

2014 - 2016 Southwest Middle School Improvement Plan

Southwest Middle School School Contact Information

School	Southwest	School Code	360498
Street Address	1 Roadrunner Drive	Phone Number	704.866.6290
City, State, Zip Code	Gastonia, NC 28052	Fax Number	704.866.6293
Principal Email	rlhuffstetler@gaston.k12.nc.us	Principal	Rebecca Huffstetler

Southwest Middle School: School Improvement Team Membership

From GS 115C-105.27: "The principal at 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 Positions	Name	Email Address	Date Elected
Principal	Rebecca Huffstetler	rlhuffstetler@gaston.k12.nc.us	7/1/2013
Assistant Principal	Patrick Watson	powatson@gaston.k12.nc.us	8/1/2014
Assistant Principal	Shavon O' Brien	ssobrien@gaston.k12.nc.us	8/1/2014
Teacher Representative	Dina Cobb	dacobb@gaston.k12.nc.us	6/1/2014
Teacher Representative	Dori Presswood	dmpresswood@gaston.k12.nc.us	6/1/2014
Teacher Representative	John Falter	jwfalter@gaston.k12.nc.us	12/1/2013
Teacher Representative	Lisa Coley	lscoley@gaston.k12.nc.us	6/1/2014
Teacher Representative	Leigh Ann Fender	alczekaj@gaston.k12.nc.us	6/1/2014
Teacher Representative	Angela Harrell	acharrell@gaston.k12.nc.us	6/1/2013
Instructional Support Representativ	Matilda Manning		non-voting member
Parent Representative	TBD		

2015 - 2016 Southwest Middle School Improvement Plan

Gaston County School's Values

				Beliefs			Four C's				
				Safety			Commitment				
				Diversity			Community				
				Innovation			Communication				
				Collaboration			Choice				
				Excellence							

Gaston County School's Vision and Mission Statement

Vision: The vision of Gaston County Schools is to inspire success and a lifetime of learning

Mission: Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment

Southwest Middle School's Mission and Vision Statement

Vision : Southwest Middle School will equip students academically and socially to become productive citizens ready and able to compete in a global job market.

Mission: Southwest Middle School will provide all students with a quality education that will empower them to become goal oriented, productive and well adjusted young citizens.

Southwest Middle School SMART GOALS

Based upon data analysis our focus will be upon the following outcomes:

Proficiency 80%

1

2

3

Growth 20%

1

2

3

2015 - 2016 Southwest Middle School Performance Grade Improvement Plan - Data Analysis

Total Students	799	American Indian	2	Male	396	Percent FRL	56 / CEP - Y	Gaston County Statistics	
		Asian	2	Female	403	Percent LEP	4	Total Population	211,127
6th Grade	260	Hispanic	142			Percent AIG	9	Employment Rate	94%
7th Grade	257	Black	290			Percent EC	12	Median HH Income	\$41,017
8th Grade	282	White	333					Bachelor's Degree+	18%
		Multi Racial	30						
		Pacific Islander	0			Years of Experience		Licensure	
						0-3 Years	30%	Fully Licensed	81%
Number of Teachers		Student to Teacher Ratio		Teacher Turnover Rate		4-10 Years	32%	Advanced Degrees	23%
47		17:1		33%		10+ Years	38%	National Board Certified	2
Percent of Classes Taught by Highly Qualified Teachers				100					
Attendance Rate		Dropout Rate		Retention Rate		Short-Term Suspensions			
94.33		NA		0.6		56			
School Performance Grade		SPG Performance Score		Growth Status		Growth Index			
2014-2015	D	2014-2015	44	2014-2015	Met	2014-2015	-1.73		
2013-2014	D	2013-2014	42	2013-2014	Not Met	2013-2014	-4.51		
Performance Composite - GLP					EVAAS Growth				
2014-2015 2013-2014 2012-2013					Subject	2014-2015	2013-2014	2012-2013	
EOG	35.6	35.7	32.2		Reading Gr. 6	1.4	-1.9	-2.1	
Reading	37.8	40	32.7		Reading Gr. 7	0.4	-2.5	-1.1	
Reading Gr. 6	37.4	41.4	34.2		Reading Gr. 8	1.5	0.9	4.4	
Reading Gr. 7	40.6	38.3	30.7		Math Gr. 6	2.0	2.9	-0.2	
Reading Gr. 8	35.7	40.5	33		Math Gr. 7	-2.6	-4.5	-3.3	
Math	27.2	28.6	28.2		Math Gr. 8	-1.2	-2.0	6.6	
Math Gr. 6	28.8	33.9	31.2		Science Gr. 8	-2.0	-2.7	0.1	
Math Gr. 7	31.3	26	27		Math I	-2.3	-0.0	-1.2	
Math Gr. 8	22.1	26.5	26.1						
Science Gr. 8	52.8	44.7	43.5						

Math I	85	88.8	53.9								
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Gaston County Schools Strategic Goals

Goal 1: Every student will graduate prepared for post-secondary opportunities

Focus Area	1.1 Increase the graduation rate
	1.2 Increase students completing Career and Technical Education courses and opportunities
	1.3 Increase the number of students who graduate from high school with post-secondary credit

Goal 2: Every member of our diverse student population has the opportunity for individualized instruction.

