

School Improvement Plan



2015-2016

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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{Northeast Middle} Contact Information

School:	Northeast Middle	Courier Number:	479
Address:	5960 Brickstone Drive	Phone Number:	980-343-6920
	Charlotte, NC 28227	Fax Number:	980-343-3264
Learning Community	East	School Website:	http://schools.cms.k12.nc.us/northeastMS/Pages

Principal:	Alicia McCree
Learning Community Superintendent:	East

{Northeast 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	Alicia McCree	aliciad.mccree@cms.k12.nc.us	
Assistant Principal Representative	Steven Crane	s.crane@cms.k12.nc.us	
Teacher Representative	Sarah Hood	sarahe.hood@cms.k12.nc.us	9-9-15
Inst. Support Representative	Joye Henderson	joye.henderson@cms.k12.nc.us	9-9-15
Teacher Assistant Representative	Pamela Andre	pamelal.andre@cms.k12.nc.us	10-1-15
Parent Representative	Michelle Jones	Jonesmicaela12@yahoo.com	9-9-15
Parent Representative	Michael Allsbury	allsbury@gmail.com	10-1-15
Parent Representative	Rebecca Jones	rebeccajones@yahoo.com	10-1-15
Parent Representative	Susan Dobbins	Not Provided	10-1-15

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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: Our vision is to provide all students with a challenging and practical education that promotes citizenship, responsibility, and the ability to make sound decisions in life

Mission Statement

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

School: Our mission is to provide students with the 21st century skills to be successful and competitive in high school, college and the workforce

{Northeast Middle} Shared Beliefs

- All students can learn
- Student learning is the top priority for our district
- Students learn best when they are actively engaged in the learning process
- A safe, orderly and physically comfortable environment is essential to promoting maximum student learning
- Students learn in different ways and should be provided with a variety of instructional approaches to support their learning
- Effective curriculum and instructional approaches, that are varied, support learning
- All resources should be maximized and used to improve student achievement

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{Northeast Middle} SMART Goals

- Provide duty-free lunch for teachers each week
- Provide instructional planning for all teachers weekly
- Develop and implement a character education and anti-bully plan with monthly activities
- Increase the percent of students proficient across the school who score at or above proficient (Level IV or V) from 37.5 composite in 2014-15 to 47.5 in 2015-16; ELA from 37.2 to 47.2; Math from 29.7 to 39.7 and 8th grade Science from 53.5 to 63.5
- Increase the number of parents attending curriculum events by 10% over the course of the school year
- Increase the number of business/faith partnerships by 5% over the course of the school year
- Increase the teacher retention rate and retain high quality staff as measured by Northeast's State Report Card (high quality as evidenced by the state teacher proficiency percentage)

{Northeast Middle} Assessment Data Snapshot

Paste desired SIP data reports from Principal Portal here. Insert other related data points pertinent to your school here.



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Assessment	Subgroup	2014-2015		2013-2014		2012-2013		2011-2012	
		% GLP	% CCR	% GLP	% CCR	% GLP	% CCR	% GLP	% CCR
Grade 06 EOG Composite	All	38.4	30.5	44.8	37.6		31.1		68.3
	All	38.4	30.5	44.8	37.6		31.1		68.3
Grade 06 EOG Math	All	33.5	25.3	46.9	42.4		20.8		80.9
Grade 06 EOG Reading	All	43.3	35.6	42.6	32.8		41.5		73.7
Grade 07 EOG Composite	All	39.6	32.6	44.3	37.7		33.5		56.3
Grade 07 EOG Math	All	35.9	28.6	35.5	30.2		26.9		72.8
Grade 07 EOG Reading	All	43.4	36.5	53.2	45.2		40.2		62.9
Grade 08 EOG Composite	All	50.5	42.5	56.6	44.9		39.5		59.4
Grade 08 EOG Math	All	40.9	34.7	50	44		20.7		69.6
Grade 08 EOG Reading	All	47.5	39.4	46.8	32.1		32.6		68.1
Grade 08 EOG Science	All	63.2	53.5	73	58.4		65.3		78.9
EOC Math I	All	100	96.9	100	100		96		100
School EOG Reading Composite	All	44.8	37.2	47.7	36.8		38		68.1
School EOG Math Composite	All	36.9	29.7	44.1	38.8		22.7		74.4
School EOG Science Composite	All	63.2	53.5	73	58.4		65.3		78.9
EOG Composite	All	44.2	36.5	49.9	40.8		35.4		61.3
EOC Composite	All	100	96.9	100	100		96		100
School Composite	All	45.2	37.5	50.6	41.7		36.2		72.7

