

School Improvement Plan



2015-2016 *through* 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: September 28, 2015	Final Copy Due: October 26, 2015
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2015-2016 McClintock School Improvement Plan Report

McClintock Middle School Contact Information			
School:	McClintock Middle School	Courier Number:	450
Address:	1925 Rama Road	Phone Number:	980-343-6425
	Charlotte, NC 28212	Fax Number:	980-343-6509
Learning Community	Central Learning Community	School Website:	www.mcclintockscots.com

Principal:	Paul Michael Williams
Learning Community Superintendent:	Taralynn Sullivan

McClintock Middle School - School Improvement Team Membership			
<i>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."</i>			
Committee Position	Name	Email Address	Date Elected
Principal	Paul Williams	paul.williams@cms.k12.nc.us	9/18/13
Assistant Principal Representative	Kurt Fruendt	kurt.fruendt@cms.k12.nc.us	8/28/14
Assistant Principal Representative	Cherita Abney	cherita.abney@cms.k12.nc.us	8/28/14
Teacher Representative	Diane Crumley	dianee.crumley@cms.k12.nc.us	9/18/14
Inst. Support Representative	Tausha Wright	taushap.wright@cms.k12.nc.us	9/18/14
Teacher Assistant Representative			
Parent Representative	Tammie Holt	tharrell_spr89@yahoo.com	9/29/15
Parent Representative	Diane Commander	ldcommande@aol.com	9/18/14
Parent Representative	Poppy Pritchett	poppypritchett@carolina.rr.com	9/19/15
Parent Representative			

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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: The vision of McClintock Middle School is to be the premier middle school in North Carolina.

Mission Statement

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

School: We EMPOWER all Kids!

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McClintock Shared Beliefs

- Students, staff, parents and community work together to ensure our students have the supports and resources needed to engage in learning which prepares them for the unique challenges of the 21st Century.
- Every student is a unique individual, supported by an adult, and is exposed to a differentiated instructional approach, according to his or her intellectual, social, physical, and emotional requirements.
- We believe in every child's potential and are committed to promoting every student's achievement through the utilization of the mastery learning model.
- All students will be actively engaged in problem solving, skill building, and communication in every area of the curriculum, to promote sound judgment and effective thinking.
- Collegial planning, delivery and assessment of learning, are essential to ensuring meaningful and authentic demonstrations of outcomes and judgments of achievements, across and beyond disciplines and subject areas.
- We value clear and transparent communication with and between, parents, faculty, administration, and staff.
- We value a safe and healthy environment that protects and fosters physical and emotional well-being.
- We value diversity, finding strength and synergy in our differences



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McClintock SMART Goals

- **Goal 1:** Provide a duty-free lunch time for all teachers on a rotating basis with a goal of 75 minutes per week (House Bill 238).
- **Goal 2:** Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and 301.1, with the goal of providing an average of at least five hours of planning time per week.
- **Goal 3:** Provide a positive school culture, under CMS regulation JICK-R, by promoting a safe learning and work environment free of bullying and harassing behaviors. Reduce referrals for bullying by 15%. Insight survey reflects that 80% of our staff strongly agree that our school is a good place to teach and learn.
- **Goal 4:** All teachers, working in teams, will differentiate and align learning activities with Common Core and Essential Standards by monitoring and analyzing student mastery data and eliminate achievement gaps among socioeconomic and ethnic subgroups. By June 2016, 10% increase in proficiency for ELL and minority performance on EOG assessments.
- **Goal 5:** Maximize parent engagement to foster a culture of faculty, staff, and parent appreciation to build trust and positive communication. By June 2016, teacher retention rate will be over 90%.



