

# School Improvement Plan

Southwest Middle School



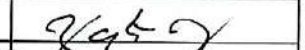

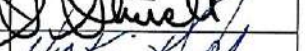

**2018-2019**

*The School Improvement Plan serves as a road map that provides clarity to specific priorities and actions that are most important during the continuous improvement process. School Improvement Plans remain in effect for three years, but a School Leadership Team may amend as often as necessary or appropriate. The template is adapted with permission from UVA Partnership for Leaders in Education.*

### Southwest Middle School Contact Information

<b>School:</b>	Southwest Middle School	<b>Courier #:</b>	538
<b>Address:</b>	13624 Steele Creek Road	<b>Phone Number:</b>	980-343-5006
	Charlotte, NC 28273	<b>Fax Number:</b>	980-343-3239
<b>Learning Community:</b>	Southwest Learning Community	<b>School Website:</b>	http://schools.cms.k12.nc.us/southwestMS
<b>Principal:</b>	Barry Blair		
<b>Learning Community Superintendent:</b>	Stephen Esposito		
<b>CMS BOE Representative:</b>	Thelma Byers-Bailey	<b>CMS BOE District Number:</b>	2

### Southwest Middle School Improvement Team Membership

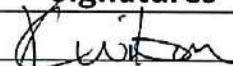

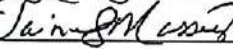
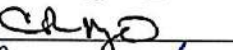
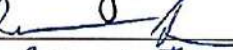
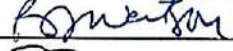
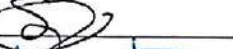




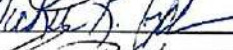


Committee Position	Name	Email	Date	Signatures
Principal	Barry Blair	<a href="mailto:b.blair@cms.k12.nc.us">b.blair@cms.k12.nc.us</a>	9.25.2018	
Assistant Principal	Cassandra Mayo	<a href="mailto:Cassandra.mayo@cms.k12.nc.us">Cassandra.mayo@cms.k12.nc.us</a>	9.25.2018	
Assistant Principal	Jaime Massey	<a href="mailto:jaime.massey@cms.k12.nc.us">jaime.massey@cms.k12.nc.us</a>	9.25.2018	
Executive Secretary	Suzan Stroud	<a href="mailto:Suzan.stroud@cms.k12.nc.us">Suzan.stroud@cms.k12.nc.us</a>	9.25.2018	
EC Facilitator	Vickie Johnson	<a href="mailto:Vickie.johnson@cms.k12.nc.us">Vickie.johnson@cms.k12.nc.us</a>	9.25.2018	
Teacher	Sharon Butler	<a href="mailto:Sharond.butler@cms.k12.nc.us">Sharond.butler@cms.k12.nc.us</a>	9.25.2018	
Parent	Cassandra Pointer	<a href="mailto:cassandrapointer@gmail.com">cassandrapointer@gmail.com</a>	9.25.2018	
Parent	Wendy Hernandez	<a href="mailto:Uwendy22@yahoo.com">Uwendy22@yahoo.com</a>	9.25.2018	
Parent	Nancy Jugan	<a href="mailto:njugan@outlook.com">njugan@outlook.com</a>	9.25.2018	
Parent	Sy Pugh	<a href="mailto:sypugh@gmail.com">sypugh@gmail.com</a>	9.25.2018	
Parent	Rebecca Watson	<a href="mailto:rwatsonjmt@gmail.com">rwatsonjmt@gmail.com</a>	9.25.2018	
Parent	Rosalind Jones	<a href="mailto:Rosalind522@yahoo.com">Rosalind522@yahoo.com</a>	9.25.2018	
Parent	Carl Wilson	<a href="mailto:jcwilson2017@outlook.com">jcwilson2017@outlook.com</a>	9.25.2018	
Parent	Pamela Hill	<a href="mailto:hillnc@att.net">hillnc@att.net</a>	9.25.2018	

### Approval of Plan

§ 115C-105.27. Development and approval of school improvement plans. (c) School Vote on the Plan. - Support among affected staff members is essential to successful implementation of a school improvement plan to address improved student performance at that school. The principal of the school shall present the proposed school improvement plan to all of the principals, assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building for their review and vote. **The vote shall be by secret ballot.** The principal shall submit the school improvement plan to the local board of education only if the proposed school improvement plan has the approval of a majority of the staff who voted on the plan.

**My signature verifies that I adhered to the aforementioned statutory requirement. The 2018-2019 School Improvement Plan was voted on by secret ballot on September 26, 2018.**

Principal Name:	Barry E. Blair	Principal Signature:		Date: Monday, October 22, 2018	10.22.2018
-----------------	----------------	----------------------	--	--------------------------------	------------

Committee Position	Name	Email	Date	Signatures
Time Keeper	Carl Wilson	jwilson2017@outlook.com	09/25/18	
CMS Staff	Suzan Stroud	Suzan.Stroud@cms	9/25/18	
CMS/SSWMS Admin Rep	Jaime Massey	jaime.massey@cms.k12.nc.us	9/25/18	
SSWMS Admin Rep	Cassandra Mayo	cassandra.mayo@cms.k12.nc.us	9/25/18	
Record Keeper	Rosalind Jones	Rosalind522@yahoo.com	9-25-18	
Parent	Rebecca Watson	rwatsonjnt@gmail.com	9-25-18	
Parent	Sy Pugh	sy.pugh@gmail.com	9-25-18	
Parent	Nancy Jugan	njugan@outlook.com	9/25/18	
Parent	Pamela Hill	hillnc@att.net	9/25/18	
Parent	Wendy Hernandez	Wwendy20@yahoo.com	9/25/18	
Parent	Cassandra Pointer	cassandra.pointer@gmail.com	9/25/18	
EC Facilitator	Vickie X. Johnson	vickie.johnson@cms.k12.nc.us	9/25/18	
Teacher	Shawn D. Butler	sharond.butler@cms.k12.nc.us	9/25/18	
Secretary	Suzan Stroud	Suzan.Stroud@cms	10/3/18	

## Comprehensive Progress Report

**Mission:**

Our mission is to provide a safe place for all students to grow academically, socially, and emotionally.