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Reading	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	754	7	10	294	210	34	198	522	65	102	30
Participation Percent	99	0	0	99	100	100	99	99	100	97	100
Participation Status	Met	insuf.	insuf.	Met	Met	Met	Met	Met	Met	Met	Met
Proficiency Denominator	671	6	10	255	184	33	182	453	51	83	29
Proficiency Percent	39.3	0	0	32.5	34.8	42.4	52.7	34.2	2.0	9.6	0
Goal Percent	55.1	43.2	69.3	40.4	43.0	56.5	65.2	42.9	27.6	30.3	92.5
Proficiency Status	Not Met	Insuf.	Insuf.	Not Met	Not Met	Met/CI	Not Met	Not Met	Not Met	Not Met	Insuf.
Math	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	754	7	10	294	210	34	198	522	65	102	30
Participation Percent	99	0	0	99	100	100	98	99	100	96	100
Participation Status	Met	Insuf.	insuf.	Met	Met	Met	Met	Met	Met	Met	Met
Proficiency Denominator	670	6	10	255	184	33	181	452	51	82	29
Proficiency Percent	31.0	0	0	25.1	25.0	33.3	44.8	25.7	2.0	3.7	0
Goal Percent	53.9	41.6	77.0	37.8	46.1	53.6	63.0	42.1	34.0	30.0	93.3
Proficiency Status	Not Met	Insuf.	Insuf.	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Insuf.
Science	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	266	1	4	100	76	13	72	178	25	44	10
Participation Percent	98	0	0	98	100	0	94	98	0	95	0
Participation Status	Met	insuf.	insuf.	Met	Met	insuf.	Not Met	Met	insuf.	Met	insuf.
Proficiency Denominator	235	1	4	87	66	12	65	151	20	38	10

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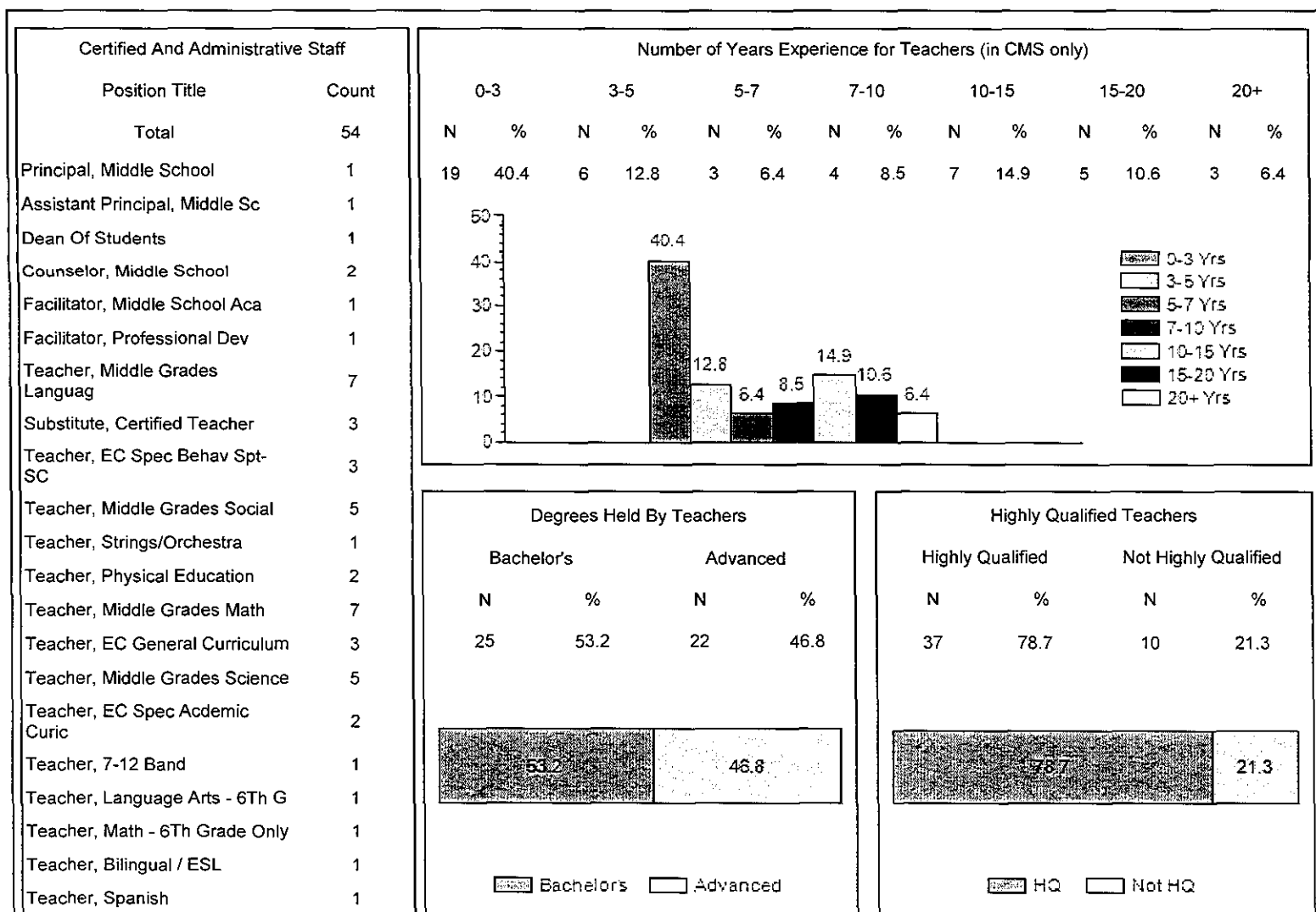


