

School Improvement Plan



2016-2017

School Improvement Plans remain in effect for two years, but a School Leadership Team may amend as often as necessary or appropriate.

Draft Due: October 3, 2016	Final Copy Due: October 31, 2016
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2016-2017 Southwest Middle School Improvement Plan Report

Southwest Middle School Contact Information

School:	Southwest Middle School	Courier Number:	538
Address:	13624 Steele Creek Road	Phone Number:	(980) 343-5006
	Charlotte, NC 28273	Fax Number:	(980) 343-3239
Learning Community	South	School Website:	http://schools.cms.k12.nc.us/southwestMS

Principal:	Barry E. Blair
Learning Community Superintendent:	Kathy Elling

Southwest Middle School Improvement Team Membership

From GS §115C-105.27: "The principal of 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 personnel, 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 Position	Name	Email Address	Date Elected
Principal	Barry E. Blair	B.blair@cms.k12.nc.us	N/A
Assistant Principal Representative	Jaime Massey	jaime.massey@cms.k12.nc.us	N/A
Principal Intern: 7th Grade Adm	Cassandra Mayo	cassandra.mayo@cms.k12.nc.us	N/A
Assistant Principal Representative	Martha Boger	marthah.boger@cms.k12.nc.us	
Teacher Representative, LCAC & TAC	Amanda Chapman	amandas.chapman@cms.k12.nc.us	8/2016
Inst. Support Representative	Tiffany Taylor	tiffanyl.taylor@cms.k12.nc.us	7/2016
Teacher Assistant Representative	Bruce McKay	Bruce.McKay@cms.k12.nc.us	7/2016

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Parent Representative, Chair	Carl Wilson	<i>On record at school</i>	7/2016
Parent Representative, PTA Chair	Julie Stanton	<i>On record at school</i>	7/2016
Community Representative	Wanda O'shea	<i>On record at school</i>	7/2016
Community Representative	Lorena Dadan	<i>On record at school</i>	7/2016
Parent Representative, Co Chair	Kerry Parolini	<i>On record at school</i>	7/2016
Parent Representative	Tammy Hay	<i>On record at school</i>	7/2016
Student Services Representative	Tania Sanders	<i>On record at school</i>	7/2016
Teacher Representative 6th Grade	Deborah Baysinger	<i>On record at school</i>	7/2016
Teacher Representative 7th Grade	Bowden	<i>On record at school</i>	8/2016
Teacher Representative 8 th Grade	Carolyn Little	<i>On record at school</i>	8/2016

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Vision Statement

District: CMS provides all students the best education available anywhere, preparing every child to lead a rich and productive life.

School: 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.

Mission Statement

District: The mission of CMS is to maximize academic achievement by every student in every school.

School: The mission of our School is to provide a safe place for all students to grow academically, socially, and emotionally.

Southwest Middle School Shared Beliefs

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- WE BELIEVE in the necessity of a safe and positive environment for student learning.
- WE BELIEVE in setting high expectations for student learning, promoting student self-esteem through achievement, and celebrating all students' successes.
- WE BELIEVE children must be instructed on their learning levels, according to their learning styles, and should be actively engaged in the learning process.
- WE BELIEVE students and adults must be respectful of themselves, of each other, and of our school.
- WE BELIEVE students must be held accountable for their choices regarding behavior, attitude, and quality work.
- WE BELIEVE in respect for ethnic, socioeconomic, and cultural diversity.
- WE BELIEVE all members of the Southwest Middle School Community (teachers, administrators, parents, volunteers, student)-must commit to work together if students are to achieve success.
- WE BELIEVE that we must always focus on curriculum, master teaching, and data-driven instruction.
- WE BELIEVE that students should love where they learn.