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McClintock Middle School Assessment Data Snapshot

McClintock Middle School READY Assessment Detail Summary

Assessment	Subgroup	2014-2015		2013-2014		2012-2013		2011-2012	
		% GLP	% CCR	% GLP	% CCR	% GLP	% CCR	% GLP	% CCR
Grade 06 EOG Composite	All	39.4	31.3	28.4	21.7		20.6		44.0
Grade 06 EOG Math	All	35.5	29.0	23.1	18.5		17.7		54.3
Grade 06 EOG Reading	All	43.3	33.6	33.7	24.9		23.5		55.6
Grade 07 EOG Composite	All	35.3	29.4	33.1	25.4		24.3		47.4
Grade 07 EOG Math	All	28.0	23.4	29.0	23.4		21.0		69.8
Grade 07 EOG Reading	All	42.6	35.5	37.1	27.4		27.6		54.8
Grade 08 EOG Composite	All	38.8	29.1	33.4	23.4		21.5		56.3
Grade 08 EOG Math	All	24.2	18.7	20.7	17.7		17.7		87.9
Grade 08 EOG Reading	All	41.7	28.2	35.8	22.4		22.8		59.2
Grade 08 EOG Science	All	50.4	40.5	43.8	30.0		24.1		70.0
EOC Math I	All	93.6	87.2	77.4	64.5		70.3		93.6
School EOG Reading Composite	All	42.6	32.6	35.5	25.0		24.6		56.5
School EOG Math Composite	All	29.6	24.0	24.3	19.9		18.8		70.2
School EOG Science Composite	All	50.4	40.5	43.8	30.0		24.1		70.0
EOG Composite	All	38.0	29.9	31.8	23.5		22.0		49.1
EOC Composite	All	93.6	87.2	77.4	64.5		70.3		93.6

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School Composite	All	39.3	31.2	32.6	24.2		23.1		65.1
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Attendance and Suspension Report	Total Enrolled		Perfect Attendance		Has an Absence		Excused Absences		Unexcused Absences		ISS		OSS	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%

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School Total	Female	428	46.3	214	50.0	214	50.0	17	4.0	202	47.2	2	0.5	4	0.9
	Male	496	53.7	229	46.2	267	53.8	29	5.8	256	51.6	6	1.2	9	1.8
	Total	924	100.0	443	47.9	481	52.1	46	5.0	458	49.6	8	0.9	13	1.4
Race															
African American	Total	483	52.3	210	43.5	273	56.5	30	6.2	260	53.8	6	1.2	11	2.3
American Indian	Total	105	11.4	53	50.5	52	49.5	5	4.8	49	46.7	0	0.0	1	1.0
Asian	Total	60	6.5	37	61.7	23	38.3	1	1.7	22	36.7	0	0.0	0	0.0
More Than One	Total	66	7.1	37	56.1	29	43.9	2	3.0	28	42.4	0	0.0	1	1.5
Pacific Islander	Total	11	1.2	6	54.5	5	45.5	0	0.0	5	45.5	0	0.0	0	0.0
White	Total	199	21.5	100	50.3	99	49.7	8	4.0	94	47.2	2	1.0	0	0.0
Ethnicity															
Hispanic	Total	229	24.8	122	53.3	107	46.7	7	3.1	103	45.0	1	0.4	1	0.4
Non-Hispanic	Total	695	75.2	321	46.2	374	53.8	39	5.6	355	51.1	7	1.0	12	1.7
EC Category															
AIG	Total	45	4.9	20	44.4	25	55.6	2	4.4	23	51.1	0	0.0	0	0.0
Non-EC	Total	788	85.3	381	48.4	407	51.6	38	4.8	387	49.1	7	0.9	13	1.6
SWD	Total	91	9.8	42	46.2	49	53.8	6	6.6	48	52.7	1	1.1	0	0.0
LEP Status															
LEP	Total	98	10.6	53	54.1	45	45.9	3	3.1	45	45.9	1	1.0	1	1.0
Non-LEP	Total	826	89.4	390	47.2	436	52.8	43	5.2	413	50.0	7	0.8	12	1.5
McKinney Vento															
No	Total	890	96.3	429	48.2	461	51.8	43	4.8	438	49.2	8	0.9	13	1.5

