

Austin Middle School



School Improvement Plan

2024-2025

Larry Sailors, 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 and Vision

- **Our Mission:**

- Our mission is to challenge our students to become independent thinkers by maximizing their full potential through high expectations in order to ensure lifelong success.

- **Our Vision:**

- Our vision is to create a culture of shared responsibility for student learning where students become critical thinkers, problem solvers, and lifelong learners within a safe, positive, and supportive environment.



Austin Middle School Improvement Plan

SMART Goal 1: Austin Middle School will utilize a variety of strategies, with a focus on rigor, to increase the percentage of students scoring Proficient(Level 3) or Distinguished (level 4) in the area of English Language Arts on the Georgia Milestone Assessment by 10% by the end of the 2024-2025 school year.

6th Grade -104 to 131 (27 students) 7th Grade–100 to 126(26 students) 8th Grade–111 to 140(29 students)

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps-benchmarks along the way)		Monitoring	
			Person(s) Responsible	Implementation (Artifacts/ Evidence)	Effectiveness (formative Data)
Improve Student academic growth and achievement	Professional Learning: Teachers will participate in monthly professional learning with a focus on increasing the level of rigor in the classroom.	<p>August: PL on the “Austin Way” (Learning targets, Three-part lesson to include opening, work period, and closing, key vocabulary posted</p> <p>September-May: Professional learning begins <u>Rigor is not a Four-Letter Word</u></p>	<p>Sailors, Curtis, Jarvis, Houston</p> <p>Dr. Keith Mr. Sailors</p>	<p>Sign in logs Teacher observation data and lesson plans</p> <p>Sign in logs, agendas</p>	Teachers will demonstrate their ability to provide instruction using the three-part lesson format and utilize strategies in lessons to increase the rigor.

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Improve Student academic growth and achievement	Teachers will collaborate weekly to plan lessons to create standards-based lessons utilizing the language of the standards, creating learning targets and activities that match the rigor of the standard, and are data driven.	<p>August-May: Teachers will meet weekly -Protocols and norms established -Formative or Summative data will be analyzed to create lessons</p> <p>August-May: Teachers will be taken through coaching cycles to support implementation as needed</p>	<p>AMS Teachers</p> <p>Sailors, Curtis, Jarvis, Houston</p>	<p>PLC minutes and lesson plans</p> <p>Coaching logs Teacher reflections</p>	<p>Teacher observation data collection Teachers will demonstrate their ability to analyze data, deconstruct standards, and create lessons and learning targets that utilize the language of the standards and at appropriate levels of rigor.</p> <p>Teachers demonstrate knowledge of skills gained as they go through the coaching cycle</p>

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Implement Innovative programs and practices to engage All Students	Teachers will provide research-based writing and vocabulary strategies for students to use across all content areas	August-May: Teachers will engage students weekly or monthly based on their content area. Teachers will receive professional learning on research-based literacy strategies	AMS Teachers	PLC minutes and lesson plans Teacher observations	Teachers demonstrate knowledge of how-to effectively implement literacy strategies in the classroom
		Teachers will provide opportunities for class discussions and inquiry-based learning	Sailors, Curtis, Jarvis, Houston AMS Teachers	Teacher observations Lesson plans	Teachers will demonstrate their ability to implement inquiry-based learning

Austin Middle School Improvement Plan

SMART Goal 2: Austin Middle School will utilize a variety of strategies, with a focus on rigor, to increase the percentage of students scoring Proficient(Level 3) or Distinguished (level 4) in the area of Mathematics on the Georgia Milestone Assessment by 10% by the end of the 2024-2025 school year.

6th Grade -104 to 131 (27 students) 7th Grade–100 to 126(26 students) 8th Grade–111 to 140(29 students)

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)		Monitoring	
			Person(s) Responsible	Implementation (Artifacts/ Evidence)	Effectiveness (formative Data)
Improve Student academic growth and achievement	Professional Learning: Teachers will participate in monthly professional learning with a focus on increasing the level of rigor in the classroom.	<p>August: PL on the “Austin Way” (Learning targets, Three-part lesson to include opening, work period, and closing, key vocabulary posted</p> <p>September-May: Professional learning begins <u>Rigor is not a Four-Letter Word</u></p>	<p>Sailors, Curtis, Jarvis, Houston</p> <p>Dr. Keith Mr. Sailors Mrs. Houston</p>	<p>Sign in logs Teacher observation data and lesson plans</p> <p>Sign in logs, agendas</p>	Teachers will demonstrate their ability to provide instruction using the three-part lesson format and utilize strategies in lessons to increase the rigor.

