Sammy McClure Middle School
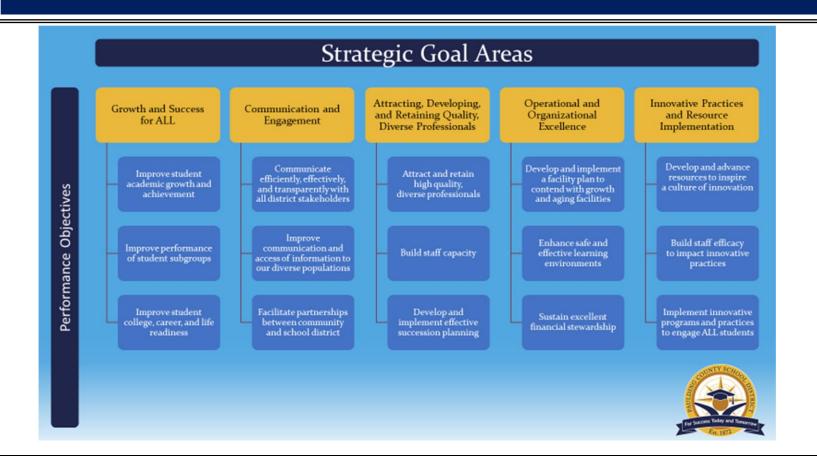
School Improvement Plan
2024 -2025

Tammy Ponder, 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.

Strategic Goal Areas

Growth and Success for ALL	Communication and Engagement	Attracting, Developing, and Retaining Quality, Diverse Professionals	Operational and Organizational Excellence	Innovative Practices and Resource Implementation
Improve student academic growth and achievement	Communicate efficiently, effectively, and transparently with all district stakeholders	Attract and retain high quality, diverse professionals	Develop and implement a facility plan to contend with growth and aging facilities	Develop and advance resources to inspire a culture of innovation
Improve performance of student subgroups	Improve communication and access of information to our diverse populations	Build staff capacity	Enhance safe and effective learning environments	Build staff efficacy to impact innovative practices
Improve student college, career, and life readiness	Facilitate partnerships between community and school district	Develop and implement effective succession planning	Sustain excellent financial stewardship	Implement innovative programs and practices to engage ALL students

Performance Objectives

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SCHOOL MISSION & VISION

Our Mission

Our mission is to provide a nurturing and inclusive learning environment where every student is respectfully valued, challenged, and empowered to reach their full potential.

Our Vision

Empowering Today's Learners to become Tomorrow's Leaders

Sammy McClure Middle School Improvement Action Plan

SMART Goal 1: During the 2024-2025 school year SMMS teachers will use evidence-based instructional strategies to increase the percentage of students achieving proficiency on the ELA Georgia Milestones to 65%; a 7% increase from 2023-2024.

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 1-A	Students will set interim goals and regularly review progress towards the 65% proficiency target based on Beacon/MAP Assessments.	Teachers will conference monthly with each HR student to address grades, work habits and academic progress through goals.	SMMS HR Teachers Admin/Dept Head	Beacon DRC Student Goal Setting Sheet ELA Formative and Summative Assessment Data End of month data review by Dept Head/Admin	Admin Walkthroughs Teacher Advisement Notebook

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 1-A, 1-B	Teachers in all content areas will implement research-based literacy strategies specific to PLC need. Literacy strategies include document based written responses, non-text literary analysis (charts, graphs, policital cartoons etc), text mining, and collaborative reasoning)

Teachers in all content areas will monitor student progress towards PLC goal and report progress during monthly PLC meetings. | Weekly, teachers will implement literacy strategies that align to the rigor of the standards.
• Teachers will participate in a vertical collaborative PD session to calibrate scoring and assessment practices. List what assessment assume common assessments

• Teachers will participate in collaborative planning sessions monthly to review and discuss data. | SMMS Teachers Admin Team Lit.Coach Dept. Heads | Weekly Collaborative Planning minutes (1st planning period)

Common assessments which will be sent to and maintained by Dept. Heads

Write Score Data Beacon Benchmark Data MAPS Data | School-wide Student data aggregated by subgroups; MTSS; and ESEP need.

PLC data from monthly data meetings

Classroom assessment data will be used to monitor individual student progress and adjust instruction accordingly.

Feedback to teachers on implementation and next steps from informative walkthroughs (once a month)

Department Heads feedback form (once a semester) |

Sammy McClure Middle School Improvement Action Plan

SMART Goal 2: During the 2024-2025 school year SMMS teachers will use evidence-based instructional strategies to increase the percentage of students achieving proficiency on the Math Georgia Milestones Assessment to 73%; a 10% increase from 2023-2024.