**Vision:**

We envision ourselves to be a school of excellence that produces both critical thinkers and explorers of knowledge who will lead in tomorrow's global market.

**Goals:**

Exceed growth expectations in overall reading, math, and science as evidenced by 2018-2019 EVAAS results.

Increase our NC EOG GLP Reading composite by 8 percentage points (43.1 to 51.1).

To provide a duty-free lunch period for every teacher on a daily basis.

Provide duty-free instructional planning time for every teacher under G.S.115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.

Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.

Increase our NC EOG GLP Math composite by 8 percentage points (47.6 to 55.6)

Retain 75% (21 out of 28) of the teachers who are deemed high quality performers. This number excludes staff that may leave due to job promotions or family/medical leaves.

Increase our overall NC EOG composite score for reading, math, and science by 8 percentage points (46.9% to 54.9%)

Develop systems and processes to ensure all district deadlines are adhered to during the 2018-2019 school year.



! = Past Due Objectives      KEY = Key Indicator

<b>Core Function:</b>	<b>Dimension A - Instructional Excellence and Alignment</b>				
-----------------------	---	--	--	--	--

**Effective Practice:** High expectations for all staff and students

KEY	A1.07	ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

**Initial Assessment:**

For the 2018-2019 school year, all staff will be participating in a book study utilizing the book *The 85% Solution*.

For the 2018-2019 school year, beginning teacher support sessions will be implemented consistently and offered twice per month.

For the 2018-2019 school year beginning teachers will study and implement strategies from *Teach Like a Champion*.

Limited Development  
10/01/2018

**How it will look when fully met:**

All classroom teachers will integrate reading and writing skills into all lessons. Students needs are being met, they are fully engaged, and they are being taught the tools they need to be 21st century learners. Teachers have a bank of effective, differentiated instructional strategies that integrate content and literacy and meet the learning needs of all students. Teachers are utilizing best practices for control over classroom transitions, expectations, and behavioral management.

Jaime Massey

05/31/2019

<b>Actions</b>			<b>0 of 2 (0%)</b>		
----------------	--	--	--------------------	--	--

10/1/18 Study and Implementation of Teach Like a Champion

Jaime Massey,  
mentors, GLAs

05/31/2019

Notes:

10/1/18 The 85% Solution Study

Barry Blair

05/31/2019

Notes:

<b>Core Function:</b>	<b>Dimension A - Instructional Excellence and Alignment</b>				
-----------------------	---	--	--	--	--

<b>Effective Practice:</b>	<b>Curriculum and instructional alignment</b>				
----------------------------	---	--	--	--	--

KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

<i>Initial Assessment:</i>	<p>Throughout the 2018-2019 school year, the following implementation efforts have or will be enacted:</p> <ul style="list-style-type: none"> <li>• Weekly common planning sessions with administrative support within each content area.</li> <li>• Mini PD/ Strategy offerings during Friday Grade Level PLCs</li> <li>• Training and support in data driven instruction.</li> <li>• Involving teachers in effective data chats.</li> <li>• Teacher created common assessments.</li> </ul>	Limited Development 10/01/2018			
----------------------------	--	-----------------------------------	--	--	--

<i>How it will look when fully met:</i>	<p>Instruction being provided will be based on student needs and student work. Lesson plans would reflect the rigor and content of the grade level standards. Students would be exceeding growth in reading, math and science. There will be consistency across classrooms in the implementation of effective instructional strategies.</p> <p>Evidence that this objective is fully met will be:</p> <ul style="list-style-type: none"> <li>- increases in MAP projected proficiency at MOY and EOY Benchmarks</li> <li>- increases in percent growth met on MAP at MOY and EOY Benchmarks</li> <li>- increases in EOG CCR and GLP across school subgroups, subjects, grade levels and composite data</li> <li>- an EVAAS rating of "exceeds" would be achieved in all subjects and overall</li> <li>- completed data trackers would align to student work and needs</li> <li>- lesson plans would reflect data analysis and alignment to created action plans</li> </ul>		Tiffany Taylor	05/31/2019
---	--	--	----------------	------------

<b>Actions</b>		<b>0 of 9 (0%)</b>		
----------------	--	--------------------	--	--

10/1/18 Common Planning within PLC creating aligned lesson plans.			Barry Blair, Grade Level Administrators	05/31/2019
---	--	--	---	------------

*Notes:*

10/20/18	Administrators will attend and actively participate in PLC planning and PLC data dives.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Administrators will attend their assigned content planning meetings and offer content and pedagogy support.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Administrators will review lesson plans for all content areas on a weekly basis.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Develop strategies that place emphasis on instructional rigor, text complexity, and informational text across content areas.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Utilize walkthroughs to monitor alignment and rigor in the classrooms related to the standards.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Provide on-going PD to staff around Close Reading strategies.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Ensure that intentional conversations are taking place during PLCs about reading and writing integration into lessons through weekly lesson plan audits by grade level administrators.	Barry Blair	06/07/2019
	<i>Notes:</i>		
10/20/18	Provide training on DBQ for implementation across content and grade level teams.	Barry Blair	12/01/2019
	<i>Notes:</i> Review as needed		

<b>Core Function:</b>	<b>Dimension A - Instructional Excellence and Alignment</b>
-----------------------	---

<b>Effective Practice:</b>	<b>Student support services</b>
----------------------------	---------------------------------

KEY	A4.01	The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

**Initial Assessment:**

For the 2018-2019 school year, the MTSS process has already begun and will be implemented with fidelity throughout the school year.

Limited Development  
10/01/2018

**How it will look when fully met:**

Instruction being provided will be based on student needs and student work. Lesson plans would reflect the rigor and content of the grade level standards. Students would be exceeding growth in reading. There will be consistency across classrooms in the implementation of effective instructional strategies.

All classroom teachers will integrate reading and writing skills into all lessons. Students needs are being met and they are being taught the tools they need to be 21st century learners. Teachers have a bank of effective, differentiated instructional strategies that integrate content and literacy and meet the learning needs of all students.