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Proficiency Percent	54.5	0	0	43.7	50.0	0	70.8	49.0	0	21.1	0
Goal Percent	61.8	51.9	76.5	46.0	51.7	63.3	71.7	50.0	33.2	36.4	94.4
Proficiency Status	Not Met	Insuf	Insuf.	Met/CI	Met/CI	Insuf.	Met/CI	Met/CI	Insuf	Not Met	Insuf.
Current Year EOC	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Participation Denominator	32	0	1	6	10	1	14	13	0	0	7
Participation Percent	100	0	0	0	0	0	0	0	0	0	0
Participation Status	Met	~	Insuf	Insuf.	Insuf.	Insuf.	Insuf.	Insuf.	~	~	Insuf.
Attendance	ALL	AMIN	ASIA	BLCK	HISP	MULT	WHITE	EDS	LEP	SWD	AIG
Rate	95.7	~	~	~	~	~	~	~	~	~	~
Status	Met	~	~	~	~	~	~	~	~	~	~

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Teacher, CTE Business Educatio	2	
Teacher, Theater Arts	1	
Teacher, 7-12 Art	1	



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{Northeast Middle} Profile

This narrative should include a description of student and staff demographics, recent achievement(s), and staff qualifications.

Northeast is a regular (non-magnet) middle school with a very diverse population in terms of socio-economic status, parental education, and home environment. As a result, we received Title 1 status for this school year. The total

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enrollment of Northeast Middle School is 718 students. While Northeast is located on the outskirts of Mint Hill, our feeder areas cover a very broad range of neighborhoods.

The student population of Northeast is comprised of 42.3% African-American, 29.2% Hispanic, 25.8% White, 18.0% Multi-racial, 12.0% American Indian, 1.5% Asian, 0.4% Pacific Islander, LEP 7.9%, and 14.1% EC. Our academic program offers both honors and regular level classes for ELA and Math. Northeast also offers an SBS self-contained program, an Inclusion model program, and an extensive Exceptional Children's program, including SAC. Northeast also offers English as a Second Language classes.

We have an active dedicated staff that is committed to ensuring success for all of our students. Our PTSA is an active component of our school program, as well as the School Leadership Team. We offer a variety of athletic teams, and our fine arts department offers Blue Masque Drama Team, Band, Jazz Band, and Orchestra. Students can also get involved in other opportunities by joining various clubs, such as NAL (National Academic League), Honor Society, Student Council, Math Counts, Chess and Yearbook.



