

School Improvement Plan 2018-2019
Veterans Memorial Middle School

Revised Instructional Goal

- I. Overarching Need: VMMS would benefit from implementation of a system that effectively monitors lowest and highest quartile students.
- II. Root Causes:
 - 1. Students are not identified as quickly as needed for intervention.
 - 2. Learning gaps are significant for some students; many students start below expected standards.
 - 3. Many students value education, but are unable to effectively articulate personal expectations.
 - 4. Many students lack confidence and display problem behaviors due to a lack of content knowledge.
 - 5. Many students need more instructional time.
- III. **Goal: Throughout the 2018-2019 school year, 100% of VMMS teachers will effectively monitor the educational and personal goals of 100% of students through the implementation and integration of an individualized goal-setting program.**
- IV. Action Steps:
 - 1. Professional development for teachers on metacognition and cognitive development, progress monitoring, and goal setting procedures.
 - 2. Development for students on metacognition and goal setting expectations.
 - 3. Develop an electronic method to monitor goal setting.

Revised Climate Goal

- I. Overarching Need: VMMS would benefit from an increase in professional relationship building among staff.
- II. Root Causes:
 - 1. 100% of faculty/staff and students have not effectively established a community of trust.
 - 2. Not all faculty/staff members value the benefit of collaborative planning.
 - 3. Faculty/staff have not developed personal and professional relationships.
 - 4. Faculty/staff members do not feel confident in effectively instructing and evaluating colleagues.
- III. **Goal: By May 2019, 100% of all teachers will be effectively trained and will actively utilize relationship-building strategies to enhance collaborative planning and student engagement.**
- IV. Action Steps:
 - 1. Departments will meet monthly for vertical alignment and weekly with collaborative teachers to ensure consistent curricular practices.
 - 2. Grade level faculty will meet twice a month to build professional relationships and develop effective collaboration.

Professional Development Goals, 2018-2019

- I. 3 August 2018
Topic: GaDOE Effective Data Use for Goal Setting; Goal Setting Implementation Plan
- II. 8 October 2018
Topic: Collective Teacher Efficacy: Professional Relationship Building Development
- III. 7 January 2019
Topic: Setting Goals and Self-Reporting: Progress Monitoring and Goal Setting

School Improvement Progress Monitoring

- A. Instructional Goal:
 - 1. Student Goal Setting sheets (Canvas, Biweekly)
 - 2. Faculty/Staff and Student semester surveys (Google Forms, December and May)
 - 3. Parent/Guardian Goal Setting quarterly feedback (Canvas, Quarterly)
- B. Climate Goal:
 - 1. Meeting agendas and commentary (Microsoft OneNote, Biweekly and Monthly)

2. Faculty/Staff surveys (Google Forms, January)