Evidence that this objective is fully met will be:

- increases in MAP projected proficiency at MOY and EOY Benchmarks
- increases in percent growth met on MAP at MOY and EOY Benchmarks
- increases in EOG CCR and GLP across school subgroups, subjects, grade levels and composite data
- an EVAAS rating of "exceeds" would be achieved in all subjects and overall
- completed data trackers would align to student work and needs
- lesson plans would reflect data analysis and alignment to created action plans
- MTSS plans aligned to student needs will be created, implemented and monitored with fidelity

Jaime Massey

05/31/2019

**Actions**

10/20/18 Develop and share data analysis tracker and protocol.

**1 of 6 (17%)**

Complete 10/01/2018

Jaime Massey

06/07/2019

Notes:



- 10/20/18 Provide on-going training and support to teachers around the use of data analysis tracker and protocol. Jaime Massey 06/07/2019
- Notes:*
- 10/20/18 Intentional data analysis conversations taking place during PLCs driven by the data tracker and protocol. Jaime Massey 06/07/2019
- Notes:*
- 10/20/18 Administrators will attend data analysis meetings. Teacher planning has been organized around content and data analysis, using a common protocol. Jaime Massey 06/07/2019
- Notes:*
- 10/20/18 Monitor and evaluate student achievement on common assessments and benchmark assessments. Barry Blair 06/07/2019
- Notes:*
- 10/20/18 Increase the number of core and elective teachers who can effectively interpret and utilize data to develop rigorous lesson plans and individualize instruction. Barry Blair 06/07/2019

*Notes:*

KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)	Implementation Status	Assigned To	Target Date
<b>Initial Assessment:</b>		For the 2018-2019 school year, all students will receive the CMS Anti-Harrassment and Bullying training (Title IX). Counselors, School Psychologist, and other mental health workers will provide assistance to students as needed. Teachers will obtain cultural proficiency training.	Limited Development 10/01/2018		
<b>How it will look when fully met:</b>		ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary. There should be a decrease in the number of office referrals. Our school based mental health provider will be supporting students and families who are in need. Evidence of cultural proficiency will be evident throughout the school.		Cassandra Mayo	05/31/2019
<b>Actions</b>			0 of 1 (0%)		
10/1/18 Cultural Proficiency training for teachers				Cassandra Mayo and district trainers	01/31/2019

Notes:

	KEY	A4.16	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
<b>Initial Assessment:</b>			Beginning in the 2018-2019 school year, we will be: <ul style="list-style-type: none"> <li>Implementing monthly whole school content/department PLCs in order to plan vertically from grade level to grade level.</li> <li>Provide opportunities for staff members to participate in "Data Diving" at regular intervals through PLCs and whole staff meetings.</li> </ul>	Limited Development 10/01/2018		
<b>How it will look when fully met:</b>			Instruction being provided will be based on student needs and student work. Lesson plans and implementation of the lessons will reflect the rigor and content of the grade level standards. Students would be exceeding growth in reading as evidenced by EVAAS. There will be consistency across classrooms in the implementation of effective instructional strategies.		Jennie Morris	05/31/2019
<b>Actions</b>				<b>0 of 2 (0%)</b>		
10/20/18			Monitor EC evaluations and compliance paperwork to ensure that we meet the December 01, 2018 and April 01, 2019 headcount.		Barry Blair	05/01/2019
<i>Notes:</i>						
10/20/18			Utilize ICT support at the district level when an issue arises in regards to headcount.		Barry Blair	05/01/2019
<i>Notes:</i>			Or as needed.			

<b>Core Function:</b>	<b>Dimension B - Leadership Capacity</b>				
-----------------------	--	--	--	--	--

<b>Effective Practice:</b>	<b>Strategic planning, mission, and vision</b>				
----------------------------	--	--	--	--	--

KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

*Initial Assessment:*

Southwest Middle is being supported by learning community and district staff. LC Superintendent, Executive Director and Curriculum Coordinator are out weekly to support for instructional walks, coaching, professional development, and general support. Literacy Specialist provided professional development to staff around reading strategies and will continue to provide ongoing support around instructional walks and ongoing professional development. PDL Coach comes out at least monthly to provide training, modeling, instructional walks and coaching specific to personalized digital learning. The Middle School Equity Superintendent and Specialist are available for on going support and coaching as needed.

Limited Development  
10/19/2018

*How it will look when fully met:*

Support Staff and Teams will provide consistent and reliable support that meets the needs of school staff. District support will be developed and provided in partnership with the school improvement team. Collaborative conversation and action planning will result in a unified plan that is organized and effective.

Evidence that this objective is fully met:

- continuous improvement plan is developed and implemented with fidelity
- continued progress toward meeting the goals established in the school's continuous improvement plan
- increases in student growth and achievement as evidence by Benchmark assessments, EOY assessments and EVAAS growth index

Barry Blair

06/07/2019

<b>Actions</b>			<b>0 of 2 (0%)</b>		
----------------	--	--	--------------------	--	--

10/19/18 Schedule school-wide EVAAS training with Accountability.

Notes:

Barry Blair

01/01/2019

10/20/18 Utilize district specialists and Learning Community staff to provide professional development and support.

Notes:

Barry Blair

06/07/2019

KEY	B1.03	A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices. (5137)	Implementation Status	Assigned To	Target Date
-----	-------	---	-----------------------	-------------	-------------

**Initial Assessment:**

Our ILT/PDL currently meets and presents to staff weekly. The team will come together to discuss school data, CSST, MTSS, curriculum, content, cultural proficiency, and other school needs. They will then present out to staff weekly during staff meetings and engage them in at least one professional development activity. The team is made up of a variety of content and special area teachers, administrators, and support staff.

Limited Development  
10/19/2018

**How it will look when fully met:**

Building leadership teams will be in place. They will work collaboratively to meet the needs of all students and staff in the school. Meeting times will be established with meaningful agendas to maximize the use of time. Opportunities for leadership will be provided to staff throughout the building that are ready for a greater challenge to encourage and promote growth. Organization of communication structures and processes will be in place to make sure all stakeholders are aligned to the instructional leadership team's work.

Barry Blair

06/07/2019

**Actions**

0 of 2 (0%)

10/19/18 Subcommittees will meet a minimum of twice a month. Weekly staff meetings will allow whole staff to come together for share outs, professional development and/or discussion.

Notes:

Barry Blair

06/07/2019

10/20/18 Instructional Leadership Teams will refocus on observations, feedback, and professional development.

Notes:

Barry Blair

06/07/2019

<b>Core Function:</b>	<b>Dimension B - Leadership Capacity</b>			
-----------------------	--	--	--	--

<b>Effective Practice:</b>	<b>Distributed leadership and collaboration</b>			
----------------------------	---	--	--	--

	<b>B2.01</b>	<b>School culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel. (5855)</b>	<b>Implementation Status</b>	<b>Assigned To</b>	<b>Target Date</b>
--	--------------	--	------------------------------	--------------------	--------------------

*Initial Assessment:*

We provide support and resources to our teachers. PTA supports teachers regularly. New teachers and teachers who desire additional support are provided with mentors to support their new learning. We are willing support staff members with their personal needs whenever appropriate. We have several faith based partners offering counseling for staff and students. We have a partnerships with Dr. Gillchrist and Dr. Jackson to provide medical and dental attention to staff members during their planning as needed.

Limited Development  
10/19/2018

*How it will look when fully met:*

A strong school culture will be evident throughout the building. Evidence of cultural proficient training will be seen across the school. All students and staff will believe that our school is a safe and welcoming place to learn and work. Supports are in place to support the physical, social, emotional and behavioral health of all school personnel.

**Barry Blair**

**06/07/2019**

<b>Actions</b>			<b>0 of 1 (0%)</b>		
----------------	--	--	--------------------	--	--

10/19/18 Engage staff in team building activities outside of school among staff members.

Cassandra Mayo

05/01/2019

*Notes:*

	KEY	B2.03	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			Southwest has designated time for both team, content, data, parent conferences and individual planning time. We tightened up on these procedures to make sure teachers were accountable and meeting expectations for designated blocks of time, PLCs are encouraged to work together and collaborate. Teachers have been designated as content leads and department chairs. Within PLCs, each staff member has a role.	Limited Development 10/19/2018		
<i>How it will look when fully met:</i>			<p>When this objective is fully met, instructional teams have been established and are functioning with effective protocols and procedures throughout the school. PLC planning and meeting time is held sacred. Staff have meaningful, focused systems for developing rigorous lessons, action plans and assessments. Data is regularly reviewed and utilized to make strong instructional decisions.</p> <p>Evidence this objective is fully met:</p> <ul style="list-style-type: none"> <li>- master schedule with scheduled meeting times</li> <li>- meeting agendas reflect meaningful discussion and outcomes</li> <li>- increases in student growth and achievement are being seen in classroom assessments, observation, benchmarks and on EOY assessments</li> </ul>		Barry Blair	06/07/2019
<b>Actions</b>				<b>0 of 2 (0%)</b>		
			10/19/18 LC will provide teachers with IPA PD around standard alignment and task development.		Barry Blair	11/15/2018
			<i>Notes:</i> Support ongoing as needed.			
			10/19/18 PLCs will receive an agenda prior to their planning time to focus their conversation.		Barry Blair	06/07/2019
			<i>Notes:</i>			

<b>Core Function:</b>	<b>Dimension B - Leadership Capacity</b>				
-----------------------	--	--	--	--	--

<b>Effective Practice:</b>	<b>Monitoring instruction in school</b>				
----------------------------	---	--	--	--	--

KEY	B3.03	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

<i>Initial Assessment:</i>	Mr. Blair has a spreadsheet that assigns each staff member to an administrator for observations. New teachers receive more observations than other teachers. Administration discusses progress around these deadlines bi-weekly. Mr. Blair is apart of the PDL, completes instructional walks, and provides training to teachers on how to do instructional walks with intentional targets and look fors.	Limited Development 10/19/2018			
----------------------------	---	-----------------------------------	--	--	--

<i>How it will look when fully met:</i>	<p>When this objective is fully met, school leadership will be seen as a consistent and reliable instructional resource. Daily instructional walks with quality feedback will be provided to teachers. Curriculum, planning and assessment resources will be in place. They will be supported by administration and foster student growth and achievement. Evaluation and walkthrough feedback will be provided regularly as well as the follow up required. Staff will see the principal throughout the building as an instructional leader and as a part of their team.</p> <p>Evidence that this objective is fully met:</p> <ul style="list-style-type: none"> <li>- increase INSIGHT scores in Observation and Feedback</li> <li>- observation and walkthrough schedules developed and implemented with consistency</li> <li>- feedback provided to teachers consistently</li> <li>- increase in staff evaluation scores</li> </ul>		Barry Blair	06/07/2019
---	--	--	-------------	------------

<b>Actions</b>		<b>0 of 3 (0%)</b>		
----------------	--	--------------------	--	--

10/19/18	Set a specific purpose and/or focus for each instructional walk.		Barry Blair	11/01/2018
----------	--	--	-------------	------------

*Notes:*

10/22/18	Created a walkthrough and observation schedule.		Barry Blair	11/01/2018
----------	---	--	-------------	------------

*Notes:*

10/20/18 Utilize walkthroughs to monitor alignment and rigor in the classrooms related to the standards.

Barry Blair

06/07/2019

Notes:

**Core Function:** Dimension C - Professional Capacity

**Effective Practice:** Quality of professional development

KEY	C2.01	The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)	Implementation Status	Assigned To	Target Date
-----	-------	---	-----------------------	-------------	-------------

*Initial Assessment:*

Southwest has started using the standard planning guide and data tracker in all PLCs. Teachers are digging into the standards and are looking for alignment and rigor. PLCs analyze benchmark and common assessment data to make instructional decisions. Some PLCs are more consistent with these practices than others. LC will provide professional development to continue to increase teacher capacity around looking at student work and other forms of data. LC and Administration will continue to analyze school data throughout the year.