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Strategic Plan 2018: For a Better Tomorrow

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

Four focus areas:

- I. College- and career-readiness
- II. Academic growth/high academic achievement
- III. Access to rigor
- IV. Closing achievement gaps

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

Three focus areas:

- I. Family engagement
- II. Communication and outreach

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

Five focus areas:

- I. Proactive recruitment
- II. Individualized professional development
- III. Retention/quality appraisals
- IV. Multiple career pathways
- V. Leadership development

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

Five focus areas:

- I. Physical safety
- II. Social and emotional health
- III. High engagement

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III. Partnership development	IV. Cultural competency V. Customer service
Goal 5: Optimize district performance and accountability by strengthening data use, processes and systems Four focus areas: <ol style="list-style-type: none"> Effective and efficient processes and systems Strategic use of district resources Data integrity and use School performance improvement 	Goal 6: Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign Four focus areas: <ol style="list-style-type: none"> Learning everywhere, all the time Innovation and entrepreneurship Strategic school redesign Innovative new schools

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:	Goal 4- Promote a system-wide culture of safety, high engagement, customer service, and cultural competence
Strategic Plan Focus Area:	Culture and high engagement of staff
Data Used:	Insight Surveys/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. Cover lunch for all teachers on the day that they have chosen for the week	Ms. McCree-Principal	Students are safely monitored during lunch, and teachers have the opportunity for a duty-free lunch period	N/A	Admin Team- Ms. McCree Mr. Crane Ms. White	September-December 2015 and January-June 2016



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2. Work with team leaders to develop a daily schedule for duty-free lunch covered by the team	Mr. Crane- Assistant Principal	Students are safely monitored during lunch, and teachers have the opportunity for a duty-free lunch period	N/A	Team Leaders- Ms. Sanders Mrs. Horton Mrs. Mills Mr. Teti	September- December 2015 and January- June 2016

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, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.
Strategic Plan Goal:	Goal 1- Maximize academic achievement in a personalized 21 st century learning environment for every child to graduate career and college ready
Strategic Plan Focus Area:	Teachers and Leaders will lower the achievement gap of the lowest performance subgroup compared to the highest
Data Used:	Insight Surveys, MAP/EOG data



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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) • Interim Dates
1. Provide specific instructional planning days that focus on teaching/learning • Mondays- teachers plan by subject for the following week's instruction • Tuesdays- teachers review student performance data (MAP, Common/Interim Assessments, Benchmarks/Exit tickets) *Protocols are used to guide discussions	Ms. McCree-Principal	Effective classroom instruction will be shown through walkthrough data and EOG data will show growth and increase proficiency rate	Instructional Funds/ Title 1 Funds	Admin Team- Ms. McCree Mr. Crane Ms. White Ms. Henderson Mrs. Huffstetler	September 2015- June 2016 • Dec 2016 • Mar 2016
2. Provide individual planning each week • Each Friday	Ms. McCree-Principal	Effective classroom instruction will be shown through walkthrough data and student EOG data will show growth and increase in proficiency rate	N/A	All Teachers	September 2015- June 2016 • Dec 2016 • Mar 2016
3. Meet with teachers four times weekly for instructional planning, data analysis, PD, and team meetings • PD held on Thursdays and	Ms. McCree-Principal Mr. Crane- AP Ms. White-Dean	Effective classroom instruction will be shown through walkthrough data and student EOG data will show growth and increase	N/A	All Teachers	September 2015- June 2016 • Dec 2016

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Teams meet on Wednesdays	Joye Henderson-PDF Mrs. Huffstetler- AF	in proficiency			• Mar 2016
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:	Goal 4- Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors				
Strategic Plan Focus Area:	Physical Safety, Social and Emotional Health, High Engagement, Customer Service, Cultural Competency				
Data Used:	Suspension Data, Bullying Forms, Student Surveys				

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 • Develop a character education committee and teach character traits and anti-bullying concepts via morning news	Mr. Smoot-Counselor	Students will exemplify positive behaviors and there will be minimal office referrals and/or bullying reports	Donations	Character Education Committee and Guidance Department	October 2015- June 2016 • Dec 2016 • Mar 2016

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2. Character Education <ul style="list-style-type: none"> Develop a school plan inclusive of rewards/incentives 	Mrs. Roberts-Counselor	Students will exemplify positive behaviors and there will be minimal office referrals	Donations	Character Education Committee and Guidance Department	October 2015-June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
3. Healthy Active Child 30 min. <ul style="list-style-type: none"> Develop a daily PA schedule tied to each lunch period 	Mr. Crane- AP	All students will receive physical activity each day to increase their classroom attentiveness	N/A	All Teachers	September 2015-June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
4. School Health Team	Mr. Fant- CTE Teacher	Increase awareness and education for all staff and students about healthy living habits	N/A	School Health Team	October 2015-June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
SMART Goal (4):					
Strategic Plan Goal:	Goal 1- Maximize academic achievement in a personalized 21 st 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:	Common Assessment Data, MAP Data, EOG Data				