Focus Area	2.1 Increase the percentage of students reading on or above grade level by the end of the third grade
	2.2 Increase the strategies and tools available to ensure success of all students
	2.3 Increase opportunities for a wide variety of academic choices

Goal 3: Every employee is capable and committed to the education of the whole child.

Focus Area	3.1 Attract and retain a high qualified workforce in all schools, including high-needs areas, through increased incentives.
	3.2 Provide employees increased access to quality, research-based professional development
	3.3 Survey students annually to determine the level of administrator-student relationships, teacher-student relationships, and overall school classroom climate

Goal 4: Every school has up-to-date technology to support teaching and learning.

Focus Area	4.1 Ensure all schools have sufficient wireless coverage
	4.2 Increase the use of technology as a communication tool for all stakeholders
	4.3 Increase the number of teachers and students who effectively use digital learning tools

Goal 5: Every student has the opportunity to learn in a safe school environment.

Focus Area	5.1 Increase facility safety features
	5.2 Increase anti-bullying efforts at every school
	5.3 Increase community resources to maximize student support systems

2015 - 2016 Southwest Middle School Performance Grade Improvement Plan

Smart Goal # 1		80% portion of the School Performance Grade	
Strategic Plan Goal:		Goal #1	
Strategic Plan Goal focus area:		1.2, 1.3, 2.1, 2.2	
Current Status Reading:		37.8 percent of students were proficient in reading for the 2014-2015 school year	
Reading Goal:		50 percent of students will be proficient in reading by the end of the 2015-2016 school year.	
Current Status Math:		27.2 percent of students were proficient in math for the 2014-2015 school year	
Math Goal:		35 percent of students will be proficient in math by the end of the 2015-2016 school year.	
Current Status Science:		52.8 percent of students were proficient in 8th grade science for the 2014-2015 school year	
Science Goal:		63 percent of students will be proficient in 8th grade science by the end of the 2015-2016 school year.	
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
<p>READING: 1. Using STAR Reading data, all regular ed students whose Independent Reading Level (IRL) is below their current grade level will receive reading intervention from our Reading Teacher. EC and ESL students receive these services via Academic Support and ELL classes. 2. Close Reading strategies will be taught to teachers and incorporated into classroom instruction. The strategies will be used in all core classes 6-8. 3. Compass Learning will be used 60 minutes weekly for targeted students whose Normal Curve Equivalency (NCE) STAR Reading score is below 60. Compass Learning will be used during small group instruction, before and after school, during athletic study hall, during advisory, academic support, and during elective rotation.</p>	<p>1. Morgan McCarey - Reading Teacher; Trey Woody - ESL teacher; all ELA teachers 2. ELA, Science, Social Studies and Math teachers. Administration. Instructional Facilitator. Curriculum Facilitators. 3. ELA Teachers, Instructional Facilitator, Administration, Remediation TA</p>	<p>1. STAR Reading IRL; Remediation Data (attendance, interventions used, transition out data). 2. Teacher Attendance for Training; Evidence of implementation in classroom walk-throughs. 3. STAR Reading reports used to determine who is to use Compass Learning each month. Compass Learning usage and student performance reports</p>	<p>1.Monthly 2. Weekly - for classroom walk-throughs; Bi-weekly on CFAs; and Quarterly on benchmark assessments. 3. Monthly ; Weekly</p>
<p>MATH: 1. All math teachers will be trained on small group math instructional strategies to aid in the differentiation of daily math instruction. 2. Compass Learning will be used 60 minutes weekly for targeted students whose STAR MATH NCE score is below 60. Compass Learning will be used during small group instruction, before and after</p>	<p>1.Math teachers, district trainer, administration, math support teacher (when hired). 2. Math teachers, Administration, math support teacher (when hired), Remediation TA</p>	<p>1. Teacher attendance at training, evidence of implementation in walk-throughs and lesson plans. 2. Compass Learning usage and student performance reports</p>	<p>1. Weekly 2. Monthly and Weekly</p>

SCIENCE: 1. Close Reading strategies will be taught to all CORE teachers grades 6-8. We will utilize the same strategies in all core courses.	1. All core teachers, administration, curriculum facilitator and instructional facilitator	1. Teacher attendance at trainings; classroom walk-through data	1. Once trained, monitoring will occur weekly
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
ELA, Math, Science and Social Studies Teachers	Close Reading Strategies	GCS Curriculum and Instruction Department - whomever is best trainer	11/30/2015
Math teachers, Math Support	Small Group Math Instruction	Math Support Teacher - if hired and has those skills; or GCS Curriculum and Instruction Department - possibly Lisa Pennington	11/30/2015
Budget - Identify the funding necessary to implement the goal if applicable			
Budget Amount		Budget Source	
\$30,000 - Instructional TA		Title1/069 split	

Smart Goal # 1		80% portion of the School Performance Grade	
Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Performance Grade Improvement Plan			
Superintendent Signature/Date/Comments:			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:			
Executive Director Comments Signature/Date/Comments:			
Monitoring Date 1: January 2016			
What did the data tell you? List your data and be specific.			
Did the strategie(s) lead you toward your goal? How do you know?			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
Do the strategies need to be changed? If so, describe your process.			

