

School Improvement Plan FY19 Review

Veterans Memorial Middle School

Melanie Knight, Principal

SIP Goal #1 – FY18

- Lowest and highest quartile students will be monitored through goal setting.
- This goal was met.
- All students completed goal setting; however, we have established a series of improvements we will be making for FY 19.
- Student goal setting sheets; student and faculty surveys; report card and Infinite Campus data (used for student goal setting development)

SIP Goal #2 – FY18

- Staff will improve their professional relationship building.
- This goal was met.
- Faculty and staff members consistently participated in meetings and professional development.
 - Faculty Level: Quarterly and as needed
 - Department Level: Monthly
 - Collaborative Teacher Level: Weekly
- Department meeting agendas and sign in sheets; professional development agendas and sign in sheets

PL Day #1 – 4 August FY18

- Focus: Dave Weber "Sticks and Stones: Relationship Building"; Growth Mindset and Progress Monitoring
- There was no change from the original plan.
- The implementation of this professional development was effective.
- "Sticks and Stones" provided faculty and staff with a comprehensive understanding of the importance of climate and professional relationship building.
- Growth Mindset and Progress Monitoring development provided faculty and staff with an understanding of the definitions of GRIT and Growth Mindset, as well as the procedures for progress monitoring.
- School student and faculty surveys indicated that the majority of VMMS benefited from goal setting and progress monitoring.

PL Day #2 – 9 October FY18

- Focus: Goal Setting Program Implementation Training
- Growth mindset form was modified during this professional development.
- The implementation of this professional development was effective.
- It provided faculty and staff with a better understanding of how to provide effective feedback on student goal setting sheets.
- Student Goal Setting Sheet samples; Student and Faculty SIP Surveys

PL Day #3 – 24 January FY18

- Focus: Resiliency Training
- The professional development for faculty and staff occurred; the original implementation plan included student development which was cancelled due to the government shutdown.
- The implementation was effective for faculty and staff; this was a follow up of a previous training.
- This professional development provided faculty and staff with an understanding of resiliency; however, the students were not able to attend their portion of the development, so full implementation will occur in FY19.
- In a survey, faculty and staff responded that they felt they understood the importance of resiliency.

- Review of School Data FY18

Prioritized Needs

10 Needs from CNA p. 75

- The following items were identified as the prioritized needs of VMMS. The school would benefit from (an):
 - Increase in professional relationship building among staff
 - Implementation of a system that effectively monitors lowest and highest quartile students
 - Increase in support for an increasing SWD population
 - Implementation of a system that establishes consistent rituals and routines in every class
 - Increase in grade level collaboration to benefit multicultural student needs
 - Increase in remediation for subgroup achievement gaps through tutoring
 - Increase in support for subgroups within the classroom setting
 - Increase in staff communication to ensure streamlined identification of at-risk students
 - Increase in support for transient students entering the school to decrease learning gaps
 - Increase in parent involvement in the school community through extracurricular activities

Overarching Needs

Top 4 Needs from CNA pp. 77-78

- The following items were identified as the overarching needs of VMMS. The school would benefit from (an):
 - Increase in professional relationship building among staff
 - Implementation of a system that effectively monitors lowest and highest quartile students
 - Increase in support for an increasing SWD population
 - Implementation of a system that establishes consistent rituals and routines in every class

Revised Instructional 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.

Instructional Goal: Revised Action Steps

- Professional development for teachers on metacognition and cognitive development, progress monitoring, and goal setting procedures
- Development for students on metacognition and goal setting expectations
- Develop an electronic method to monitor goal setting

Revised Climate 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.

Climate Goal:

Revised Action Steps

- Departments will meet monthly for vertical alignment and weekly with collaborative teachers to ensure consistent curricular procedures
- Grade Level faculty will meet twice a month to build professional relationships and develop effective collaboration

FY19 PL Day Focus

- 8/3/18: GaDOE Effective Data Use for Goal Setting; Goal Setting Implementation Plan
 - Including identification of lowest and highest quartile and subgroup students
- 10/8/18: Collective Teacher Efficacy: Professional Relationship Building Development
- 1/7/19: Setting Goals and Self-Reporting: Progress Monitoring and Goal Setting