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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) • Interim Dates
1. Identify and monitor targeted subgroups and low achieving students by addressing their learning needs via differentiated strategies <ul style="list-style-type: none"> Implement a school-wide academic and extension and enrichment program for all students to target below grade level students Implement web-based programs: Compass Learning, Castle Learning, Leveled Literacy, and Discovery Education Develop and implement the DDI process for all EOG tested areas 	Ms. McCree-Principal Mr. Crane- AP Ms. White-Dean Mrs. Huffstetler- AF Ms. Henderson-PDF Ms. Ballard-Math Department Chair Mrs. Horton-ELA Chairperson Mrs. Vaulx-Science Department Chair	On Math, ELA and 8 th Grade Science common assessments, student will score a minimum of 80% for mastery MAP data will be used to drive differentiated instructional strategies and Compass Learning tasks High quality teaching in AE&E with 80% mastery on Do Nows/Exit tickets, and Common Assessments	Instructional Funds/ Title 1 Funds	All math, ELA, 8 th grade science teachers and Admin team	October 2015- May 2016 • Dec 2016 • Mar 2016



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<p>2.Utilize Professional Learning Communities to:</p> <ul style="list-style-type: none"> • Focus on best instructional practices/instructional strategies and alignment with CCSS • Disaggregate data • Create/Use Common assessments based on objectives • Performance tasks 	<p>Ms. McCree-Principal Mr. Crane- AP Ms. White-Dean Mrs. Huffstetler-AF Ms. Bellard-Math Chair Mrs. Horton-ELA Chair Mrs. Vaulx-Science Chair</p>	<p>High-quality teaching</p> <p>Common assessments will show 80% mastery</p>	<p>Instructional Funds/ Title 1</p>	<p>Department Chairs</p> <p>Instructional Facilitators</p>	<p>September 2015- June 2016</p> <ul style="list-style-type: none"> • Dec 2016 • Mar 2016
<p>3.Provide teachers with professional development opportunities focused on implementing best instructional and behavioral practice in the classroom</p> <ul style="list-style-type: none"> • PD topics: Rigor, Differentiation, PLC's, Classroom Management, PEAK, DDI, and Building Relationships 	<p>Ms. Henderson-PDF Mrs. Huffstetler-AF</p>	<p>Increase student performance/mastery in all content areas</p> <p>High-quality teaching</p> <p>Walkthrough/Coaching Data will show implementation of skills</p> <p>Quality lesson plans</p> <p>Teacher evaluations will reflect the implementation of PD in daily instruction</p>		<p>Instructional Facilitators</p>	<p>September 2015- June 2016</p> <p>*Dec 2015 March 2016</p>



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SMART Goal (5):					
Strategic Plan Goal:	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				
Strategic Plan Focus Area:	Family Engagement, Communications, Partnership Development, Philanthropic Foundation				
Data Used:	Parent Surveys, % of Participation of Parents				

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. Provide opportunities for parents to get involved in the school <ul style="list-style-type: none"> Increase the number of parent volunteers at the school via classroom activities, office assistance, etc. Increase teacher participation with PTA events/meetings and membership drive Offer a flexible number of meetings for parents 	Ms. McCree-Principal Steve Crane-AP Sophia White-Dean Mrs. Wright-Parent Advocate	Increase of participation at curriculum events Increase with parent volunteers PTSA membership records will show increase Positive Parent Feedback through surveys, emails, and other correspondence	PTA Funds	Admin Team and Teachers	September 2015- May 2016 • Dec 2015 • Mar 2016

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<ul style="list-style-type: none"> • Increase the number of parents who attend school sponsored activities • Conduct PTSA Open Houses and Meetings • Invite parents to join committees, PTSA and the School Leadership Team • Communicate regularly through the student agenda, email, newsletters • Provide families with updates via Connect Ed • Provide updates about pertinent information regarding school activities • Increase the number of parents who participate in the Athletic Booster Club • Send out Connect Ed messages in Spanish 					
2.Support the CMS vision of responsiveness to parents and the community <ul style="list-style-type: none"> • Maintain regular communication with parents • Update and enhance 	Ms. McCree-Principal Mr. Crane- AP	Attendance records for school events Staff contact logs Web Pages for individual groups and teachers	N/A	Admin Team and Teachers	September 2015- June 2016 <ul style="list-style-type: none"> • Dec 2015 • Mar 2016