Limited Development  
10/19/2018



**How it will look when fully met:**

When this objective is fully met, all teachers, staff and teams would be consistently looking at student data, dis-aggregating it and using it to make sound instructional decisions. Data being reviewed would include but not be limited to EOY data, benchmark data, common assessment data, observation data, student classwork, cumulative records, parent and student communication, etc. The review of data would be timely and follow a standardized protocol. Clear actions will be taken in response to the data to support student growth and achievement.

Evidence that this objective is fully met will be:

- increases in MAP projected proficiency at MOY and EOY Benchmarks
- increases in percent growth met on MAP at MOY and EOY Benchmarks
- increases in EOG CCR and GLP across school subgroups, subjects, grade levels and composite data
- an EVAAS rating of "exceeds" would be achieved in all subjects and overall
- completed data trackers would align to student work and needs
- lesson plans would reflect data analysis and alignment to created action plans

Barry Blair

06/07/2019

**Actions**

10/19/18 Provide on-going training and support to teachers around the use of data analysis tracker and protocol.

Teacher-led PD was provided. (Geoffery Rekerd)

Notes: Continue to reinforce throughout the year.

1 of 6 (17%)

Complete 10/05/2018

Barry Blair

10/01/2018

<p>10/19/18 LC Staff will provide IPA professional development on how to develop quality tasks that are standards-aligned. (Gina Pecora)</p> <p><i>Notes:</i> On going support as needed.</p>	Barry Blair	11/15/2018
<p>10/19/18 District ILT and Leadership Meetings will provide ongoing professional development around analysis of student work and data review.</p> <p><i>Notes:</i></p>	Barry Blair	06/07/2019
<p>10/20/18 Complete data trackers and lesson plans show evidence of data analysis.</p> <p><i>Notes:</i></p>	Barry Blair	06/07/2019
<p>10/20/18 Intentional data analysis conversations taking place during PLCs driven by the data tracker and protocol.</p> <p><i>Notes:</i></p>	Barry Blair	06/07/2019
<p>10/20/18 Monitor and evaluate student achievement on common assessments and benchmark assessments.</p> <p><i>Notes:</i></p>	Barry Blair	06/07/2019

<b>Core Function:</b>	<b>Dimension C - Professional Capacity</b>
-----------------------	--

<b>Effective Practice:</b>	<b>Talent recruitment and retention</b>
----------------------------	---

KEY	C3.04	The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)	Implementation Status	Assigned To	Target Date
-----	-------	---	-----------------------	-------------	-------------

<b>Initial Assessment:</b>	Southwest has seen an increase in the number of staff who are out on medical leave, making it challenging to maintain typical procedures around recruitment and retention. We utilize MyApp when we need to hire new staff members and go through a team interview process to screen applicants. Staff are provided the resources that they need to teach.	Limited Development 10/19/2018			
----------------------------	--	-----------------------------------	--	--	--

<b>How it will look when fully met:</b>	<p>Clear procedures, processes and protocols have been consistently implemented for the recruitment, evaluation, rewarding, and replacement of staff. Teacher turnover rate is low (excluding change in location), strong new hires are being brought in when positions are available and staff feel safe and respected in their workplace. Staff is receiving regular feedback that is relevant to their practice and encourages leadership and growth.</p> <p>Evidence that the objective is fully met:</p> <ul style="list-style-type: none"> <li>- low teacher turnover rate</li> <li>- increase in teacher effectiveness evaluation scores</li> <li>- increase in quantity of quality staff members being hired</li> <li>- leadership opportunities are being intentionally provided to support the growth of staff members</li> <li>- staff are celebrated and respected consistently</li> </ul>		Barry Blair	06/07/2019
---	--	--	-------------	------------

<b>Actions</b>		<b>0 of 5 (0%)</b>		
----------------	--	--------------------	--	--

- |          |   |  |             |            |
|----------|---|--|-------------|------------|
| 10/19/18 | Actively utilize MyApp to fill open vacancies.<br><i>Notes:</i> Monthly or as needed. |  | Barry Blair | 06/07/2019 |
| 10/20/18 | Offer opportunities for leadership roles.<br><i>Notes:</i>                            |  | Barry Blair | 06/07/2019 |
| 10/20/18 | Offer opportunities for leading professional development.                             |  | Barry Blair | 06/07/2019 |

Notes:

10/20/18 Reward and acknowledge staff for completing assigned tasks for instructional and management.

Barry Blair

06/07/2019

Notes:

10/20/18 Celebrate their success and accomplishments. Thank you message to staff within the Weekly Update.

Barry Blair

06/07/2019

Notes:

**Core Function:** Dimension E - Families and Community

**Effective Practice:** Family Engagement

KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
-----	-------	--	-----------------------	-------------	-------------

**Initial Assessment:**

Southwest Middle School sends out a weekly newsletter that can be accessed through email, text or through the school webpage. A ConnectEd, email, and/or text containing the bit.ly is sent to alert them of each newsletter becoming available. Teachers maintain a website and they are regularly communicating to parents through phone, email, text and parent conferences.

SW Counselors hold a "Parent University" two a year where people from the community come in and share information and resources with parents. There is also a class that takes place 3 times a year where parents are taught how to access and utilize the Parent Portal.

SW staff will be going into the community to hold meetings in area churches in order to cover the rights and responsibilities handbook, curriculum expectations, and general support topics that will help to bring families to be a more active participant in the school community. We want to educate families and connect them to resources that will help them in their day to day lives.

Limited Development  
10/19/2018

**How it will look when fully met:**

When this objective is fully met, there will be regular communication with parents/guardians about expectations and curriculum. The school community would be engaged in the work of the school and the learning of all students. Parents and school staff will have developed strong, trusting relationships that foster the success of students. Communication will be strong, consistent, clear, and meaningful.