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Improve Student academic growth and achievement	Teachers will collaborate weekly to create standards-based lessons utilizing the language of the standards, creating learning targets and activities that match the rigor of the standard, and are data driven.	August-May: Teachers will meet weekly -Protocols and norms established -Formative or Summative data will be analyzed to create lessons August-May: Teachers will be taken through coaching cycles to support implementation as needed	AMS Teachers Sailors, Curtis, Jarvis, Houston Sailors, Curtis, Jarvis, Houston	PLC minutes and lesson plans Teacher observations Coaching logs Teacher reflections	Teacher observation data collection Teachers will demonstrate their ability to analyze data, deconstruct standards, and create lessons and learning targets that utilize the language of the standards and at appropriate levels of rigor. Common Assessment data Teachers demonstrate knowledge of skills gained as they go through the coaching cycle

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Implement Innovative programs and practices to engage All Students	Teachers will provide research-based writing and vocabulary strategies for students to use across all content areas	August-May: Teachers will engage students weekly or monthly based on their content area.	AMS Teachers	PLC minutes and lesson plans Teacher observations	Teachers demonstrate knowledge of how-to effectively implement literacy strategies in the classroom
		Teachers will receive professional learning on research-based literacy strategies	Sailors, Curtis, Jarvis, Houston		
		Teachers will provide opportunities for class discussions and inquiry-based learning	AMS Teachers	Teacher observations	Teachers will demonstrate their ability to implement inquiry-based learning

Austin Middle School Improvement Action Plan

SMART Goal 3: Austin Middle School will create a positive and safe learning environment for all students by decreasing the total number of days of ISS and/or days of OSS by 10% for the 2024-2025 School Year

2023-2024 School Year ISS days: 811

2024-2025 ISS goal: 730(81 days less = 10%)

2023-2024 School Year OSS days: 889

2024-2025 OSS goal: 799(90 days less = 10%)

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps-benchmarks along the way)		Monitoring	
			Person(s) Responsible	Implementation (Artifacts/ Evidence)	Effectiveness (formative Data)
Enhance Safe and Effective Learning Environment	Teachers will provide opportunities to respond to problems aligned with standards-based learning targets	July: Teachers will receive professional learning on behavior expectations(minor and major offenses), classroom management expectations, and how to promote a positive and safe learning environment	Sailors	Sign-in logs Classroom expectations posted	Teachers will have classroom behavior expectations posted on first day of school and go over and review behavior expectations on first day of school

Strategic Goal Area	Initiatives/Action Steps	Process Goals(Guide your Actions Steps- benchmarks along the way)	Person(s) Responsible	Monitoring	
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Enhance Safe and Effective Learning Environment	The BESST team will monitor behavior trends, assist in developing lessons to address areas of concern, and providing celebrations and incentives to students who engage in positive behaviors	August-May: Monthly SEL lessons will be provided	Counselors	SEL Canvas Course	Teachers will provide an SEL lesson each month to encourage positive behavior
		August-May: BESST team will implement positive incentives to encourage positive behavior	BESST Team	Scheduled Celebrations	
		August-May: BESST team will provide monthly discipline updates during faculty meetings		Sign-in logs SWISS Data	
		August-May: New student orientation to receive instruction on policy and behavior expectations	Mrs. Carr	Sign-in logs	New Student completion of orientation
		September-May: AMS will implement a local school mentor program	Select Teachers	Mentoring logs	Student reduction of behavior
		September-May ISS students at least 2 times a week will be provided restorative SEL lessons	Counselors	ISS attendance logs SEL lesson plans	Reduction in number of students serving ISS multiple times.

