

P. B. Ritch Middle School



School Improvement Plan 2024 -2025

Dr. Christine Carson, 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

Mission Statement

Our mission is to actively prepare students to become respectful, responsible, resourceful, and relatable in a changing society.

Vision Statement

Our vision is to actively engage students in rigorous instruction focused on individual needs.

Beliefs

We believe students should be responsible for their learning.

We believe student learning is benefited by healthy relationships between stakeholders.

We believe students learn from teachers serving as facilitators of instruction.

We believe students learn through collaboration with their peers.

We believe students should explore resources that will enhance their learning experience.

We believe students learn when curriculum has relevance to their lives.

We believe students learn in a climate of high expectations, respect, equality, and dignity.



P. B. Ritch Middle School Improvement Action Plan

SMART Goal 1: During the 2024-2025 school year, we will increase the percentage of students scoring Level 3 or 4 on the ELA section of the Georgia Milestones assessment.

- The percentage of 6th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 35.6% in Spring 2024 to 50.2% in the Spring 2025.
- The percentage of 7th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 33.6% in Spring 2024 to 46.6% in Spring 2025.
- The percentage of 8th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 37.6% in Spring 2024 to 50.6% in Spring 2025.

				Monitoring	
Strategic Goal Area	Initiatives/ Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Strategic Goal Improve student growth and academic achievement, improve performance of student subgroups, improve student college, career, and life readiness; Develop and enhance resources to inspire a culture of innovation, build staff efficacy to impact innovative practices, implement innovative programs and practices to engage ALL students	Teachers will use data to drive instruction	Teachers will meet after each classroom's common summative assessment to review data and identify performance levels of students in all categories using data teams protocols. Based on data review from the DRC Beacon assessment, teachers will meet after each administration to determine differentiated instruction (remediation/enrichment) for all students documented in data team meeting minutes. Teachers will meet each nine weeks to review and discuss data for students in Reading Connections and Acheive3000 (Literacy)	All ELA, Social Studies, and Science teachers EAC (Jen Korb)	Data team protocol with students grouped by mastery levels based on results of classroom common summative assessments. Develop and implement protocol for remediation and/or enrichment (i.e. Progress Learning, Achieve, Bridges to Literature and Content through Reading Connections). Provided data protocol to determine progress for students in program classes.	MTSS data DRC Beacon Data Student numbers in program classes Classroom assessment data over units

<p>Strategic Goal Improve student growth and academic achievement, improve performance of student subgroups, improve student college, career, and life readiness; Develop and enhance resources to inspire a culture of innovation, build staff efficacy to impact innovative practices, implement innovative programs and practices to engage ALL students</p>	<p>Consistent implementation of writing across all curriculum areas to include regular use of constructed responses on assessments with feedback provided.</p>	<p>Teachers will work in subject area grade level teams to create writing prompts on common assessments beginning in September and continuing with weekly PLC meetings.</p> <p>Teachers will implement writing prompts into daily tasks or assignments within the classroom beginning in September and continuing throughout the year.</p> <p>Teachers will meet to collaboratively score written tasks on common assessments and develop consensus after each assessment.</p> <p>Teachers will meet each nine weeks to review and discuss data for students in Acheive3000 (Writing)</p>	<p>ELA, Science, and social studies teachers</p> <p>EAC (Jen Korb)</p>	<p>Create writing rubrics to be used across curriculum areas.</p> <p>Evidence of writing tasks on classroom activities and assessments</p> <p>Evidence of feedback provided to students on writing including conferencing and use of rubrics.</p>	<p>Write Score data</p> <p>Data from common writing prompts and tasks across the unit/semester.</p>
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SMART Goal 2: *During the 2024-2025 school year, we will increase the percentage of students scoring Level 3 or 4 on the Math section of the Georgia Milestones assessment.*

- *The percentage of 6th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 26% in Spring 2024 to 41% in the Spring 2025.*
- *The percentage of 7th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 31% in Spring 2024 to 48% in Spring 2025.*
- *The percentage of 8th grade students scoring at Level 3 or 4 on the Georgia Milestones assessment will increase from 31% in Spring 2024 to 45% in Spring 2025.*