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<ul style="list-style-type: none"> school website Staff email/phone call response time is within 24 business hours 					
3. Administrative team will hold Q&A sessions with parents (Coffee with the Principal) in an effort to provide parents with an additional opportunity to communication with the administrative team	Ms. McCree-Principal Mr. Crane- AP	Parents will be provided an opportunity to access the administrative team providing a point of contact as needed for parent concerns or questions	Title 1 Funds	Admin Team	November 2015 and February 2016
SMART Goal (6):					
Strategic Plan Goal:	Goal 2- Recruit, develop, and retain a premier workforce				
Strategic Plan Focus Area:	Recruitment, Professional Development, Retention, New Career Pathways, Leadership Development				
Data Used:	Teacher Retention Data, Teacher Surveys, Staff Reflections				

Strategies (determined by what data)	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"> Task Task Task (PD) 					



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1. Provide intensive support for high quality teacher planning to ensure rigorous instruction meets students' individual needs <ul style="list-style-type: none"> Differentiated coaching based on walkthrough feedback Differentiated PD based on walkthrough feedback 	Ms. McCree-Principal Mr. Crane- AP Ms. Henderson-PDF Mrs. Huffstetler	Positive Teacher reflections Effective Lesson Plans High Performance	School Funds	Admin Team and Teachers	September 2015- June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
2. Provide high-quality, relevant professional development	Ms. Henderson-PDF Mrs. Huffstetler-AF	Lesson Plans Observation Data Teacher reflections MyPD Certificate	PD Funds	Admin Team and Teachers	September 2015- May 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
3. Provide an effective mentoring program for beginning teachers	Mrs. Huffstetler-PDF	Teacher Reflections will support effectiveness Improve Staff Attendance rate	PD Funds	Teachers and Admin Team	September 2015- June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
4. Provide opportunities for teacher/staff recognition/celebrations and Teacher of the Month	Ms. McCree-Principal	Teacher Reflections will support effectiveness Improve Staff Attendance rate	Horace Mann	Teachers and Admin Team	October 2015- May 2016 <ul style="list-style-type: none"> Dec 2016 Mar

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					2016
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:	Progress Reports, Report Cards, Assessments				

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 • Pre/Post assessments created in School Net aligned to objectives • Teachers will develop an assessment calendar for each 9-week (quarter) grading period and share it with students and parents • Teachers will provide students the opportunity to demonstrate mastery of their learning. Teachers must provide additional	Ms. McCree-Principal Ms. Henderson-PDF Mrs. Huffstetler-AF	Specific Assessments Created and Implemented • Will be standards-based and measure students' level of understanding on specific learning objectives • Pre/Post tests will be administered for chapter and units of study, with multiple assessment opportunities	School Funds	Facilitators/ Team Leaders	October 2015- May 2016 • Dec 2016 • Mar 2016



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<p>learning opportunities and re-teaching and enable students to retake formal assessments where they have not demonstrated objective mastery. One retest will be given to demonstrate mastery. The higher grade will be the final assessment score up to 84%</p>		<p>provided through the course of study. Teachers are encouraged to use School Net for common assessments</p> <ul style="list-style-type: none"> Teachers will provide varied differentiated learning opportunities (Universal Access/Tier1 interventions) to all students and provide multiple forms of assessments in order for mastery to be realized The Administrative Team will work with Grade level and Elective Team Leads and teachers to develop consistent procedures for re-teaching and retesting students Teachers will use a data tracker to monitor achievement 			
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		by objective in order to facilitate remediation and intervention plans			
2. Data disaggregation <ul style="list-style-type: none"> Process of monitoring student achievement by objective in order to facilitate remediation/intervention plans (i.e. RTI) 	Ms. McCree-Principal Mr. Crane- AP Ms. White-Dean	Admin Team with Facilitators will deliver PD for implementing process of data analysis and disaggregation	School Funds	Admin Team, Facilitators, All Teachers	September 2015-June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016
3. Flexible grouping <ul style="list-style-type: none"> Process of grouping students according to academic need by objective 	Ms. McCree-Principal Mr. Crane- AP Team Leaders	<p>The AE&E block within the master schedule is set-up to provide flexible grouping of students according to academic need.</p> <p>Wednesday Team Meetings are designated to discuss students needed additional behavior and/or academic support. A discussion format guided minutes form has been developed for these Tier 2 discussions as part of the MTSS school process</p> <p>Students who receive additional academic support</p>	School Funds	Admin Team, Facilitators, Team Leaders	September 2015-June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016



