

HERTFORD COUNTY PUBLIC SCHOOLS

School Improvement Plan

Hertford County Middle School

2015-16

Hertford County Middle School Background Information

Hertford County is located in the northeast region of North Carolina. The county school district consists of one comprehensive high school, one early college high school, one STEM high school, one middle school, two elementary schools, and one primary school. There is also an alternative learning program for students who have been suspended for a long period of time. It is housed on the campus of the STEM high school.

The middle school has approximately 450 students in grades 7 and 8. The majority of the students are African American, with smaller numbers of white and Asian American students. There is also a small number of Hispanic students, some of whom are English language learners. The majority of students qualify for free or reduced price lunches and the district has received a grant from the federal government so that all of the students receive free breakfast and lunch.

The community is primarily rural and has struggled economically, with approximately 26% of households living below the poverty line. The county is below the state average in per capita income, household income, bachelor's degrees, and high-school graduates. There are some large employers in the county, such as Chowan University, Vidant Hospital, Nucor, and Rivers Correctional Facility.

The school is below the state average in a number of indicators. There are fewer teachers at Hertford County Middle School than the state average for middle schools. Only 65% of the teachers at Hertford County Middle are fully licensed, well below the state's average of 93%. Less than 5% of the teachers at Hertford County Middle have advanced degrees, compared with 29% statewide. The school has a high percent (38%) of teachers with three years or less of experience, above the state's average of 24%, and a teacher turnover rate of 25%, compared to the state's rate of 16%.

In 2015, the school received a performance grade of "F," with a school proficiency rate of 22% (14.4% in math; 30.9% in reading; 60.7% in science). These achievement levels have put the school on the Title 1 list of focus schools and the Title 1 list of priority schools. In 2014, the school had proficiency rates of 14.9% in math, 31.7% in reading, and 58.8% in science. In 2013, the school had proficiency rates of 10.3% in math, 17.6% in reading, and 52.7% in science.

In 2015, Hertford County Middle reported a rate of 2.29 crimes per 100 students. This is well above the state's average of 0.87. The school also exceeded the state's averages of short-term suspensions and long-term suspensions per 100 students. These are indicators that student behavior is a problem at the school.

Goals

Hertford County Public Schools

The Hertford County Public Schools have set the following goals for the district:

1. Hertford County Public Schools will produce globally competitive students through collaboration.
 2. Hertford County Public Schools will be led by 21st Century professionals.
 3. Hertford County Public School students and staff will be healthy and responsible.
 4. District Leadership will collaboratively guide innovation in Hertford County Public Schools.
 5. Hertford County Public Schools will be governed and supported by 21st Century
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Goals

Hertford County Middle School

Hertford County Middle School has set the following goals for 2015-16:

1. HCMS will increase student achievement on the End-of Grade tests and on the NC Final Exams.
 2. HCMS will use resources to maximize results.
 3. HCMS will teach students how to be healthy and responsible.
 4. HCMS will increase parent and family involvement in school activities.
 5. HCMS will focus on student growth when making decisions regarding programs.
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Objectives

Hertford County Middle School

2015-2016

Objective	Description
1.1	Student proficiency on the state assessments will increase by 10% by the end of the 2015-16 school year.
2.1	Teachers will use the instructional tools provided to enhance their instruction.
2.2	Instructional staff will be allocated based on student needs and available resources.
3.1	Staff members will use the school's Discipline Plan and clear expectations to facilitate student achievement and increase student responsibility, as demonstrated by a reduction in discipline referrals from the 2014-15 school year.
4.1	The percentage of parents who feel well-informed regarding school activities will increase by 10% from November 2015 to June 2016, demonstrated by survey responses.
5.1	Teachers will ensure students are able to monitor their academic progress, as demonstrated by student-led conferences

Action Plan**Hertford County Middle School****2015-2016**

Goal 1: Hertford County Middle School will increase student achievement on the End-of-Grade tests and on the NC Final Exams.

1.1 Student proficiency on the state tests will increase by 10% by the end of the 2015-16 school year.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
1.1.1 All instructional staff will make data-based decisions, using formative assessments, test scores, observations, and PLT processes.	11/19/15 1/19/16 3/24/16 6/9/16	Student data, assessments, PLT meetings	Teachers, administrators, curriculum coach(es)	Meeting minutes, lesson plans, use of student groups, assignments, observations
1.1.2 All instructional staff will attend professional development aligned to their teaching content, including training on Schoolnet, drilling into student data, and digital instructional tools. Staff will share with their colleagues.	1/19/16 6/9/16	PD Schoolnet IXL Various digital tools	Teachers, administrators curriculum coach(es), DLL participants	Staff sign-in sheets, certificates of completion, meeting agendas

Action Plan

Hertford County Middle School

2015-2016

Goal 2: Hertford County Middle School will utilize resources to maximize results.

2.1: Teachers will use the instructional tools provided to enhance their instruction.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
2.1.1 Teachers will use a variety of instructional tools with fidelity, such as technology, print materials, and manipulatives, to enhance their instruction.	11/19/15 1/19/16 3/24/16 6/9/16	Classworks, textbooks, media, print materials, manipulatives, Edmodo, IXL, Tenmarks, Classroom Dojo, ELA News, Readworks, NC Write, etc.	Teachers, administrators, curriculum coach(es)	Lesson plans, observations
2.1.2 Teachers will use technology to provide individualized intervention activities.				

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Goal 2: Hertford County Middle School will utilize resources with fidelity to maximize results.

2.2: Instructional staff will be allocated based on student needs and available resources.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
2.2.1 Administrators will work with teachers, the data manager, the counselor, and instructional assistants to ensure the effective and efficient use of all staff and instructional resources with fidelity.	1/19/16 6/9/16	Master schedule, Power School, student information, walk-through tools, instructional rounds, DLL participants, Schoolnet, Classworks, TE 21	Administrators, data manager, counselor, teachers, instructional assistants, curriculum coach(es)	Enrollment data, staffing information, student achievement data, classroom observations
2.2.2 Administrators will work with teachers, data manager, counselor, and instructional assistants to review the allocation of resources at the end of first semester. If changes are	1/19/16	Staff, master schedule, walk-through tools, instructional rounds, etc.	Administrators, data manager, counselor, teachers, assistants, curriculum coach(es)	Enrollment data, staffing information, student achievement data, classroom observations, etc.

needed, they will be implemented for
the second semester.

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Goal 3: Hertford County Middle School will teach students how to be healthy and responsible.

3.1: Staff members will use the school's Discipline Plan and clear expectations to facilitate student achievement and increase student responsibility, as demonstrated by a reduction in discipline referrals from the 2014-15 school year.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
3.1.1: The staff will use the school's Discipline Plan with fidelity.	Monthly	PBIS team, data	Teachers, administrators, data manager	End-of-year discipline data
3.1.2: The staff will use PBIS to facilitate positive decision-making among students.	Monthly	PBIS team, data, rewards	Teachers, administrators, data manager, students	Staff participation in PBIS, end-of-year discipline data
3.1.3: The staff will monitor student discipline and attendance at least quarterly through PBIS team meetings.	10/27/15 1/19/16 3/24/16 6/9/16	Discipline and attendance data	Teachers, administrators, data manager	Meeting agendas, sign-in sheets

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Goal 4: Hertford County Middle School will implement a comprehensive parent, family, and community involvement program.

4.1: The percentage of parents who feel well-informed regarding school activities will increase by 10% from November 2015 to June 2016, demonstrated by survey responses.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
4.1.1: Teachers will continue to maintain up-to-date grade books in Power School.	Monthly	Power School, teachers' grades	Teachers	Grades posted weekly
4.1.2: The school will use social media, in addition to the web site. to share information with parents and families and to encourage parent volunteers.	10/27/15 1/19/16 3/24/16 6/9/16	web pages, calendars, web page administrator calendar, news, social media sites, upcoming events, photos, AlertNow, newsletters	Teachers, Administrators, Counselor	
4.1.3: The school's staff will continue to encourage and assist parents in using Parent Portal.	10/27/15 1/19/16 3/24/16 6/9/16	Parent Portal, Social media sites	Staff Media Coordinator	Survey results

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Goal 5: Hertford County Middle School will maintain a student growth-centered accountability system.

5.1: Teachers will ensure students are able to monitor their academic progress, as demonstrated by student-led conferences.

Strategies	Monitoring Dates	Resources Required	Person(s)	Evaluation
5.1.1: Teachers, mentors, and peer mentors will train students in tracking their academic progress and in understanding their data.	1/19/16 6/9/16	Assessment data, grade reports, protocols	Teachers, students, counselor	Verification of student-led conferences from each homeroom
5.1.2: Teachers will be trained in student-led conferences.	1/19/16	PD on student-led Conferences	Counselor, administrators teachers	Sign-in sheets
5.1.3: Teachers will train students in leading parent-teacher conferences and students will lead at least one conference this year.	1/19/16 6/9/16	Assessment data, grade reports, protocols, substitute teachers, PD	Teachers, students, counselor, administrators	Parent/student/teacher signatures, student data notebooks, teacher summaries