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Yes	Total	34	3.7	14	41.2	20	58.8	3	8.8	20	58.8	0	0.0	0	0.0
504 Plan															
No	Total	891	96.4	431	48.4	460	51.6	43	4.8	438	49.2	6	0.7	11	1.2
Yes	Total	33	3.6	12	36.4	21	63.6	3	9.1	20	60.6	2	6.1	2	6.1

McClintock Middle School Profile

McClintock Middle School is leading the way for 21st century learning through innovation and personalization! With a new school building opened in the fall of 2013, wireless internet access for all, new tablet and laptop computer devices for each student, and

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Apple TV and iPad tablets for all teachers, we are truly a “state of the art” school. We are the only school in North Carolina that is implementing an open and blended math program named Teach to One. Our school has a rich tradition and history in our community in East Charlotte, and we boast many involved and caring student and faculty alums including former Charlotte mayor Richard Vinroot. We also have an award winning Robotics team and teachers that have sparked significant interest in STEM courses and clubs. Our faith-based partners from Christ Lutheran Church lead the McPIE partnership that hosts weekly family nights for students, parents, younger siblings and former McClintock students. McPIE also funds and supports transportation and food for families in addition to free summer STEM immersion camps and a Freedom School for our diverse population of students and their younger siblings. McPIE was recognized by Burrows Wellcome Fund as partnership of the year from the North Carolina SMT council and many volunteers host free clubs every Tuesday night for our weekly Family Nights. Despite being a Title I school with 83% of our students qualifying as economically disadvantaged, we have been able to improve student outcomes and compete against other magnet, charter and private schools for students. Our enrollment is rising due to our STEAM magnet school status and we now serve over 900 students. We have rebranded and we have a new logo and motto that our teachers and students take pride in. Bullying and discipline data is on the decline, and more students are participating in after school enrichment activities and athletics than ever. Our teaching staff also reflects the positive changes that we’ve made to our school. We have been able to attract and recruit veteran teachers within CMS through the transfer fair and outside the district. Now, over 60% of our teachers have 7 or more years of teaching experience, and we only have two brand new teachers this year. Recruiting, training, and retaining high quality staff members and teachers will produce positive student outcomes for years to come. At McClintock, we are the Mighty Scots!

Percentage of Students by Ethnicity

24 % Hispanic/ Latino of any race

1 % American Indian or Alaskan Native

6 % Asian

52 % Black or African American

100% **Total**

1 % Native Hawaiian or Other Pacific Islander

12 % White

4 % Two or more races

Other Student Demographics

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83 % Percent of Students Qualifying for Free or Reduced Lunch
10 % Percent of Students Receiving Special Education (IEP students)
95 % School Attendance Percentage
4 % School Mobility Percentage
11 % Percent of Students that are Limited English Proficient (LEP)

School Personnel

58	Classroom Teachers	0	Family / Parent Liaison
4	Special Education Teachers	1	Reading Specialists
14	Specials (Art, Music, PE, etc.)	3	Teacher Aides
2	Assistant Principal	2	Counselor
1	Social Worker	3	Support Staff
1	Technology Specialists	2	Facilitators
1	Dean		

School Grade Levels and Enrollment

Serve students in grades 6-8
925 Total Enrollment

Strategic Plan Goals

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SMART Goal (1):
Duty Free Lunch for Teachers

Provide a duty-free lunchtime for all teachers, with a goal of 75 minutes per week. (House Bill

Goal 1: Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.

Focus Areas: College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps

Goal 2: Recruit, develop, and retain a premier workforce.

Focus Areas: Recruitment, Professional Development, Retention, New Career Pathways, Leadership Development

Goal 3: Cultivate partnerships with families, businesses, and faith-based or community organizations to provide a sustainable system of support and care for each child.

Focus Areas: Family Engagement, Communications, Partnership Development, Philanthropic Foundation

Goal 4: Promote a system-wide culture of safety, high engagement, customer service, and cultural competence.

Focus Areas: Physical Safety, Social and Emotional Health, High Engagement, Customer Service, Cultural Competency

Goal 5: Optimize district performance and accountability by strengthening data use, processes and systems.

Focus Areas: Effective & Efficient Processes and Systems, Strategic Management of District Resources, Data Integrity and Utilization, School Performance Improvement, Disproportionality

Goal 6: Inspire and nurture learning, creativity, innovation and entrepreneurship through the expansion of strategic school design.

Focus Areas: Learning everywhere, all the time, Innovation and Entrepreneurship, Strategic School Design

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	238)
Strategic Plan Goal:	Goal 2: Recruit, develop, and retain a premier workforce.
Strategic Plan Focus Area:	Focus Areas: Recruitment, Professional Development, Retention, New Career Pathways, Leadership Development
Data Used:	Teacher-Parent-Student Surveys, MAP assessments, EOG Assessment Results

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. Each grade level will create a plan for rotation so that all teachers will have at least three duty free lunch periods per week (M,W or T, Th), with the understanding that everyone has duty free lunch on Friday with coverage from administrators and support staff.	6 th - R. Felder 7 th - K. Fruendt 8 th - C. Abney	Decrease in Office Referrals. High student engagement observed during classroom walk-through and formal observations.	N/A	All teachers	Weekly from October 1- June 9
2. Support staff, administrators, and security personnel will monitor students while teachers are relieved from supervisory lunch duty.	Williams/Principal	Decrease in Office Referrals. High student engagement observed during classroom walk-through and formal observations.	N/A	Administrators and support staff	Every Friday
3. Teachers will still be responsible for dropping students off and supervising the lunch line on their assigned duty days.	Williams/Principal	Adequate supervision will take place in spite of fewer staff members being present.	N/A	Security personnel and teachers on duty	Daily



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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 providing an average of at least five hours of planning time per week.
Strategic Plan Goal:	Goal 1: Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.
Strategic Plan Focus Area:	College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps
Data Used:	Teacher-Parent-Student Surveys, MAP assessments, EOG Assessment Results

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. Content PLCs (6 th , 7 th , 8 th) • Will meet for a period of no longer than 45 minutes during the planning block	<u>Dept. Chairs</u> ELA- Carrick SS- Crumley Sci.- Harwell Math- Hovey/Salters	Agendas Minutes Action Items Develop weekly lesson plan outline with attached resources MAP Data Mini Assessments Benchmark Assessments	N/A	All core teachers	Weekly Oct.1- June2
2. A. Grade Level PLCs (6 th , 7 th , 8 th) B. Elective Team PLC	6 th -Colton 7 th -Morgan 8 th - Tymes Elective-Pinson	Agendas Minutes Action Items	N/A	All classroom teachers	Weekly Oct.1- June2
3. R.T.I. (Intervention Team) • Meet bi-weekly • Progress monitor each week • Utilize MAP and behavior data	Title 1 Literacy Facilitator/ Tausha Wright	Agendas Minutes Action Items (Student Monitoring) Parent Involvement MAP data Tiered Interventions (I,II,III) Mini/Benchmark Assessments	N/A	All classroom teachers and support staff	Weekly Oct.1- June2

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SMART Goal (3): <i>Anti-Bullying / Character Education</i>	Provide a positive school culture, under CMS regulation JICK-R, by promoting a safe learning and work environment free of bullying and harassing behaviors. Reduce referrals for bullying by 15%. Insight survey reflects that 80% of our staff strongly agree that our school is a good place to teach and learn.
Strategic Plan Goal:	Revised Strategic Plan Goal 4- Promote a system-wide culture of safety, high engagement, customer service, and cultural competence.
Strategic Plan Focus Area:	High Academic Achievement and Academic Growth will increase as a result of addressing student and staff emotional, social, and physical needs to ensure learning can take place.
Data Used:	School Safety Audits, Suspension Rates, Teacher-Parent-Student Surveys, MAP assessments, EOG Assessment Results

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. <u>Bully Liaison / Bully-prevention</u> Zero Tolerance Policy Enforced Guidance Classroom Lessons Small group sessions Pull students who exhibit bullying-behavior problems and share some positive intervention strategies with them for a 30 minute session, twice a week. Peer mentoring program Peer mediation October Activities for Bullying Prevention Month/Yearlong activities (ongoing) Bullying box (anonymous reports) PBIS behavior incentives SRO/Police involvement in classroom guidance Ripple Effects Curriculum Bi-Weekly Student (character) of the month	Nichelle Littlejohn Kristie Williams Counselors	Decrease in Office Referrals for bullying. 100% of students feel safe at our school on safety audit. More frequent bullying reports submitted by students. Weekly and Quarterly PBIS incentives. Bi-weekly student (character) spotlight	N/A	K. Williams N. Littlejohn M. Williams P. Williams W. Dawson C. Belle D. Crumley T. Overcash	August '15 Oct 30 th '15 Jan 22 nd '16 March 28 th '16 June 9 th '16

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2. <u>Character Education</u> Advisory Teachers will implement Making It Better Curriculum to begin the school year (Sept./Oct.). Students will engage in character ed discussions, lessons and activities. Grade Level Teams will select students who have exhibited character ed. for awards ceremonies. Student Celebrations will happen quarterly for students making the right choices. Ripple Effects curriculum for students in ISS.	Nichelle Littlejohn K. Williams	Quarterly Surveys indicate Positive School culture and climate. High attendance at quarterly student celebrations.	N/A	Abney, Felder, Fruendt, M. Williams, S. Ervin, W. Dawson Teachers on each grade level	August '15 Oct 30 th '15 Jan 22 nd '16 March 28 th '16 June 9 th '16
3. Healthy Active Children 30 min. a day Students will engage in 15 minutes of outside time after lunch. Teachers will implement PEAK strategies within daily lessons.	Williams/Principal	Decrease in Office Referrals. High student engagement observed during classroom walk-through and formal observations.	N/A	Classroom Teachers	August '15-June '16
4. School Health Team Screening students for needs Providing training and resources to staff and students. Classroom Lessons regarding hygiene, diet, and safety. Healthy food options in the cafeteria and for celebrations.	Nurse Jones, School Nurse Daphney Torres, PE coach	Student Needs being Met. Health Care Services are being provided. Overall wellness is seen with staff and students.	N/A	Mr. Chong and Cafeteria workers Torres and Tolentino Classroom Teachers	August '15-June '16
5. Culture of Care All McClintock staff members will engage in Culture of Care modules at faculty meetings. Public praise at faculty meetings All In All Star Shout out memos Frequent classroom observations (informal) with praise and constructive feedback on performance Jeans passes	Williams/Principal	Higher staff retention rates Higher approval ratings on Insight Survey Fewer FAC concerns Stronger school culture Fewer teachers leaving CMS or the profession	Donations from PTO and McPIE	Teachers Abney Felder Fruendt	August '15-June '16



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SMART Goal (4): <i>Monitor and assess student mastery</i>	All teachers, working in teams, will differentiate and align learning activities with Common Core and Essential Standards by monitoring and analyzing student mastery data and eliminate achievement gaps among socioeconomic and ethnic subgroups. 10% increase in proficiency for ELL and minority performance on EOG assessments.
Strategic Plan Goal:	Goal 1: Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.
Strategic Plan Focus Area:	College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps
Data Used:	MAP assessments and EOG Assessment Results



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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)
1. Teachers will work in teams (PLC's) to ensure alignment to Common Core and Essential Standards as they are written.	Williams/Principal	PLC minutes Team plans Increased rigor Higher levels of student achievement	Regular school funds	Abney, Felder, Fruendt, Gibson, Wright, Hovey, Salters	August '15 – June '16
2. Use data trackers to show student's level of mastery on the standards based assessments.	PDF/Gibson LF/Wright	Team plans resulting in overall higher achievement for all students, 75% on grade level reading, math and 8 th grade science EOG	Regular school funds	Administrative Team, Teachers	October 7, '15, Jan. 20, '16, March 1, '16, April 20, '16
3. Analyze data from tracking forms in PLC teams within a week of benchmark (common assessments).	PDF/Gibson LF/Wright	PLC meeting notes with evidence of: • Discussion of data trackers • Plans created based on data discussion	Regular school funds	Teachers Felder, Fruendt, Abney, Williams	October 7, '15, Jan. 20, '16, March 1, '16, April 20, '16
4. Adjust curriculum according to student data. • Utilize flexible grouping for reteaching in advisory and extended day tutoring. • Use MAP data, exit tickets, benchmark (common) assessment data to inform and adjust instruction. • Utilize learning labs and ELL classes to assist in providing remediation for students performing below grade level expectations. • Identify students performing in the bottom quartile and design interventions and advisory groups for these students. • Evaluate students for learning styles and makes adjustments to	Grade Level PLC's Abney, Felder, Fruendt	Lesson plans showing adjustments. Flexible groups Learning labs for ELL students Support for EC and ELL students Lowest performing subgroups (ELL, AA males)	Title I – SchoolNet Scanner Extended Day funds	Teachers, S. Muhammad, A. Mayr, N. Copeland, L. Close	October '15- May '16

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instruction based on preferred learning styles.					
5. Align activities and tasks to both: - Common Core and Essential Standards - Individual student needs based on data	Content PLC's	Lesson plans showing differentiation (student names and data analysis) Activities and tasks based on an adjusted curriculum Individual needs assessments (documented interventions)	N/A	All teachers	August '15 – June '16
6. Utilize half day planning days in order to create 6 week action plans to reteach and enrich students.	Williams/Principal	PD plans for each workday	N/A	Abney, Felder, Fruendt, Gibson, Wright	October 7, '15, Jan. 20, '16, March 1, '16, April 20, '16
7. Create and implement culturally relevant lessons to promote global awareness and to better engage our lower performing subgroups.	Grade level PLC's ELL committee	Culturally relevant lesson plans	N/A	ELL committee Instructional Leadership team	November 2015 December 2015 February 2016

SMART Goal (5): <i>Parent and Community Engagement</i>	Maximize parent engagement to foster a culture of faculty, staff, and parent appreciation to build trust and positive communication. Teacher retention rate will be over 90%.
Strategic Plan Goal:	Goal 4: Promote a system-wide culture of safety, high engagement, customer service, and cultural competence.
Strategic Plan Focus Area:	College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps
Data Used:	Insight survey results and PTO membership

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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)
1. Institute monthly appreciation for faculty, staff, and parents. • Teacher spotlight • Giving tree • Breakfast, lunch, treats	Tammie Holt, PTO	Executed monthly acts of appreciation Parent survey results Newsletter "shout-outs"	Donations Fundraisers	PTO McPIE	October '15 – June '16
2. Institute "PTO happenings". • Facebook posts (weekly) • Connect ED blurbs • Quarterly newsletters • Same day take home folders	Tammie Holt, PTO Paul Williams	Social media, Connect ED, newsletter content Take home folders on Wednesdays including PTO info. and graded work	Title I - \$1,500 for quarterly newsletters	PTO McPIE Mario Black Paul Williams Newsletter staff All teachers	October '15 – June '16
3. Institute partnership with the principal to maintain consistent and clear communication.	Tammie Holt, PTO	Monthly meetings/minutes	N/A	Paul Williams	October '15 – June '16
4. Develop recognition system for parents who participate in PTO efforts. • Quarterly newsletter shout out • Facebook post – profile of a Mighty Scot Parent	Tammie Holt, PTO	Tracking system of implementation Newsletter content	N/A	Mario Black Paul Williams Newsletter staff	October '15 – June '16



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McClintock Middle School - 600 Waiver Requests

Request for Waiver
1. Insert the waivers you are requesting <i>Maximum Teaching Load and Maximum Class Size (grades 4-12) [required for all schools with grades 4-12]</i>
2. Please identify the law, regulation or policy from which you are seeking an exemption. <i>115C-301(c and d) Maximum Teaching Load and Maximum Class Size [required for all schools with grades 4-12]</i>
3. Please state how the waiver will be used. <i>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.</i>
4. Please state how the waiver will promote achievement of performance goals. <i>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.</i>



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