Evidence that this objective is fully met:

- regular communication is being shared with all community members over multiple sources of media
- parent involvement and engagement increases
- community interactions and relationships are seen as strong and meaningful by all stakeholders

**Tuere Dunton-Forbes**

**06/07/2019**

**Actions**

**0 of 1 (0%)**

10/19/18 Hold Parent Nights in the local community

Rosa Renteria

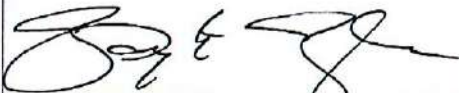
11/30/2018

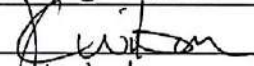
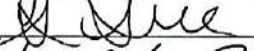


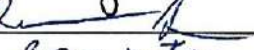
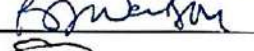
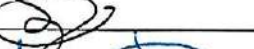



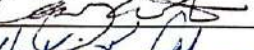
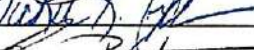

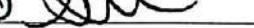
Notes:

### Approval of Plan

§ 115C-105.27. Development and approval of school improvement plans. (c) School Vote on the Plan. - Support among affected staff members is essential to successful implementation of a school improvement plan to address improved student performance at that school. The principal of the school shall present the proposed school improvement plan to all of the principals, assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building for their review and vote. **The vote shall be by secret ballot.** The principal shall submit the school improvement plan to the local board of education only if the proposed school improvement plan has the approval of a majority of the staff who voted on the plan.

**My signature verifies that I adhered to the aforementioned statutory requirement. The 2018-2019 School Improvement Plan was voted on by secret ballot on September 26, 2018.**

Principal Name:	Barry E. Blair	Principal Signature:		Date: Monday, October 22, 2018	10.22.2018
-----------------	----------------	----------------------	--	--------------------------------	------------

Committee Position	Name	Email	Date	Signatures
Time Keeper	Carl Wilson	jwilson297@outlook.com	09/25/18	
CMS Staff	Suzan Strud	Suzan.Strud@cms	9/25/18	
CMS/SSMS Admin Rep	Jaime Massey	jaime.massey@cms.k12.nc.us	9/25/18	
SSMS Admin Rep	Cassandra Mayo	cassandra.mayo@cms.k12.nc.us	9/25/18	
Record Keeper	Rosalind Jones	Rosalind522@yahoo.com	9-25-18	
Parent	Rebecca Watson	rwatsonjut@gmail.com	9-25-18	
Parent	Sy Pugh	sypugh@gmail.com	9-25-18	
Parent	Nancy Jugan	njugan@outlook.com	9/25/18	
Parent	Pamela Hill	hillnc@att.net	9/25/18	
Parent	Wendy Hernandez	Wwendy22@yahoo.com	9/25/18	
Parent	Cassandra Pointer	cassandra.pointer@gmail.com	9/25/18	
LC Facilitator	Vickie R. Johnson	vickie.johnson@cms.k12.nc.us	9/25/18	
Teacher	Shawn D. Butler	sharond.butler@cms.k12.nc.us	9/25/18	
Secretary	Suzan Strud	Suzan.Strud@cms	10/3/18	

## Southwest Middle School Improvement Team Membership

Committee Position	Name	Email	Date	Signatures
Principal	Barry Blair	<a href="mailto:b.blair@cms.k12.nc.us">b.blair@cms.k12.nc.us</a>	9.25.2018	
Assistant Principal	Cassandra Mayo	<a href="mailto:Cassandra.mayo@cms.k12.nc.us">Cassandra.mayo@cms.k12.nc.us</a>	9.25.2018	
Assistant Principal	Jaime Massey	<a href="mailto:jaime.massey@cms.k12.nc.us">jaime.massey@cms.k12.nc.us</a>	9.25.2018	
Executive Secretary	Suzan Stroud	<a href="mailto:Suzan.stroud@cms.k12.nc.us">Suzan.stroud@cms.k12.nc.us</a>	9.25.2018	
EC Facilitator	Vickie Johnson	<a href="mailto:Vickie.johnson@cms.k12.nc.us">Vickie.johnson@cms.k12.nc.us</a>	9.25.2018	
Teacher	Sharon Butler	<a href="mailto:Sharond.butler@cms.k12.nc.us">Sharond.butler@cms.k12.nc.us</a>	9.25.2018	
Parent	Cassaundra Pointer	<a href="mailto:cassaundrapointer@gmail.com">cassaundrapointer@gmail.com</a>	9.25.2018	
Parent	Wendy Hernandez	<a href="mailto:Uwendy22@yahoo.com">Uwendy22@yahoo.com</a>	9.25.2018	
Parent	Nancy Jugan	<a href="mailto:njugan@outlook.com">njugan@outlook.com</a>	9.25.2018	
Parent	Sy Pugh	<a href="mailto:sypugh@gmail.com">sypugh@gmail.com</a>	9.25.2018	
Parent	Rebecca Watson	<a href="mailto:rwatsonjmt@gmail.com">rwatsonjmt@gmail.com</a>	9.25.2018	
Parent	Rosalind Jones	<a href="mailto:Rosalind522@yahoo.com">Rosalind522@yahoo.com</a>	9.25.2018	
Parent	Carl Wilson	<a href="mailto:jcwilson2017@outlook.com">jcwilson2017@outlook.com</a>	9.25.2018	
Parent	Pamela Hill	<a href="mailto:hillnc@att.net">hillnc@att.net</a>	9.25.2018	
			9.25.2018	
			9.25.2018	
			9.25.2018	
			9.25.2018	
			9.25.2018	
			9.25.2018	



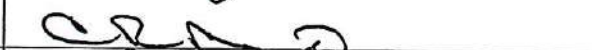

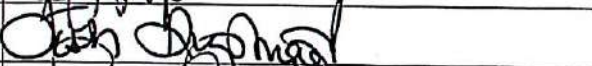
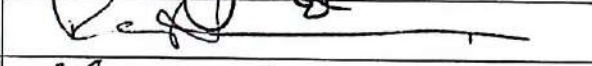
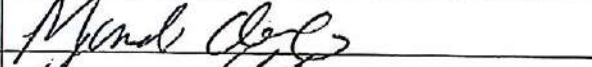



