

## 2015 - 2016 W. C. Friday Middle School Improvement Plan

### W.C. Friday Middle School Contact Information

School	W.C. Friday Middle School	School Code	360514
Street Address	1221 Ratchford Drive	Phone Number	704-922-5297
City, State, Zip Code	Dallas , NC 28034	Fax Number	704-922-9841
Principal Email	cchouser@gaston.k12.nc.us	Principal	Crystal Houser

### W.C. Friday 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	Crystal Houser	cchouser@gaston.k12.nc.us	7/1/2012
Assistant Principal	Tangela Hinton	twhinton@gaston.k12.nc.us	7/1/2014
Teacher Representative (6th)	Rebecca Sochacki	rasochacki@gaston.k12.nc.us	6/1/2014
Teacher Representative (7th)	Stephanie Gigliotti	sdgigliotti@gaston.k12.nc.us	6/1/2014
Teacher Representative (8th)	Sharon Lawing	srlawing@gaston.k12.nc.us	6/1/2014
Teacher Representative (Encore)	Amy Brown	amybrown@gaston.k12.nc.us	6/1/2014
Teacher Representative (EC)	Rebecca McCarver	rsmccarver@gaston.k12.nc.us	9/1/2013
Teacher Representative (Chair)	Cindy Ayres	cmayres@gaston.k12.nc.us	9/1/2012
Teacher Representative (At-large)	Jenny Bumgarner	jjbumgarner@gaston.k12.nc.us	6/1/2014
Classified Representative (FS)	Tonya Young	tmyoung@gaston.k12.nc.us	6/1/2014
Instructional Support Representativ	Beth Miller	eamiller@gaston.k12.nc.us	6/1/2014
Instructional Assistant	Debra Purkey	dhpurkey@gaston.k12.nc.us	6/1/2014

## 2015- 2016 W.C. Friday 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

### W.C. Friday Middle School's Mission and Vision Statement

Vision: The vision of W.C. Friday is to provide a safe environment that fosters academic, physical, emotional, and social growth and prepares students for high school and beyond.

Mission: Our mission is to maintain a safe school, engage students in meaningful and relevant instruction, and foster parent and community involvement for the success of all.

### W.C. Friday Middle SMART GOALS

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

#### Proficiency 80%

1. WC Friday will improve EOG Reading proficiency from 44.3% proficient to 47% proficient in grades 6-8.
2. WC Friday will improve EOG Math proficiency from 32% proficient to 47% proficient in grades 6-8.
3. WC Friday will improve EOG Science proficiency from 67.2% proficient to 70% proficient in grade 6-8.

#### Growth 20%

- 1 WC Friday will exceed growth in reading
- 2 WC Friday will exceed growth in math
- 3 WC Friday will exceed growth in science

# 2015 - 2016 W.C. Friday Middle School Performance Grade Improvement Plan - Data Analysis

Total Students	673	American Indian	3	Male	360	Percent FRL	61 / CEP - N	Gaston County Statistics	
		Asian	1	Female	313	Percent LEP	4	Total Population	211,127
6th Grade	210	Hispanic	80			Percent AIG	12	Employment Rate	94%
7th Grade	232	Black	57			Percent EC	16	Median HH Income	\$41,017
8th Grade	231	White	501					Bachelor's Degree+	18%
		Multi Racial	31						
		Pacific Islander	0			Years of Experience		Licensure	
						0-3 Years	24%	Fully Licensed	89%
Number of Teachers		Student to Teacher Ratio		Teacher Turnover Rate		4-10 Years	19%	Advanced Degrees	22%
37		18:1		7%		10+ Years	57%	National Board Certified	3
Percent of Classes Taught by Highly Qualified Teachers				100					
Attendance Rate		Dropout Rate		Retention Rate		Short-Term Suspensions			
94.92		NA		0.4		10			
School Performance Grade		SPG Performance Score		Growth Status		Growth Index			
2014-2015	D	2014-2015	47	2014-2015	Not Met	2014-2015	-3.94		
2013-2014	D	2013-2014	48	2013-2014	Not Met	2013-2014	-3.31		
Performance Composite - GLP				EVAAS Growth					
2014-2015		2013-2014	2012-2013	Subject	2014-2015	2013-2014	2012-2013		
EOG	42.3	43.7	32.7	Reading Gr. 6	-2.7	-2.9	-1.4		
Reading	44.3	49.4	36.1	Reading Gr. 7	-1.4	4.1	-1.7		
Reading Gr. 6	41.9	46.6	36.8	Reading Gr. 8	-5.5	-0.8	-3.6		
Reading Gr. 7	46	57.8	39.6	Math Gr. 6	-2.8	-3.6	-2.5		
Reading Gr. 8	45	43.4	31.5	Math Gr. 7	1.5	-3.8	-6.5		
Math	32	30.6	23.7	Math Gr. 8	1.6	0.2	-0.7		
Math Gr. 6	33.9	32.1	32.5	Science Gr. 8	0.3	0.0	-1.2		
Math Gr. 7	29.2	33	21.7	Math I	-0.4	-3.5	-1.1		
Math Gr. 8	32.8	26.5	15.5						
Science Gr. 8	67.2	66.7	51.3						

Math I	90.9	80.6	54.2								
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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 W.C. Friday 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:			44.3
Reading Goal:			47
Current Status Math:			32
Math Goal:			47
Current Status Science:			67.2
Science Goal:			70
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
READING: 1. Provide PD to instruct teachers on ways to use timely and appropriate student achievement data to inform specific instruction. Teachers will implement differentiated small group instruction utilizing data such as: STAR reports, Common Formative Assessments, and anecdotal notes to create small groups and inform instruction. 2. Close Reading strategies will be incorporated in all content areas to assist students with uncovering layers of text that lead to a deeper understanding. All content area teachers will be trained in the implementation of Close Reading strategies. 3. Compass Learning will be used 60 minutes weekly for targeted students.	1. ELA teachers 2. ELA, Science, Social Studies and Math teachers. 3. ELA teachers	1. STAR Reading, Common Formative Assessments, Anecdotal Notes 2. Training Presentation, Evidence of implementation in classroom walk-throughs, CFA's and Benchmarks 3. Compass Learning usage and student performance reports	1. Monthly 2. Weekly - for classroom walk-throughs; Monthly on CFAs; and Quarterly on benchmark assessments.
Math: 1. Teachers will implement differentiated small group instruction utilizing data such as: STAR reports, Common Formative Assessments, and anecdotal notes to create small groups and inform instruction. 2. Teachers will visit neighboring schools to observe their peers who demonstrated high growth as measured by EVAAS. Peers will attend debrief sessions to assist with implementation of best practices. 3. Compass Learning will be used 60 minutes weekly for targeted students.	1 - 3 Math Teachers	1. STAR Math, Common Formative Assessments, Anecdotal Notes 2. Minutes from peer observations and debriefing sessions, Evidence of implementation in classroom walk-throughs 3. Compass Learning usage and student performance reports	1. Monthly 2. Visits will take place in November and December, Weekly - for classroom walk-throughs 3. Monthly
Math/ELA: Teachers will implement student data tracking in order to monitor and identify students that need additional supports like before/after school tutoring. Teachers and administration will meet with parents to discuss deficient areas and assign tutoring. Some students may need transportation for this initiative. See budget below.	Core Content teachers, administrators, counselors, behavior lab TA.	Monitor CFA/course grades, and compass learning ILPs.	Bi-weekly/monthly monitoring.

Close Reading strategies will be incorporated in all content areas to assist students with uncovering layers of text that lead to a deeper understanding.	Science Teachers, ELA Teachers and Math Teachers	Training Presentation, Evidence of implementation in classroom walk-throughs, CFA's and Benchmarks	Weekly - for classroom walk-throughs; Monthly on CFAs; and Quarterly on benchmark assessments.
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**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	Integration of literacy and close reading strategies into all subject areas; small group instruction training	Curriculum Facilitators	Ongoing - 2015-2016 school year
ELA, Math, Science and Social Studies Teachers	Data Training; 1/2 day PLC and vertical planning to analyze data and realign instruction; targeting specific goals aligned to the EOG.	Accountability Department, Curriculum Facilitators	October 2015 and February 2016
ELA and Math Teachers	District training sessions with Compass Learning	Compass Learning Trainers	Ongoing - 2015-2016 school year

**Budget - Identify the funding necessary to implement the goal if applicable**

Budget Amount	Budget Source
\$2400.00 to pay for substitutes for 1/2 day PLC and vertical planning and 1/2 day peer observations outside of our school. To be facilitated October and February.	069 funding request.
\$5200.00 Funding for transportation to implement after school tutoring. Beginning in January, we plan to implement an after school tutoring program on Tues/Thurs. for 1 hour after school (3:20-4:20). We have allotted 6 tutors (one reading and one math at each grade level) for 30 sessions (2 times per week for 15 weeks leading up to EOG time). I have bus drivers on staff that have volunteered to drive (at no charge) so there is no cost for drivers.	069 funding request.
\$45000.00 Instructional Facilitator (Lead Teacher) to assist in PLC data analysis, effective instructional strategies, Data monitoring.	069 funding request.

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



**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.**

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**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 W.C. Friday Middle School Performance Grade Improvement Plan

Smart Goal # 2		20% Portion of the School Performance Grade					
Current Growth Status Overall:		-3.94					
Overall Growth Status:		Not Met					
Current Growth Status Reading:		6th -2.7 not met	7th -1.4 met	8th -5.5 not met			
Reading Growth Goal:		Exceed Growth					
Current Growth Status Math:		6th -2.8 not met	7th 1.5 met	8th 1 - exceeds			
Math Growth Goal:		Exceed Growth					
Current Growth Status Science:		8th 0.3 - met					
Science Growth Goal:		Exceed Growth					
Strategies(Action Steps)		Implementation Team		What Data will you collect		When will you monitor?	
Student Data Folders will be utilized to assist students in monitoring their learning and in setting individual goals		Core Teachers		Student Data Folders, STAR Reports, Compass Learning Reports, Attendance, and Discipline		Monthly	
Teachers will utilize student EVAAS data, student attendance data, student discipline data and student achievement data to target at risk students when forming small differentiated groups throughout the year.		ELA, Math, and Science teachers		EVAAS data, student attendance data, student discipline data and student achievement data		Ongoing - 2015-2016 throughout the year	
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, and Science Teachers		EVAAS Training		Accountability Department		Novemeber 30, 2015	

Budget - Identify the funding necessary to implement the goal			
Budget Amount		Budget Source	

<b>Smart Goal # 2</b>		<b>20% Portion of the School Performance Grade</b>	
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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:**

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<b>Assistant Superintendent for Curriculum &amp; Instruction Signature/Date/Comments:</b>
<b>Executive Director Comments Signature/Date/Comments:</b>



**Smart Goal # 2**

**20% 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:**