendance Policy Student/Parent Handbook PowerSchool Data Judicial Attendance Council Minutes Attendance Data
Implement an “in-school” tardy policy	Staff for tardy table duty	2015-2018	Instructional Staff	Tardy logs

**Globally Competitive Students/High Student Performance**

**School Improvement Goal: Central Middle School will develop ways to increase parental and community involvement.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Increase availability of information to parents and the community	CMS Webpage Email SchoolReach School Marquee Newspaper Coverage School Newsletter Remind	2015-2018	Staff Students Administration	Updated Webpages Email Records SchoolReach Data News Articles School Newsletters
Increase parent involvement in school activities	PTSA Athletic Boosters Band Boosters (combined) Volunteers	2015-2018	Staff Administration Organization Officers	Volunteer logs Organization Meeting Agendas/Minutes
Implement a volunteer recognition program	Funds for Gift Cards Certificates of Appreciation Thank you Notes Recognition Ceremonies	2015-2018	Administrative Team Staff	Acknowledgement artifacts Purchase Orders/Receipts

**Safe, Orderly, and Caring Schools**

**School Improvement Goal:** Central Middle School will provide a safe and positive learning environment.

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Address issues of bullying	Federal, state and local guidelines SRO Guidance Counselor Board of Education Policies Central Office Personnel	2015-2018	All staff	Discipline referrals Program agendas Student reporting system data
Establish PBIS school-wide	Staff development funds for incentives, community partners.	2015-2018	Administrative team Instructional staff Support staff	CEUs School-wide behavior matrix Student recognition Discipline data Student feedback



**Safe, Orderly, and Caring Schools****School Improvement Goal: Maintain a system-wide safe and secure environment.**

<b>Strategy</b>	<b>Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Evaluation</b>
Increase school security by utilizing school-issued locks for student lockers	Funds to purchase locks	2015-2018	Administrative team	Purchase orders, locker reports
Lock perimeter doors	Maintenance	2015-2018	Administrative team, Custodial staff	Periodic safety inspection reports
Security Cameras	Funds Maintenance Security Company	2015-2018	Administrative team	Purchase orders Presence of cameras Discipline reports
Conduct periodic emergency drills	State and local codes SRO Maintenance personnel Central Office personnel EMS liaisons	2015-2018	All staff	Emergency drill reports Feedback from SRO Maintenance personnel Central Office personnel EMS liaisons and staff members

**Appendix**

Central Middle School's School Wide Test Data  
2013-14, 2014-15, & 2015-16

	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>3 year +/-</b>
<b>Reading</b>				
<b>6<sup>th</sup> Grade</b>	56%	63%	48%	-8 pts
<b>7<sup>th</sup> Grade</b>	67%	55%	75%	+8 pts
<b>8<sup>th</sup> Grade</b>	52%	49%	47%	-5 pts
<b>Math</b>				
<b>6<sup>th</sup> Grade</b>	34%	40%	40%	+6 pts
<b>7<sup>th</sup> Grade</b>	52%	39%	46%	-6 pts
<b>8<sup>th</sup> Grade</b>	30%	40%	35%	+5 pts
<b>Science</b>				
<b>8<sup>th</sup> Grade</b>	73%	71%	75%	+2pts

<b>Math One</b>	93%	100%	90%	-3pts
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**End of Year Total Proficiencies for a Three Year Span: (Grade Level Proficiencies, GLP, only..... Level III's, IV's, and V's.)**

**2013-14: 41.6% of students passed end of grade tests**

**2014-15: 43.3% of students passed end of grade tests.**

**2015-16: 45.2% of students passed end of grade tests.**