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Southwest Middle School SMART Goals

Based upon analysis of data and Self Evaluation, our focus will be upon the following outcomes:

- We will provide a duty-free lunch period for every teacher on a regular basis.
- We will provide a duty-free instructional planning time for every teacher under G.S. 115C-105.27 and 301.1, with a goal of providing 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.
- We will provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.
- By the end of the 2016-2017 school year, 55% of our students in grade 6-8 will demonstrate proficiency in reading as determined by the North Carolina Reading End-of-Grade test.
- By the end of the 2016-2017 school year, 47% of our students in grade 6-8 will demonstrate proficiency in mathematics as determined by the North Carolina mathematics End-of-Grade test.
- The faculty and staff of SWMS will reduce the total number of out of school suspensions by 5% by the end of the 2016-2017 school year by utilizing our community partners and faith-based partnerships to offer other options to suspensions.

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Southwest Middle School Assessment Data Snapshot

Southwest Middle School									
Assessment	Subgroup	2015-2016		2014-2015		2013-2014		2012-2013	
		% GLP	% CCR	% GLP	% CCR	% GLP	% CCR	% GLP	% CCR
☒ Grade 06 EOG Composite	All	46.1	40.4	46.3	36.3	46.9	37.1		37.8
☒ Grade 06 EOG Math	All	41.6	36.9	41.0	34.2	42.6	36.3		35.0
☒ Grade 06 EOG Reading	All	50.7	43.9	51.6	38.3	51.1	38.0		40.7
☒ Grade 07 EOG Composite	All	45.1	36.4	46.6	39.5	50.6	41.1		40.1
☒ Grade 07 EOG Math	All	40.4	36.0	45.3	40.5	44.0	34.5		37.9
☒ Grade 07 EOG Reading	All	49.7	36.8	47.9	38.5	57.2	47.8		42.3
☒ Grade 08 EOG Composite	All	56.1	47.7	52.6	44.5	54.3	46.0		47.0
☒ Grade 08 EOG Math	All	45.8	40.0	37.2	31.9	44.8	38.7		35.8
☒ Grade 08 EOG Reading	All	50.2	39.0	46.1	34.4	48.1	36.1		41.6
☒ Grade 08 EOG Science	All	72.3	64.2	74.4	67.1	70.1	63.0		63.7
☒ EOC Math I	All	99.3	98.6	98.3	95.8	99.2	97.6		93.0
☒ School EOG Reading Composite	All	50.2	39.7	48.6	37.0	52.2	40.7		41.6
☒ School EOG Math Composite	All	42.5	37.6	41.0	35.4	43.8	36.5		36.3
☒ School EOG Science Composite	All	72.3	64.2	74.4	67.1	70.1	63.0		63.7
☒ EOG Composite	All	50.0	42.2	49.1	40.7	51.2	42.1		42.3
☒ EOC Composite	All	99.3	98.6	98.3	95.8	99.2	97.6		93.0
☒ School Composite	All	52.0	44.6	50.9	42.7	53.0	44.2		43.6

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Southwest Middle School Profile

Principal: Barry Blair

Assistant Principals: Martha Boger Ed.D (School Wide) and Jaime Massey, MSA (8th Grade)

Dean of Students: Fish Gupton (School Wide), Jennie Morris (6th Grade), Cassandra Mayo (7th Grade)

Academic Facilitator: Tiffany Taylor

Special Projects/EC Facilitator: Vickie Johnson

Southwest Middle School is in its fourteenth year of operation. The program occupies a state of the art building and campus originally designed to meet the CMS standard for education of 1,200 middle school students. Due to the growth in the area, we now house more than 1,400 students.

We are focusing on Reading through Understanding Text Complexity to increase student achievement. Many of our teachers are on committees with the district to write and have input on the lesson designs that will be used district wide to improve lesson quality. We are currently utilizing the following: 1. One to One Technology, 2. Discovery Ed Social Studies Books, 3. MAPs Assessments, and 4. Common Assessments. Our teachers have also been given the freedom to try new research-based initiatives as long as they are prepared in such a way that they can contribute to our students and to educational research. We are carefully examining and implementing the MAPs model for data driven instruction, which will positively impact daily classroom instruction and our extended day.

We have many clubs and organizations that are service in nature and do many community based support projects. Our students are involved in the following clubs and in athletic programs. Last year, students raised approximately \$16,000 for local charities to support our local community.