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		before taking a re-test will improve their learning as demonstrated by an improved formal assessment score			
<p>4. Late and make-up work</p> <p>School expectations for holding students accountable for completing assignments:</p> <ul style="list-style-type: none"> The purpose of homework is to practice and review skills taught in class Late work and make-up work will be accepted by all teachers within five school days of an assignment's due date with a maximum deduction of one letter grade. A student who misses homework or other assignments or due dates because of absences, whether excused or unexcused, will be allowed to make-up the work. Each PLC/teacher will put in place a system for collecting missed work from students when they are absent. Arrangements will 	<p>Ms. McCree-Principal</p> <p>Mr. Crane-AP</p>	<p>Accepting late and make-up work for academic credit provides opportunities for students to avoid grades of zero, which have a high negative impact on a grade's correlation to student learning</p> <p>When grades of zero are eliminated then the student is assessed 100% for the work that was produced resulting in a higher level of grade reliability and validity</p>	N/A	Admin Team, Facilitators and Team Leaders	<p>September 2015- June 2016</p> <ul style="list-style-type: none"> Dec 2016 Mar 2016



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include a schedule for completion of the work <ul style="list-style-type: none"> In all circumstances, homework and other assignments should be accepted, even when turned in after the designated due date. For late work submitted more than 5- school days after the due date students will earn a grade of 50% in place of zero 					
5. Grade reporting <ul style="list-style-type: none"> Set expectations for the timeliness of recording grades in PowerSchool (initial grades and final grades after retest if applicable) Northeast Teachers <ul style="list-style-type: none"> Will record grades in Power School within five to seven school days of the assignment's due date Will provide additional practice for students who do not achieve initial mastery (80%) Will not use grades in a 	Ms. McCree-Principal Steven Crane-AP Ms. White-Dean	Parents and students are kept informed of student academic performance and progress well in advance of the posting of quarter, semester and final year grades Consistent Grade Reporting will enable additional support systems to be put into place when students fall short of expected results throughout all courses Recording the required minimum grade assures	District and State grading system	Admin Team, Facilitators, Team Leaders	September 2015- June 2016 <ul style="list-style-type: none"> Dec 2016 Mar 2016



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<p>punitive manner to address misbehavior</p> <ul style="list-style-type: none"> • Shall assign an initial score of zero (0) to an assignment or assessment on which a student made no attempt or which is missing • Will not assign a final score lower than fifty (50%) to an assignment or assessment on which a student made a concerted attempt • Will ensure that by the end of the market period students will have a minimum number of grades: <ol style="list-style-type: none"> 1. 4-Formal Assessments for all courses 2. Minimum of 12-combined grades for all courses 3. 65% of the final grade will be from formal assessment 4. Will communicate with the Exceptional Children team often, 		<p>multiple opportunities to demonstrate learning</p> <p>Multiple opportunities to demonstrate learning also results in a higher level of grade reliability and validity</p>			
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documenting meetings and planning sessions to develop modified assignments and assessments that accurately reflect a student's performance, based upon students' individualized education plans (IEP's)					
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{School Name} - 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]*



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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.*

Approval of Plan

Committee Position	Name	Signature	Date
Principal	Alicia McCree	Alicia McCree	10-12-15
Assistant Principal Representative	Steven Crane	St Cr	10-12-15
Teacher Representative	Sarah Hood	Sarah Hood	10-12-15
Inst. Support Representative	Joye Henderson	Joye Henderson	10-12-15
Teacher Assistant Representative	Pamela Andre	Pamela L. Andre	10-12-15
Parent Representative	Michelle Jones	Michelle Jones	10-12-15
Parent Representative	Sheila Allsbury	Sheila Allsbury	10/12/15
Parent Representative	Michelle Johnson	Michelle Johnson	10/12/15
Parent Representative	Susan Dobbins	Susan Dobbins	10/12/15

Quarter 2 Review

Committee Position	Name	Signature	Date
Principal	Alicia McCree		
Assistant Principal Representative	Steven Crane		