Austin 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
Professional Learning Communities: Professional Learning Communities are expected to take place once a week on a designated day and the time is protected by teachers and administration. All teachers have been given a PLC notebook that houses standards, GMAS study guides, Achievement Level Descriptors, and lesson plans. Teachers will analyze and reflect on data, identify subgroup trends, and adjust instruction to address the unique needs of ALL students in the classroom.	All staff	Houston	2024-2025	Agendas, Sign in Sheets	Common Assessments Standards-Based Learning Targets TKES Observations Peer Observations
Intervention Support: Training and Ongoing support for interventions such as Achieve 3000, Sonday Systems, Lift off, and Achieve 3000 Writing	Intervention Teachers	Chason Barton Houston	2024-2025	Agendas, Training Materials, Coaching Feedback, Sign in Sheets	Achieve 3000 Reports Write Score Data Beacon Data Georgia Milestones Assessments

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline		
				Implementation	Effectiveness
Unpacking the Standards: Professional Learning will be provided on unpacking the standards and analyzing the progression of the standards through content and years. Teachers will then use their knowledge from unpacking the standard to create rigorous common assessments, standards-based Learning Targets, and lessons that align with the Georgia Standards of Excellence.	All staff	Houston Sailors	2024-2025	Agendas, Sign in Sheets	Common Assessments Standards-Based Learning Targets TKES Observations Peer Observations
Student/Teacher Mentor Program: Students will be identified as at - risk students due to behavior and other concerns. Teachers will be trained in a variety of strategies such as restorative practices, Capturing Kids Hearts, Sources of Strength, etc. to build relationships with these students to make a positive impact on their life and educational career.	Designated Staff	Counselor PBIS team Curtis Sailors Grade Level Reps.	2024-2025	Agendas, Sign in Sheets	Discipline Data PBIS Data Observations

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline		
				Implementation	Effectiveness
Technology Implementation Support: Professional Learning will be provided once a month with an extra day a month provided for ongoing support and questions. Topics will focus on Canvas, OneDrive, Office 365, Nearpod, etc. with an emphasis on implementing 1:1 technology for students at Austin Middle School	All staff	Breann Wood TLC Champion	2024-2025	Sign in Sheets, Instructional Technology Passport	Canvas Page TKES Observations Walkthroughs
Social, Emotional, Learning: Professional Learning and Lessons will be provided on Social Emotional Learning that will be presented to students once a month. Areas of concerns will be identified through SWISS data and then specific lessons created to address the unique needs of Austin Middle School.	All staff	Counselor PBIS team Sailors Curtis	2024-2025	Agendas, SEL lessons	Discipline Data PBIS Data
Gifted Learners: Professional Learning and collaboration are provided once a month for teachers that serve gifted learners. PL will focus on addressing the unique needs of the gifted learner, appropriate rigor, and strategies to engage the gifted learner. PL will be provided to address true differentiation in advanced classrooms.	Teachers with advanced classes and gifted learners	Barnett Dr. Irina Keith Tonya Bradley Houston	2024-2025	Agendas, Sign in Sheets, Training Materials/PPTs	Student Work Samples TKES Observations Peer Observations Beacon Data Georgia Milestone Assessment Data
Paraprofessional Professional Learning: Differentiated Professional Learning will be provided to all paraprofessionals of Austin Middle School depending on the areas and students they serve. IRR paras will have PL geared toward serving Special Education students, ISS paras will have PL geared toward SEL, building positive relationships, restorative practices, and the Media Clerk will have separate PL on how to support students through literacy and SEL.	All Paras	Houston Trina Williams	2024-2025	Agendas, Sign in Sheets, Canvas Course	Discipline Data Beacon Date Georgia Milestone Assessment Data

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline		
				Implementation	Effectiveness
Title II Mentor Program: Teachers will be identified as needing a mentor if they are in their first year as a teacher, changing content, or new to the state. Teacher Leaders will be identified to serve as their mentor. Professional Learning and ongoing support will be provided to the Teacher Leaders, so they can in turn support the challenges of being a new teacher, teaching new content, or learning new state standards.	Designated staff	Houston Trina Williams	2024-2025	Sign in Sheets, Observation Forms, Time Log	Feedback from Observations from administrators Mentor Feedback Teacher Retention

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