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Strategic Goal Improve student growth and academic achievement, improve performance of student subgroups, improve student college, career, and life readiness; Develop and enhance resources to inspire a culture of innovation, build staff efficacy to impact innovative practices, implement innovative programs and practices to engage ALL students	Teachers will use data to drive instruction	<p>Teachers will meet after each classroom's common summative assessment to review data and identify performance levels of students in all categories through data teams protocols.</p> <p>Based on data review from the DRC Beacon assessment, teachers will meet after each administration to determine differentiated instruction (remediation/enrichment) for all students documented in data team meeting minutes.</p> <p>Teachers will meet each nine weeks to review and discuss data for students in programs such as Lift Off.</p>	<p>(EAC) Jen Korb</p> <p>All math teachers within building</p> <p>Title I Teachers</p> <p>Title I ILC (Rebecca Chandler)</p>	<p>Data team protocol with students grouped by mastery levels based on results of classroom summative assessments.</p> <p>Develop and implement protocol for remediation and/or enrichment (i.e. Lift Off).</p> <p>Provided data protocol to determine progress for students in program classes.</p>	<p>Classroom assessment data</p> <p>DRC Beacon data</p> <p>Lift off data</p>

Strategic Goal Improve student growth and academic achievement, improve performance of student subgroups, improve student college, career, and life readiness; Develop and enhance resources to inspire a culture of innovation, build staff efficacy to impact innovative practices, implement innovative programs and practices to engage ALL students	Consistent use of manipulatives in daily math instruction.	<p>Teachers will plan weekly with subject area grade level peers to determine use of manipulatives in the classroom.</p> <p>Teachers will develop lessons to explicitly teach students how to use manipulatives within the classroom.</p>	<p>Math Department Chair</p> <p>Grade level math teachers</p>	<p>Lesson plans with use of manipulative clearly indicated monitored by evaluators monthly.</p> <p>Observation of manipulative use in informal and formal observations.</p>	Data from common summative math assessments across units and semesters.
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***SMART Goal 3:** By the end of the 2024-2025 school year, we will enhance student and staff relationships through the utilization of the Minga Digital Pass and Minga Behavior software by increasing the percentage of students with one or less office referrals by 10% from 48% in 2023-2024 to 53% in 2024-2025 (by approximately 41 students).*

Strategic Goal Area	Initiatives/ Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Strategic Goal Improve student growth and academic achievement, improve student college, career, and life readiness, facilitate partnerships between community and the school district, Develop and enhance resources to inspire a culture of innovation, implement innovative programs and practices to engage ALL students	Regular review of discipline and suspension data with Leadership Team and BESST Team along Minga software data	The Administration will meet monthly with the Leadership Team and BESST Team to identify discipline patterns and trends and determine areas in need of improvement	Dr. C. Carson Administration team BESST team	SWIS data Minga software data	Administration and BESST team will monitor discipline through SWIS and Minga data and share with staff

<p>Strategic Goal Improve student growth and academic achievement, Improve performance of student subgroups, Improve student college, career, and life readiness, Communicate efficiently, effectively, and transparently with all stakeholders, Improve communication and access to information for our diverse populations, Facilitate partnerships between community and the school district, Enhance safe and effective learning environments, Develop and enhance resources to inspire a culture of innovation, Build staff efficacy to impact innovative practices, Implement innovative programs and practices to engage ALL students</p>	<p>Communicate student behavior expectations to students and staff through Student Orientation.</p>	<p>Student Orientation for all students at the beginning of year.</p> <p>Create Homeroom for new students to review Student Orientation expectations and team building.</p> <p>Create EL Newcomer Homeroom for identified EL students who are new to the US (1-3 years).</p>	<p>ALL Teachers</p> <p>Administration</p>	<p>Discipline Boards</p> <p>MINGA reports</p> <p>SWIS reports</p> <p>Infinite Campus (IC) reports</p>	<p>Administration will monitor discipline through SWIS data MINGA reports, and IC reports. This information will be shared with grade level BESST team members.</p>
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P. B. Ritch 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
Training to support/finetune best practices for subject area PLC groups as they review common assessment data.	All teachers	Korb	August/ September 2024	Norm setting Completed PLC forms indicating data review	Common Summative assessment data across semester
Differentiating Instruction based on common summative assessment data: planning for remediation and enrichment.	All subject area teachers	Korb, various teacher leaders, and district support staff	September / October 2024	Lesson plans with clear plans for differentiation Data from formal and informal observations	Data from common summative assessments and follow up assessments.
Training to support Math teachers as they implement MTSS interventions	All Math teachers who serve Tier 2 and Tier 3 students	Korb, Patterson	September / October 2024	Effectively managing Progress Monitoring Using Lift Off Diagnostic assessments to support remediation Entering data into GoMTSS platform	Data from formative and summative math assessments
Training on scoring essays and open-ended response questions	ELA, SS, SCI teachers	Korb, district level support staff	October 2024	Common rubric for subject area and/or task Data from writing assessed Minutes/data protocols	Data from open ended response tasks Write Score data