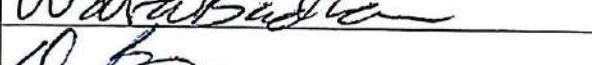

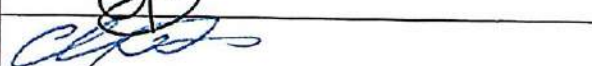
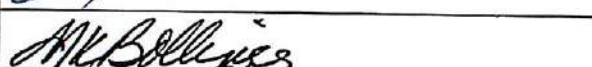


# Southwest Middle School Improvement Team Membership

Committee Position	Name	Email	Date	Signatures
Time Keeper	Carl Wilson	jwilson2017@outlook.com	09/25/18	
CMS Staff	Suzan Strad	Suzan.Strad@cms	9/25/18	
CMS/SWMS Admin Rep	Jaime Massey	jaime.massey@cms.k12.nc.us	9/25/18	
SWMS Admin Rep	Cassandra Mayo	cassandra.mayo@cms.k12.nc.us	9/25/18	
Record Keeper	Rosalind Jones	Rosalind522@yahoo.com	9-25-18	
Parent	Rebecca Watson	rwatsonjut@gmail.com	9-25-18	
Parent	Sy Pugh	sy.pugh@gmail.com	9-25-18	
Parent	Nancy Jugan	njugan@outlook.com	9/25/18	
Parent	Pamela Hill	hillnc@att.net	9/25/18	
Parent	Wendy Hernandez	Wwendy22@yahoo.com	9/25/18	
Parent	Cassandra Pointer	cassandra.pointer@gmail.com	9/25/18	
LC Facilitator	Vickie R. Johnson	vickie.johnson@cms.k12.nc.us	9/25/18	
Teacher	Shawn D. Butler	sharond.butler@cms.k12.nc.us	9/25/18	
Secretary	Suzan Strad	Suzan.Strad@cms	10/3/18	



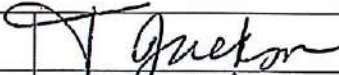

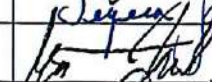
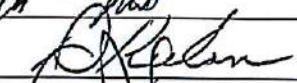
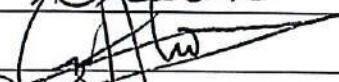
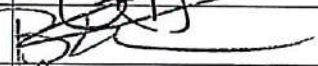

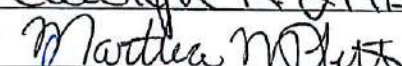
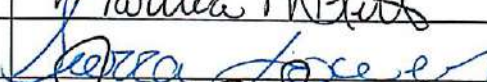




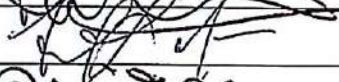
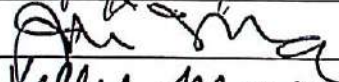







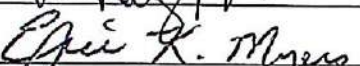
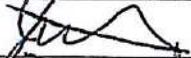
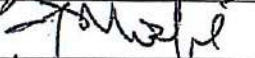

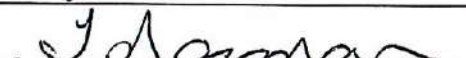
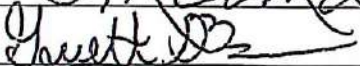

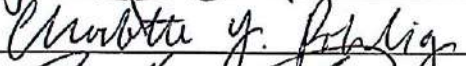

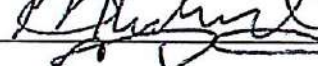
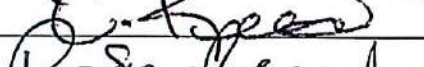

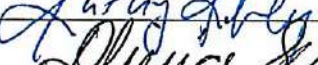


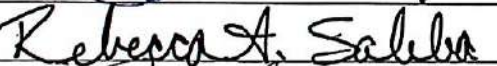


**Southwest Middle School Staff Signature Page:  
School Improvement Plan**

Staff Position	Name	Signature	Date
Principal	Barry Blair		9/26/2018
Assistant Principal Representative	Jaime Massey		9/26/2018
Assistant Principal Representative	Cassandra Mayo		9/26/2018
Assistant Principal Representative	Jennie Morris		9/26/2018
Dean Of Students	Charles Gupton		9/26/2018
Teacher	Ray Adams		9/26/2018
Teacher	Mindy Al-Aaraji		9/26/2018
Teacher	Aaron Ambroso		9/26/2018
Teacher	Brandy Apsega		9/26/2018
Teacher	Rebecca Ashton		9/26/2018
Teacher	Wafa Badran		9/26/2018
Teacher	Deborah Baysinger		9/26/2018
Teacher	Chauna Bazluki		9/26/2018
Teacher	Andrew Beninati		9/26/2018
Teacher	Marilyn Bollinger		9/26/2018
Teacher	Keith Booker		9/26/2018

Teacher	Barnetta Boston	<del>Barnetta Boston</del>	9/26/2018
Teacher	Latavia Brown	<del>Latavia Brown</del>	9/26/2018
Teacher	Alecia Bryant	<del>Alecia Bryant</del>	9/26/2018
Teacher	Helen Burch	<del>Helen Burch</del>	9/26/2018
Teacher	Cato Burgess	<del>Cato Burgess</del>	9/26/2018
Teacher	Melissa Busteed	<del>Melissa Busteed</del>	9/26/2018
Teacher	Sharon Butler	<del>Sharon Butler</del>	9/26/2018
Teacher	Jonathan Capen	Jonathan Capen	9/26/2018
Teacher	Erica Childs	<del>Erica Childs</del>	9/26/2018
Teacher	Corinne Chiusano	Corinne Chiusano	9/26/2018
Teacher	Bethanie Colwell	Bethanie Colwell	9/26/2018
Teacher	Stephen Cristiano	<del>Stephen Cristiano</del>	9/26/2018
Teacher	Angela Crusoe	Angela Crusoe	9/26/2018
Teacher	Amanda Fear	<del>Amanda Fear</del>	9/26/2018
Teacher	Jody Franco	<del>Jody Franco</del>	9/26/2018
Teacher	Tonya Harris	Tonya Harris	9/26/2018
Teacher	Jonathan Hayes	<del>Jonathan Hayes</del>	9/26/2018
Teacher	Ellen Haynes	Ellen Haynes	9/26/2018
Teacher	Christopher Ivy	Christopher Ivy	9/26/2018

Medical Leave m.B.-

Teacher	Taritia Jackson		9/26/2018
Teacher	Teqeia Jones-Murphy		9/26/2018
Teacher	Grant Joreid		9/26/2018
Teacher	Douglas Keelan		9/26/2018
Teacher	Gunner KII		9/26/2018
Teacher	Elizabeth Kohlhoff		9/26/2018
Teacher	Carolyn Little		9/26/2018
Teacher	Martha Little		9/26/2018
Teacher	Sierra Lowery		9/26/2018
Teacher	Javier Mantilla		9/26/2018
Teacher	Anna Marcello		9/26/2018
Teacher	Angela Marmolejo		9/26/2018
Teacher	Katrina Maurer		9/26/2018
Teacher	Franterria Mayer		9/26/2018
Teacher	Joi Mayo		9/26/2018
Teacher	Kelly Mayreis		9/26/2018
Teacher	Jordan McMullen		9/26/2018
Teacher	Daniel Mecca		9/26/2018
Teacher	Anthony Merlino		9/26/2018

Teacher	Wendy Mueller		9/26/2018
Teacher	Eric Meyers		9/26/2018
Teacher	Jeyna Minnick		9/26/2018
Teacher	Jeffrey Moshe'		9/26/2018
Teacher	Dwayne Nash		9/26/2018
Teacher	Tracy Norman		9/26/2018
Teacher	Garrett O'Beirne		9/26/2018
Teacher	Jacqueline Payne		9/26/2018
Teacher	Charlotte Pohlig		9/26/2018
Teacher	Cynthia Real		9/26/2018
Teacher	Geoffrey Reckerd		9/26/2018
Teacher	Carolyn Reed		9/26/2018
Teacher	Rosa Renteria-Jimenez		9/26/2018
Teacher	Kathleen Robey		9/26/2018
Teacher	Olivia Robinson		9/26/2018
Teacher	David Ross		9/26/2018
Teacher	Chiwan Sadler Chiwon		9/26/2018
Teacher	Rebecca Saliba		9/26/2018
Teacher	John Sanders		9/26/2018

Teacher	Nicole Scotti	<i>N. Scotti</i>	9/26/2018
Teacher	Susan Smith	<i>Susan L. D. Smith</i>	9/26/2018
Teacher	Rima Solh	<i>Rima Solh</i>	9/26/2018
Teacher	Cynthia Stout	<i>Cynthia Stout</i>	9/26/2018
Teacher	Diyanna Toussaint	<i>Diyanna Toussaint</i>	9/26/2018
Teacher	Jenifer Vega-Prieto	<i>Jenifer Vega-Prieto</i>	9/26/2018
Teacher	Bryan Wayburn	<i>Bryan Wayburn</i>	9/26/2018
Teacher	Kelly Weaver	<i>Kelly Weaver</i>	9/26/2018
Teacher	Jordan Wilson	<i>Jordan Wilson</i>	9/26/2018
Teacher	Kristen Wright	<i>Kristen Wright</i>	9/26/2018
	Donna Valentine	<i>Donna Valentine</i>	9/26/2018
	Khaliq Bey	<i>Khaliq Bey</i>	9/26/2018
			9/26/2018
EC Assistant	Valerie Hood	<i>Valerie Hood</i>	9/26/2018
Counselor	Karen Barber	<i>Karen Barber</i>	9/26/2018
Counselor	Tuere Dunton Forbes	<i>Tuere Dunton Forbes</i>	9/26/2018
Counselor	Tania Sanders	<i>Tania Sanders</i>	9/26/2018
School Psychologist	Joellen Malveaux	<i>Joellen Malveaux</i>	9/26/2018
EC Facilitator	Vickie Johnson	<i>Vickie Johnson</i>	9/26/2018

Academic Facilitator	Tiffany Taylor	<i>Tiffany Taylor</i>	9/26/2018
Instr. Technology Facilitator	Bethanie Colwell	<i>Bethanie Colwell</i>	9/26/2018
Secretary—Front Office	Julie Stanton	<i>Julie Stanton</i>	9/26/2018
Secretary—Front Office	Lorena Dadan	<i>Lorena Dadan</i>	9/26/2018
Secretary—Attendance	Michelle Anthony	<i>Michelle Anthony</i>	9/26/2018
Secretary—Registrar	Kathy Stewart	<i>Kathy Stewart</i>	9/26/2018
Secretary—Administrative	Suzan Stroud	<i>Suzan Stroud</i>	9/26/2018
Security Associate	Bruce Bonner	<i>Bruce Bonner</i>	9/26/2018
Assistant, ISS	Matthew Tosi	<i>Matthew Tosi</i>	9/26/2018
Cafeteria Manager Senior I	Fred Searcy	<i>Fred Searcy</i>	9/26/2018
Cafeteria	<del>Maria Cabrera</del> SHEILA WALLACE	<i>Sheila Wallace</i>	9/26/2018
Cafeteria	Yanci Hernandez	<i>Yanci Hernandez</i>	9/26/2018
Cafeteria	Eddah Kapange	<i>Eddah Kapange</i>	9/26/2018
Cafeteria	Heminia Lopez	<i>Heminia Lopez</i>	9/26/2018
Cafeteria	Jeannetta Morey	<i>Jeannetta Morey</i>	9/26/2018
Cafeteria	Nancy Puerto	<i>Nancy Puerto</i>	9/26/2018
Cafeteria	DARISY Figueroa	<i>Darisy Figueroa</i>	9/26/2018
Cafeteria	Louise Williams	<i>Louise Williams</i>	9/26/2018
Cafeteria	Nolvia Aldana	<i>Nolvia Aldana</i>	9/26/2018