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 1-A	Students will engage in goal setting by setting interim goals and regularly reviewing progress towards the 73% proficiency target based on Beacon/MAP Assessments.	Teachers will conference monthly with each HR student to address grades, work habits and academic progress through goals.	SMMS HR Teachers Admin/Dept Head	Beacon DRC Student Goal Setting Sheet Math Formative and Summative Assessment Data End of month data review by Dept Head/Admin	Admin Walkthroughs Teacher Advisement Notebook

Strategic Goal 1-A, 1-B	Teachers in all content areas will implement the text mining literacy strategy in order to solve rigorous real-world math problems.	• Teachers will implement literacy strategies at least weekly.	SMMS Teachers Admin Team Lit.Coach Dept. Heads	Weekly Collaborative Planning minutes (1st planning period)	School-wide Student data aggregated by subgroups; MTSS; and ESEP need.
		• Teachers will participate in a vertical collaborative PD session to calibrate scoring and assessment practices.		Common assessments which will be sent to and maintained by Dept. Heads	PLC data from monthly data meetings
	Teachers in all content areas will monitor student progress towards PLC goal and report progress during monthly PLC meetings.			Write Score Data Beacon Benchmark Data MAPS Data	Classroom assessment data will be used to monitor individual student progress and adjust instruction accordingly.
		• Teachers will participate in collaborative planning sessions monthly to review and discuss data.		Collaborative Planning minutes Common assessments IM Playbook	Feedback to teachers on implementation and next steps from informative walkthroughs (once a month)
		• Teachers will improve student problem solving skills that are developed through class discussions and inquiry-based learning and/or models and manipulatives through continued implementation of the IM Playbook.		Beacon DRC Student Goal Setting Sheet Math Formative and Summative Assessment Data Admin Walkthroughs	Department Heads feedback form (once a semester)
		• Using IM, Teachers will align instruction to the rigor and			Individual Student data analysis

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)
		representation of the standards.			Improved student achievement because of utilizing data driven instruction, backward design, and more rigorous assessments. Beacon Benchmark Data

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SMART Goal 3: During the 2024-2025 school year SMMS teachers will use restorative discipline practices to decrease the total number of instructional days lost to ISS/OSS from 811 days in the 23-24 school year to 600 days this school year.

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 1-A	Staff will use Restorative Discipline practices within the classroom to help students work through intrapersonal issues before they lead to larger behavioral concerns.	• Staff will participate in monthly restorative discipline PL • Faculty will implement strategies from Restorative Discipline PL	SMMS Faculty BESST Team	Discipline data will be presented at the monthly faculty meeting with problem solving activities discussed.	Admin/Dept Head engagement walkthrough data (walkthrough form)
	All Students will be purposefully engaged in the classroom and teachers will be focused on active engagement. BESST team will monitor data and be proactive.			Monthly BESST Team meetings	School-wide Student discipline data

SMMS 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-Purposeful, differentiated and job embedded professional learning sessions will be facilitated monthly. Content specific professional learning based on selected literacy strategy by PLC, Monthly Data Days, Title IIA Days will be utilized for vertical PD for each subject area to unpack the standards; align instruction to content & skill; ensure classroom assessments prepare students for the GMA.	All Staff	Bowles Ponder Allen Schinella Wells Dept. Heads	2024-2025	Agenda, Collaborative Planning Minutes, Training Materials, Peer Observation Forms, PL Feedback Forms; Lesson Plans, PLC Common Assessments, Student Data Conferencing Sheets; Kickup PL	Common Assessments Summative Assessments written to the rigor of the standard/GMA aligned to rigor. Clear Plan for Literacy-reading and writing process. Beacon Benchmark Data TKES Observations Admin Attendance PLC grade level sessions
Building a PLC at work Weekly PL will support the collective efficacy importance of PLC's and established guidelines/norms for collaboration. *Starting with a Vision *Empowering the Core Team *PLC Norms & Non-Negotiables	All Staff	SMMS Admin	2024-2025	Building Professional Learning Communities at Work; Learning by Doing-A professional learning community at work	Common Assessments TKES Observations PLC meetings

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
*Treat Every Conversation as a Learning Opportunity *Creating Trust on your TEAM *Supporting Team Development/Collective Efficacy *Negotiating Personalities/Conflict *Connecting Data Analysis and Instructional Improvement *Building a Collective Intelligence					
Mentors-Mentors will be assigned to all new teachers who need additional support. Mentors will spend an hour biweekly to provide guidance and additional support.	New Teachers	Bowles	2024-2025	Sign in Sheets Seven Secrets Books The Beg. Teachers Guide NTI sessions Peer Observations	Mentor feedback Peer observation feedback
PBIS/SEL-Committee will lead school and train staff for continued school wide implementation. Sources of Strength-Committee will lead school and train students for school wide implementation.	All Staff	PBIS Committee- Grade Level Representat ives Counselors	2024-2025	Sign in sheets Agendas PBIS app	Discipline data discussions weekly PBIS data
Restorative Discipline PL Better Than Carrots or Sticks Hacking School Discipline	SMMS Faculty	Schneilla	2024-2025	Kickup Monthly PL	Discipline data discussion weekly PBIS data Faculty Meeting data/problem solving