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Clubs:		List of Community Projects:
Student Council	Battle of the Books	Autism Awareness
NJHS	NAL	American Heart Association Dance
STEP	Math Counts	American Heart Association 5K Run/Walk
Dance Club	GEUM	Dig for the Cure – Breast Cancer Awareness
Thespian Society (Drama)	Odyssey of the Mind	World Wear Shoe Project
PEP Band	Yearbook	Pediatric Cancer Awareness
Performance Orchestra	Robotics Lego League	Loaves and Fishes
FBLA	Girls on the Run	Pop Tap Project (Ronald McDonald House)
		Crisis Assistance Ministry
		Purple Day (Epilepsy Awareness)
		Spring Campus Clean-Up

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We have a very active PTA who supports the total school program financially and with volunteers. Their support of the shift in curriculum through communication with other parents and community members has been outstanding. We are continuing to focus on our technology program by supporting two PLTW classrooms, emphasizing engineering and robotics, which is supported by the Steele Creek Community and Business Partnerships. This year, we are implementing a new CTE class that emphasizes interior design and architecture as the overarching theme.

Although officially we are not a STEAM magnet, we encompass all aspects of a STEAM program, including a focus on mathematics, science, technology, engineering, and a high performing award winning arts program that has students achieving placements in state level competitions. We have a partnership with Chiron America, INC. who will sponsor the Robotics Club. Last year, our students brought home many prestigious awards from local, state, and national competitions, including the following: Disney Orchestra Superior Rating, Disney Band Excellent Rating, Drama Outstanding Performance Rating, Robotics Team Work First Place, Robotics Overall 3rd, Robotics Regionals 5th and Girls Softball 1st Place. These awards are a sample of our awards to illustrate the diverse programs that we offer.

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Strategic Plan 2018: For a Better Tomorrow

<p>Goal 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> I. College- and career-readiness II. Academic growth/high academic achievement III. Access to rigor IV. Closing achievement gaps 	<p>Goal 2: Recruit, develop, retain and reward a premier workforce</p> <p>Five focus areas:</p> <ul style="list-style-type: none"> I. Proactive recruitment II. Individualized professional development III. Retention/quality appraisals IV. Multiple career pathways V. Leadership development
<p>Goal 3: Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child</p> <p>Three focus areas:</p> <ul style="list-style-type: none"> I. Family engagement II. Communication and outreach III. Partnership development 	<p>Goal 4: Promote a system-wide culture of safety, high engagement, cultural competency and customer service</p> <p>Five focus areas:</p> <ul style="list-style-type: none"> I. Physical safety II. Social and emotional health III. High engagement IV. Cultural competency V. Customer service
<p>Goal 5: Optimize district performance and accountability by strengthening data use, processes and systems</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> I. Effective and efficient processes and systems II. Strategic use of district resources III. Data integrity and use IV. School performance improvement 	<p>Goal 6: Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> I. Learning everywhere, all the time II. Innovation and entrepreneurship III. Strategic school redesign IV. Innovative new schools

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SMART Goal (1): <i>Duty Free Lunch for Teachers</i>	Provide a duty-free lunch period for every teacher on a daily basis.
Strategic Plan Goal:	Recruit, develop, retain and reward a premier workforce
Strategic Plan Focus Area:	Retention
Data Used:	Insight Survey, Teacher Working Conditions Survey

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Teachers may drop off their students and eat in the lounge or at their designated tables.	Blair Grade Level Administrators	Decrease in referrals	0	Adm Counselors CSA	Aug. ,Oct., Dec., March, May
2. A CSA will be posted in the cafeteria during lunch to support monitoring.	Blair CSA	Decrease in incidents in cafeteria	0	CSA	Aug. ,Oct., Dec., March, May
3. One administrator will monitor the cafeteria while each GLA will be positioned on the hall to monitor the halls and movement to and from cafeteria to support teachers in having DF lunch.	Blair Grade Level Administrators, Academic Facilitator, EC Facilitator, Tech Facilitator	Decrease incidents in cafeteria, hall, and classrooms	0	Grade Level Administrator or Mayo, Morris, Johnson, TBA, Colwell	Aug. ,Oct., Dec., March, May