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Monitoring Date # 2: July 2016

What did the data tell you? List your data and be specific.

Did the strategie(s) lead you toward your goal? How do you know?

Are the strategies being faithfully implemented? How do you know? What will you do if they're not?

Do the strategies need to be changed? If so, describe your process.

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Smart Goal # 1

80% portion of the School Performance Grade

November 2015

Executive Director Comments Signature/Date/Comments:

December 2015

Executive Director Comments Signature/Date/Comments:

February 2016

Executive Director Comments Signature/Date/Comments:

March 2016

Executive Director Comments Signature/Date/Comments:

April 2016

Executive Director Comments Signature/Date/Comments:

May 2016

Executive Director Comments Signature/Date/Comments:

2015 - 2016 Southwest Middle School Performance Grade Improvement Plan

Smart Goal # 2		20% Portion of the School Performance Grade	
Current Growth Status Overall:		-1.73	
Overall Growth Status:		Met Growth	
Current Growth Status Reading:		Growth was 1.1 Exceeded Growth	
Reading Growth Goal:		Exceed Growth by 1.5	
Current Growth Status Math:		Growth was -.6 Met Growth	
Math Growth Goal:		Exceed Growth by 1.1	
Current Growth Status Science:		Growth was -2 Growth Not Met	
Science Growth Goal:		Exceed growth	
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
Reading : 1. Add 100 classroom library books at the 3.5 IRL and below to all ELA classrooms to provide all students multiple genres on their reading level. This adds to the 400+ 'on grade level and above' fiction and non-fiction books per ELA classroom purchased last school year to support independent reading. 2. All students will monitor their NCE data from Star Reading and Star Math in their interactive notebooks. 3. Data Room will be configured to show NCE data, CFA data, and academic grades. Will be reviewed in weekly PLCs.	1. Principal, Reading Teacher, ELA teachers 2. IF, ELA Teachers 3. IF, ELA teachers	1. Purchase of classroom books 2. NCE data from Star Math report 3. NCE data, CFA data, academic grades	1. Will be purchased by December 1, 2015
MATH: 1.Using STAR Math Data, all regular education students whose NCE is between 40-60 will receive math remediation on foundational math skills. This will occur in the morning during Advisory time. Remediation will be given by elective teachers and certain support staff members. ** Requires change to master schedule 2. All students will monitor their NCE data from Star Reading and Star Math in their interactive notebooks 3. Data Room will be configured to show NCE data, CFA data, and academic grades. Will be reviewed in weekly PLCs.	1. Elective teachers, math teachers, math support teacher (when hired) 2. IF, Math teachers, Math Support (when hired) 3. IF, Math Support Teacher (when hired) and Math teachers	1. Star Math NCE reports, student participation, Increase in NCE progression 2. NCE score data from Star Reports, 3. NCE data, CFA data, and academic grades	1. Monthly 2. Monthly 3. Weekly
SCIENCE: 1. Teachers will participate in professional development on student engagement such as accountability partner talk, and choral, written and verbal response.	1. Science teachers, instructional facilitator, Tammy Mims	1. Teacher attendance at training; lesson plans; classroom walk through data; CFA data.	1. Once trained, monitoring will occur weekly

Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
ELA and Math Teachers	Effective Data Room and Data Notebooks	R. Huffstetler and whomever we model room after	12/1/2015
Science Teachers	Science Engagement Strategies	Tammy Mims	12/ 2015
Budget - Identify the funding necessary to implement the goal			
Budget Amount		Budget Source	
\$5,500 for classroom library books		Title 1	

Smart Goal # 2		20% Portion of the School Performance Grade	
Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Performance Grade Improvement Plan			
Superintendent Signature/Date/Comments:			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:			
Executive Director Comments Signature/Date/Comments:			
Monitoring Date 1: January 2016			
What did the data tell you? List your data and be specific.			
Did the strategie(s) lead you toward your goal? How do you know?			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
Do the strategies need to be changed? If so, describe your process.			

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Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Monitoring Date 2: July 2016

What did the data tell you? List your data and be specific.

Did the strategie(s) lead you toward your goal? How do you know?

Are the strategies being faithfully implemented? How do you know? What will you do if they're not?

Do the strategies need to be changed? If so, describe your process.

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Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Smart Goal # 2

20% Portion of the School Performance Grade

November 2015

Executive Director Comments Signature/Date/Comments:

December 2015

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February 2016

Executive Director Comments Signature/Date/Comments:

March 2016

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May 2016

Executive Director Comments Signature/Date/Comments: