

# South Paulding Middle School



## School Improvement Plan 2022 -2023

JR Neal, Principal

# PCSD VISION

*The vision of the Paulding County School System is to prepare ALL students for success today and tomorrow.*

# PCSD MISSION

*Engage. Inspire. Prepare.*



## SCHOOL MISSION & VISION

### **Our Mission**

South Paulding Middle School seeks to create a safe and positive environment in which all stakeholders work together to help students be ready for graduation, ready for work, and ready for life.

### **Our Vision**

Our vision is to create lifelong learners through rigor, relevance, and relationships.



## *South Paulding Middle School Improvement Action Plan*

***SMART Goal 1: During the 2022-2023 school year, SPMS will increase the percentage of students scoring at proficient learner or above on ELA GA Milestones from 35.5% to 60% and on Mathematics GA Milestones from 25.3 % to 50%.***

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	Effectiveness
<b>Strategic Goal</b> Growth and Success for ALL	Teachers and admin will share a common definition of what rigor and high leverage instructional practices look like in each content area.	By September 2022, teachers and admin will complete PL defining what rigor and high leverage instructional practices look like in each content area.	Agenda Sign-in sheets PowerPoint Handouts	Administration will develop a bi-monthly focus walk data collection sheet specifically focusing on rigorous instructional practices (look-fors in the opening, work period, closing).

<b>Strategic Goal</b> Growth and Success for ALL	Teachers will implement rigorous and high leverage instructional practices daily in each content area, specifically including the following: high level DOK questions, both verbally and in writing, student engagement strategies (i.e. Turn and Talk, Think Pair Share, Write Pair Share), literacy strategies (i.e. Socratic Seminar, Collaborative Reasoning, Reciprocal Teaching, Jigsaw Method, PALS) and graphic organizers (i.e. concept mapping, Frayer models, text mining, compare/contrast, CER).	By October 2022 and on-going, teachers will implement rigorous instructional practices in the opening, work period, and closing 80% of the time as evidenced by focus walk data and lesson plans.	Lesson Plans PLC Minutes Bi-monthly focus walks	Administration will track data collected from bi-monthly focus walks on rigorous instructional practices in each content area.
<b>Strategic Goal</b> Growth and Success for ALL	Teachers will make peer visits to identify areas of strengths and weaknesses with rigorous instructional practices in all content areas during the opening and closing.	By November 2022, teachers will visit peers specifically looking for examples of rigorous instructional practices in the opening and closing.	Peer visit focus walk schedule Peer visit focus walk feedback forms	Administration will compile and share quantitative and qualitative data from peer visit feedback forms.
<b>Strategic Goal</b> Growth and Success for ALL	Teachers will make peer visits to identify areas of strengths and weaknesses with rigorous instructional practices in all content areas during the work period.	By December 2022, teachers will visit peers specifically looking for examples of rigorous instructional practices in the work period.	Peer visit focus walk schedule Peer visit focus walk feedback forms	Administration will compile and share quantitative and qualitative data from peer visit feedback forms.

<b>Strategic Goal</b> Growth and Success for ALL	Teachers (PLCs) will write effective and rigorous assessments questions aligned to the rigor of the standard and format of the GMA.	By October 2022, PLCs will be trained on how to write and/or choose rigorous assessment questions both aligned to the DOK of the standard and the format of the GMA.	GMA Study Guides Ach Level Descriptors GMA Blue-Print/DOK levels DOK examples Question format examples	Administration and vertical PLCs will monitor and give feedback on assessment questions.
<b>Strategic Goal</b> Growth and Success for ALL	Teachers (PLCs) will implement in all content areas common unit summative assessments aligned to the rigor and format of the GMA.	By November 2022 and on-going, PLCs will create and evaluate rigorous common unit assessments aligned to DOK of the standard and the question format of the GMA (minimum 2 summative per nine week).	PLC Minutes Unit Assessments Unit Assessment Data	PLCs will monitor effective and rigorous summative assessment questions through question analysis during PLC time.  Administration will evaluate summative assessments for rigor (DOK), standard alignment, and GMA format.
<b>Strategic Goal</b> Growth and Success for ALL	Teachers (PLCs) will implement in all content areas a minimum of one rigorous common formative assessment per unit summative assessment aligned to the rigor of the standard.	By December 2022 and on-going monthly, PLCs will create and evaluate a minimum of one rigorous common formative assessment per unit summative assessment aligned to the rigor of the standard.	PLC Minutes Formative Assessments	PLCs will monitor effective and rigorous formative assessment questions through question analysis during PLC time.

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	Effectiveness
<b>Strategic Goal</b> Growth and Success for ALL	Teachers/PLCs will implement daily learning targets in all content areas that are tied to the standard and show a progression of rigor.	By October 2022 and on-going monthly, PLCs will unpack standards and create learning targets tied to the rigor of the standard.	Administration will monitor learning targets through lesson plans, PLC meetings, and focus walks.	Learning targets will be aligned to standards.

## *South Paulding Middle School Improvement Action Plan*

*SMART Goal 2: During the 2022-2023 school year, SPMS will decrease the number of students serving 10 or more days of ISS and 10 or more days of OSS by 50% as measured by office referrals in SWISS data system. More specifically, the number of students serving 10 or more days of ISS will be reduced from 37 to 18, and the number of students serving 10 or more days of OSS will be reduced from 39 to 19.*

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	Effectiveness
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	Utilize non-punitive strategies to help create authentic relationships in diverse classrooms	Train teachers and paraprofessionals through a monthly book study: the 2 <sup>nd</sup> Thursday of every month from September 2022 – March 2023 Paraprofessionals will attend 7 book study sessions from September 2022 – March 2023 <ul style="list-style-type: none"> <li>• The 90/10 Rule (Reaction/Performance ratio)</li> <li>• Building a Better Relationship</li> <li>• Change of Pace Interventions</li> </ul>	“Keeping it Real and Relevant: Building Authentic Relationships in Your Diverse Classroom” Agendas PowerPoints and Nearpod Sign-In sheets	Administration will monitor discipline through SWIS data and the PBIS rewards app and share with staff
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	The BESST Team will work closely with Diversity Champions to support inclusion and diversity professional learning	The BESST Team will meet monthly from August 2022 – May 2023 to review data from surveys and checklists	BESST Team minutes Sign in sheets Agendas	Improved communication and an increased sense of belonging with diverse staff and students as monitored through data from surveys and checklists



Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	Effectiveness
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	Assess and improve facilities, hallways, classrooms, etc. to ensure they are reflective of our population of students/staff.	Bulletin boards throughout the school will be updated by September 2022 to create and maintain a welcoming, safe, and inclusive school culture/climate/community	Inclusive language and images evident throughout building (signage, wall hangings, posters, bulletin boards, library materials, etc.)	Improved communication and an increased sense of belonging with diverse staff and students.
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	Regular review of discipline and suspension data with Leadership Team and BESST Team	The Administration will meet monthly with the Leadership Team and BESST Team to review discipline data	SWIS data	Administration will monitor discipline through SWIS data and share with staff
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	Teachers and staff will reward students for positive behaviors including the R.O.A.R acronym <ul style="list-style-type: none"> <li>• Responsible</li> <li>• Orderly</li> <li>• Appropriate Attitude</li> <li>• Respectful</li> </ul>	Teachers will be trained on how to utilize the PBIS Rewards app October 7, 2022	Grade level points awarded through the PBIS awards app by teacher and grade level  Monthly PBIS reward store and R.O.A.R celebrations	Monitor SWISS discipline data monthly

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	Effectiveness
<b>Strategic Goal 4:</b> Enhance Safe and Effective learning Environments	Safety Advisors will mentor at-risk students	Identify at-risk students using discipline data and counselor referrals	Weekly discipline referral report per student Mentor logs (check-in and check-out) completed by the Safety Advisor	Administration will monitor student specific discipline data for increase or decrease in referrals on a weekly basis

## *South Paulding Middle School Professional Learning Plan*

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
Select teachers will receive initial and/or refresher trainings on System 44, Read 180, Achieve 3000, and Revision Assistant Turnitin!	Teachers who are implementing the various intervention programs	HMH Coaches, L4GA Intervention Specialists Literacy Coach	Pre-Planning Ongoing coaching throughout the year	Feedback from HMH coaches Sign in sheets Agendas	Administration and HMH coaches will analyze intervention data
New ELA teachers will be trained in utilizing the following ELA Literacy Framework strategies: <ul style="list-style-type: none"> <li>Establish norms: 5-35-15</li> <li>Group students based on RI and DIBELS data</li> <li>Various ARS strategies</li> </ul>	New ELA teachers	Lindsay Hodges, ELA Curriculum	August 29, 2022 October 7, 2022 October 11, 2022	Sign in sheets Agendas Handouts RI, PI, Growth Measure data Student data booklets	Administration will monitor/analyze Growth Measure data

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
		Coordinator or Heidi Leonard, Literacy Coach	Ongoing PL throughout the year		
Teachers will be given weekly protected time to collaborate and communicate to assure consistency with standard driven curriculum and rigorous assessments among subject areas and grade levels <ul style="list-style-type: none"> <li>Unpacking standards</li> <li>Meeting rigor of the standards</li> <li>Common rigorous assessments</li> </ul>	ALL content area teachers	Sandra Wood, Science JR Neal, SS Heidi Leonard, ELA Trina Wheeler, Math	Every Tuesday and Wednesday during grade level planning throughout the school year	Unit Plans Lesson Plans Collaboration minutes	Administration will attend weekly collaboration PLCs and monitor the delivery of rigorous lessons that differentiate, remediate, and accelerate to maintain student growth.
Provide Title II days for ALL content area teachers to unpack the standards and create rigorous common assessments.	ALL content area teachers	Trina Wheeler, EAC Content Curriculum Coordinators	By October 31, 2022	Common assessments Collaborative Unit/Lesson plans Sign in sheets Agendas	Administration will monitor/analyze Growth Measure data and data from common assessments
New Math teachers will be trained in Math Workshop	ALL new math teachers	Jenna Barton, Math Curriculum Coordinator	September 27, 2022 November 1, 2022 January 24, 2023 March 27, 2023	Sign in sheets Agendas Handouts Math Growth Measure data	Administration will monitor/analyze Growth Measure data

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
Teachers and Paraprofessionals will participate in a monthly PLC book study on building authentic relationships in diverse classrooms	ALL teachers	Trina Wheeler, EAC	The 2 <sup>nd</sup> Thursday of every month	“Keeping it Real and Relevant: Building Authentic Relationships in Your Diverse Classroom” Agendas PowerPoints and Nearpod Sign-In sheets	Administration will monitor discipline through SWIS data and share with staff
Teachers will receive Profession Learning on the following topics: <ul style="list-style-type: none"> <li>• High level DOK questions, both verbally and in writing</li> <li>• Student engagement strategies (i.e. Turn and Talk, Think Pair Share, Write Pair Share)</li> <li>• Literacy strategies (i.e. Socratic Seminar, Collaborative Reasoning, Reciprocal Teaching, Jigsaw Method, PALS)</li> <li>• Graphic organizers (i.e. concept mapping, Frayer models, text mining, compare/contrast, CER)</li> </ul>	ALL teachers	Trina Wheeler, EAC Heidi Leonard, Literacy Coach	August 2022 through October 2022	Lesson Plans PLC Minutes Bi-monthly focus walks	Administration will develop a bi-monthly focus walk data collection sheet specifically focusing on rigorous instructional practices (look-fors in the opening, work period, closing). Administration will track data collected from bi-monthly focus walks on rigorous instructional practices in each content area.

Supports that may be included:

- ▶ PLC work
- ▶ Coaching sessions with Individual Teachers
- ▶ Mentors
- ▶ Online Professional Learning Opportunities
- ▶ Paraprofessional PL Opportunities
- ▶ Ongoing District or School provided PL