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SMART Goal (2): <i>Duty Free Instructional Planning Time</i>	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.
Strategic Plan Goal:	Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready
Strategic Plan Focus Area:	<ul style="list-style-type: none"> I. College- and career-readiness II. Academic growth/high academic achievement III. Access to rigor IV. Closing achievement gaps
Data Used:	Common Assessment Data, EOG, MAP, Teacher Surveys

Strategies (determined by what data) <ul style="list-style-type: none"> • Task • Task • Task (PD) 	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. The master schedule is designed to give teachers approximately 90 minutes of planning each day.	Blair V. Johnson	Decrease in referrals Increase in classroom engagement	0	Blair, V. Johnson, and Faculty	Aug. ,Oct., Dec., March, May
2. Two days are reserved for sacred planning for individual planning and room work with the understanding that the 2nd day must be flexible to accommodate parent conferences.	Blair, V. Johnson	Managerial tasks such as bulletin boards, wiki pages, email, powerschool, and grading will be up to date.	0	Blair, V. Johnson	Aug. ,Oct., Dec., March, May

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SMART Goal (3): <i>Anti-Bullying / Character Education</i>	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.
Strategic Plan Goal:	Promote a system-wide culture of safety, high engagement, cultural competency and customer service
Strategic Plan Focus Area:	I. Physical safety II. Social and emotional health
Data Used:	Discipline Data

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Bully Liaison / Bully-prevention • 2 week Bullying Unit for all students • Alternative to suspension with Community Service Focus • Autism Awareness • LGBT Youth	Blair, Bowden Boger Community Members and Faith Partnership V. Johnson EC	Decrease the number of OSS due to Bullying	0.00	All Staff	Aug., Oct., Dec., March, May
2. Character Education • 2 week Bullying Unit for all students • Community Service Outreach • Character Ed units in ISS • Coordinate Community	Blair, Bowden, Boger Community Members and Faith Partnerships	Decrease the incidents that cause OSS	0.00	All Staff	Aug., Oct., Dec., March, May

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events such as Breast Cancer Awareness, Dig for the Cure, American Heart Assoc. Awareness and Autism Awareness events, Ronald McDonald House, and Lymphoma Foundation	V. Johnson EC				
3. School Health Team <ul style="list-style-type: none"> • Coordinate Health Team • Meet all state compliance goals • Maintain Health Awareness Board Coordinate Community events such as Breast Cancer Awareness, American Heart Assoc. Awareness and Autism Awareness events	Gupton, V. Johnson, Nurse Sanders, SRO S. Arnold,	Decrease absenteeism among staff Decrease absenteeism among students Increase community participation in our school as Healthy partners and increase awareness of major health issues	0.00	All Staff	Aug., Oct., Dec., March, May
4. ABC Officer presented to all students on the effects of alcohol and drugs	Gupton Wayburn Brown Keelan	Increase awareness of the negative effects of alcohol and drugs on the development of the body and mind of young people.	0.00	Gupton Wayburn Brown Keelan	October 2016
5. CMPD Presentation on Cyberbullying: The laws and the consequences	Gupton Wayburn Brown Keelan	Increase awareness of cyberbullying and give students the knowledge of how to report cyberbullying.	0.00	Gupton Wayburn Brown Keelan	Each Semester

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6. Culture of Caring Professional Development Modules, including LGBT and Transgender Modules	B. Blair M. Boger F. Gupton S. Stroud V. Johnson J. Morris C. Mayo J. Massey		0.00	B. Blair M. Boger F. Gupton S. Stroud V. Johnson J. Morris C. Mayo J. Massey	
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*Southwest Middle School Bullying Prevention and Promoting a Positive Culture of Caring Link: <http://bit.ly/2dEtzFk>

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SMART Goal (4):	By the end of the 2016-2017 school year, 55 percent of our students in grade 6-8 will demonstrate proficiency in reading as determined by the North Carolina Reading End-of-Grade test. This reflects a 5% increase from the 2016-2017 North Carolina Reading End-of-Grade test.
Strategic Plan Goal:	Goal 1 Maximize Academic Achievement
Strategic Plan Focus Area:	High Academic Growth Closing Achievement Gaps
Data Used:	2015 – 2016 EOG Data

Strategies (determined by what data) <ul style="list-style-type: none"> • Task • Task • Task (PD) 	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. To increase reading proficiency in grades 6-8, teachers will provide students with numerous opportunities to interact with on grade level text and complex texts and will utilize NCCCSS aligned school-level common assessments and district MAP Descartes continuums to develop personalized small group instruction to meet the individual needs of students.	Barry Blair Department Chairs Grade Level Chairs, AF--Taylor	Meet the “Goal Percent” of 55%.	0.00	Blair Morris Mayo All Staff	Aug. 2016 Oct. 2016 Dec. 2016 March 2017 May 2017
<ul style="list-style-type: none"> • Common assessments aligned to NCCSS created in PLCs 	Barry Blair GLA's Team Leaders	Meet the “Goal Percent” of 55%.	0.00	Barry Blair Team Leaders	Aug. ,Oct., Dec., March, May

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<ul style="list-style-type: none"> Facilitator's guide data driven instruction and regrouping Training on MAP for all staff Fusion Reading as elective to Level 2 non-EC students. 		Increase reading achievement for all reading levels			
<ul style="list-style-type: none"> Train all staff on text complexity and how to select and read texts that are more complex, teaching students to understand how to read and understand how to read and understand text complexity. 	Blair and the ILT	Increase reading achievement for all reading levels	0.00	Blair, ILT Team, and All Staff	Sept 2016-May 2017
<ul style="list-style-type: none"> Partnership with YMCA will be developed to create a before and after school tutorial and healthy child program. 	Blair V. Johnson Rachel Kafskey, YMCA	Increase reading achievement scores	0.00	Blair V. Johnson	Aug-June

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SMART Goal (5):	By the end of the 2016-2017 school year, 47% of our students in grade 6-8 will demonstrate proficiency in mathematics as determined by the North Carolina mathematics End-of-Grade test. This reflects a 5% increase from the 2016-2017 North Carolina Reading End-of-Grade test.
Strategic Plan Goal:	Goal 1 High Academic Growth
Strategic Plan Focus Area:	High Academic Growth Closing Achievement Gaps
Data Used:	2015 -2016 EOG Data

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
<ul style="list-style-type: none"> To Increase mathematics proficiency in grades 6-8, NCCCSS aligned school-level common assessments and MAP Descartes continuums will be used to inform weekly content planning and small group instruction. 	Barry Blair J. Massey Department Chairs Grade Level Administrators, Taylor- AF	Five percentage points increase in Math scores on the EOG to 47%	0.00	Blair Math teachers	Aug. 2016 Oct. 2016 Dec. 2016 March 2017 May 2017
<ul style="list-style-type: none"> Lead teachers will attend all math alliance meetings provided by the district and share info with peers. Facilitators attend MAP reporting PD and train 	Barry Blair J. Massey Department Chairs GLAs	Increase in student achievement as measured	0.00	Department Chairs T. Taylor	Aug. ,Oct., Dec., March, May

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teachers <ul style="list-style-type: none"> • PLC time for teachers to regroup students for re-teaching • Utilize student trackers to motivate mastery and growth. 		by the North Carolina End-of-Grade tests.			
<ul style="list-style-type: none"> • Partnership with YMCA will be developed to create a before and after school tutorial and healthy child program. 	Blair V. Johnson Rachel Kafskey, YMCA	Increase math achievement scores	0.00	Blair V. Johnson	Aug-June

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SMART Goal (6):	The faculty and staff of SWMS will reduce the total number of out of school suspensions from 15.1% to 10.1%. This will be a decrease of 5% by the end of the 2016-2017 school year by utilizing our community partners and faith-based partnerships to offer other options to suspensions.
Strategic Plan Goal:	Goal 1 and Goal 3 High Academic Growth
Strategic Plan Focus Area:	Family engagement Partnership development College and career readiness Closing achievement gap
Data Used:	Data from 2015 -2016 OSS data reports

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
<ul style="list-style-type: none"> To reduce suspensions for all students; teachers, staff, and the community will work together to create management teams and alternative options while maintaining classroom effectiveness. 	Barry Blair SLT M. Boger GLA's	Reduction in the number of incidents of repeat offenders.	\$0.00	Blair GLA's All Faculty	Aug. 2016 Oct. 2016 Dec. 2016 March 2017 May 2017

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<ul style="list-style-type: none"> Faculty book study focusing on specific chapters in <u>How to Teach Students Who Don't Look Like You</u>. Professional Development on classroom management. Develop alternative approaches for changing/modifying negative behaviors. 	<p>Barry Blair</p> <p>Dr. Jackson</p> <p>Community Partners</p> <p>Wanda O'Shea, district PTSA</p>	<p>Increase in student achievement on the North Carolina End-of-Grade/Course Exams.</p> <p>Increase in student promotion rates</p> <p>Decrease the number of incidents of repeat offenders</p>	<p>\$0.00 purchased by district</p>		<p>Aug. 25 2016 – on-going</p> <p>Various stages throughout the 2016-2017 school year</p>
<ul style="list-style-type: none"> Implement community service and mentoring programs. Implement the Southwest Middle School National Junior Honor Society buddy program. 	V. Johnson	Decrease the number of incidents of repeat offenders	\$0.00	V. Johnson	Aug., Oct., Dec., March, May
*. Create consistency among all consequences by establishing a discipline team who will process students through the intervention team, determine consequences, and maintain all discipline records	M. Boger F. Gupton	Decrease the number of incidents of repeat offenders	\$0.00	M. Boger	Aug - May

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The faculty and SLT will increase our community partnerships from three to seven to offer a rehabilitative-type program in conjunction with the out of school suspension to integrate the student and family back into the day-to-day expectations of SWMS and the community with the goal of decreasing the number of incidents of repeat offenders.	M. Boger F. Gupton GLA's Blair All Staff	Decrease the number of repeat offenders from 27 to 25	\$0.00	M. Boger F. Gupton GLA's Blair All Staff	Aug-May
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Mastery Grading Procedures Plan – Required for All Schools	
Strategic Plan Goal:	Goal 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.
Strategic Plan Focus Area:	Academic growth/high academic achievement
Data Used:	2015-2016 EOG Data

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Common assessments • At minimum, 4 common formal assessments are given and are aligned to content standards. • Teachers will use SchoolNet for common assessments	GLA Department Chairs	Quality and alignment of assessments will improve. Planning and pacing will be more strategic. Improved student performance of all final exams through effective PLC planning and collaboration	0.00	Teachers, Grade level admin	Aug 2016 Oct 2016 Jan 2017 March 2017 May 2017
2. Data disaggregation • PD provided to aid PLC in analyzing data • SchoolNet data of student mastery is compiled and discussed in grade level department meetings. • Students will analyze data to improve performance and set goals • Assessment data is analyzed	GLA Department Chairs	Data used to plan for differentiated instruction. Common assessment data trackers demonstrate greater mastery among student body. Assessment quality will be continuously improved. Student data analysis will empower students to take	0.00	AF/S. Register APs Counselors Psychologist	Aug 2016 Oct 2016 Jan 2017 March 2017 May 2017

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to determine effectiveness of assessment questions		ownership of their learning			
3. Tutorial – <ul style="list-style-type: none"> Offered by school Before and after school tutorial and homework center offered by the YMCA 	Vickie Johnson – EC Facilitator	Increase in Math and Reading EOG scores	0.00	Vickie Johnson – EC Facilitator	ug 2016 Oct 2016 Jan 2017 March 2017 May 2017
4. Late and make-up work School Grading Policy- <ul style="list-style-type: none"> A student who misses homework or other assignments or due dates because of absences, whether excused or unexcused, must be allowed to make up work. It is the student's responsibility to make arrangements for completing the work within five school days of the student's return. A teacher may choose to provide extended time for a student to complete missing assignments. Students should be encouraged to attend tutoring with their teachers following an absence to ensure students get the academic support they need to stay current in their studies. If the student was present in the class on the due date, the work may be given less credit. 	Principal—Blair GLA's	Greater student accountability to make-up work An understanding among all staff, students, and parents regarding CMS and school grading expectations	0.00	Teachers APs	Aug 2016 Oct 2016 Jan 2017 March 2017 May 2017

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Southwest Middle School - 600 Waiver Requests

Request for Waiver

1. Insert the waivers you are requesting

- *Maximum Teaching Load and Maximum Class Size (grades 4-12) [required for all schools with grades 4-12]*

2. Please identify the law, regulation or policy from which you are seeking an exemption.

- *115C-301 (c and d) Maximum Teaching Load and Maximum Class Size [required for all schools with grades 4-12]*

3. Please state how the waiver will be used.

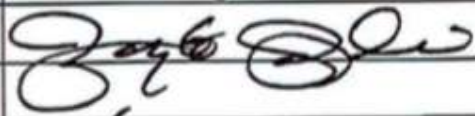
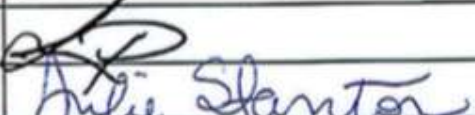
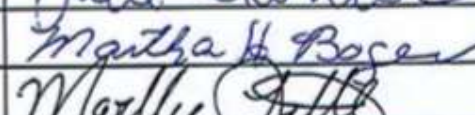
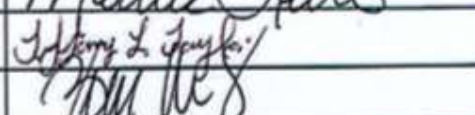
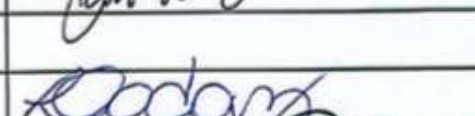
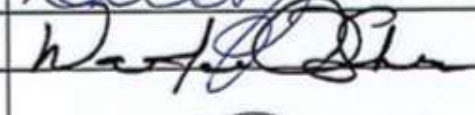
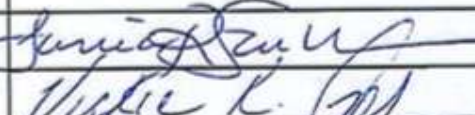
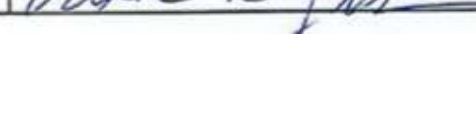


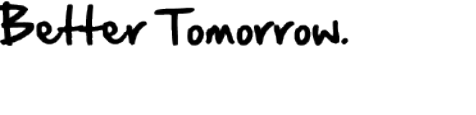

- *Class size will be adjusted to address student individual instructional needs through flexible grouping of students in the most effective utilization of teaching teams. Maximum teaching load will be used to allow teachers in specific areas of the curriculum to teach students designated for specific skill needs and to address the large number of students requesting elective classes.*

4. Please state how the waiver will promote achievement of performance goals.

- *This waiver will allow more flexibility in grouping students to meet their abilities and needs and thus should enhance their achievement on the performance goals.*

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2016-2017 Southwest Middle School Improvement Plan Report

Committee Position	Name	Signature	Date
Principal	Barry Blair		7.7.2016
School Leadership Team Chair	Carl Wilson		7.7.2016
School Leadership Team Co-Chair	Kerry Parolini		7.7.2016
President PTA	Julie Stanton		7.7.2016
Assistant Principal Representative	Martha H. Boger		7.7.2016
Teacher Representative LCAC	Martha Little		7.7.2016
Inst. Support	Tiffany Taylor		7.7.2016
Teacher Assistant Representative	Bruce McKay		7.7.2016
Parent Representative	Mary Ogut		7.7.2016
Parent Representative	Lorena Daden		7.7.2016
Parent Representative	Wanda O'Shea		7.7.2016
Parent Representative	Dana Wascher		7.7.2016
Student Services Representative	Tania Sanders		7.7.2016
EC Representative	Vickie Johnson		7.7.2016

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