

School Improvement Plan, 2017-18

School: Churchville Middle School



<u>Team Members</u>		
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Peer Review 1 Date:	Peer Review 2 Date:
Presentation To Staff Date: 8/15/17	Presentation to PTA Date:
Update to Staff Date:	Update to PTA Date:
Update to Staff Date:	Update to PTA Date:

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Theory of Action (If/Then):

If the staff at Churchville Middle School utilize the common planning time (PLC time) to focus on the four questions of the PLC model and if the PLCs analyze data and provide enrichment and intervention opportunities to address academic and social/emotional needs, we will see an increase in student growth on common formative and summative assessments, leading to an increased percentage of students on or above target on MAP and a decrease in the achievement gap across all subgroup populations.

Data Sources and Analysis Used in This Plan: (detailed)

MAP, SWIS, PARCC, ACCESS, Cohort MAP data

[CMS Instructional Coach Feedback](#)

Theory of Action Analysis of grade/content levels at CMS

What this will look like at Churchville Middle School when fully implemented?

When this improvement is fully implemented, staff will meet no less than 120 minutes per week to collect, assess and share student learning data, including common formative and summative assessments with colleagues to determine next steps for with the Acceleration period and their instruction in the classroom. Acceleration will be used to provide enrichment activities driven by student interest and intervention provided “just in time” to minimize gaps. PLC teams will create agendas before the meeting and take notes during the meeting to both stay on task and hold team members accountable to the agreed upon norms of their work.

<u>Action Step</u>	<u>Person Responsible</u>	<u>Target Date</u>	<u>Evidence</u>
Professional Development on	Admin/Instructional	September	Institute Day agenda

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PLC vs. Planning time	Coaches	September	Survey of staff
PD on creating agendas focused on data analysis within the PLC	Instructional Coaches, Team leaders	September	Consistent use of agendas across all PLCs.
PD on PLC Data analysis model	Instructional Coaches, Psych	9/17	Staff will bring appropriate data to meetings ready to work with PLC members to determine next steps
PD on PLC role rotation to share tasks, establish common practices	Staff, coaches, psych, admin	9/17	PLC role rotation schedule included in PLC agendas
Resources identified for interventions	Rdg specialists, math, counseling/sw/psych	Before 9/5/17	Entrance/exit criteria used consistently
Resources identified for enrichment	Grade Level Teams Enrichment Subgroup suggestions across district, AP	Before 9/5/17	Enrichment course bank, Fully realized enrichment student schedule Team Leaders will manage budget with oversight from AP

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Theory of Action (If/Then):

If the staff at Churchville Middle School utilizes the needs assessed in the Theory of Action by grade level team and if the grade level team chooses instructional practices based on greatest effect size and if the team utilizes team planning time to discuss, review and apply a targeted practice across content areas then students will apply these highly effective practices to bridge the achievement gap.

Data Sources and Analysis Used in This Plan: (detailed)

MAP, SWIS, PARCC, ACCESS

Theory of Action Analysis of grade/content levels at CMS

CMS Instructional Coach Feedback

What this will look like at Churchville Middle School when fully implemented?

When this is fully implemented, staff will actively integrate highly effective instructional practices across their curricular area based on a continuous assessment of student needs. Students will be able to define the common instructional practice across content areas and apply this in real world situations

<u>Action Step</u>	<u>Person Responsible</u>	<u>Target Date</u>	<u>Evidence</u>
Professional Development on planning	Instructional coaches,	9/17	Agenda, meeting notes

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effective multi-disciplinary units	Department Chairs, Team Leaders		
Teams share Quarterly Scope and Sequence	teams	9/17 and ongoing	Shared Sheet with all content area scope and sequences
Teams review and analyze student need for a specific instructional practice and how this can be applied across content areas. (Formative data)	Team leader / instructional coaches	Beg: 9/17 and ongoing	Agenda, meeting notes, formative data.
Teams decide on a unifying instructional practice that reinforces learning and brings the curriculum to life	Teams	9/17 and ongoing	Classroom use, peer to peer classroom visits, agenda, meeting notes
Team shares selected instructional practice at SLT, WL/PE , UA	Team Leaders	monthly	SLT SIP monthly- shared with school in monthly meeting notes.
SLT Instructional Rounds occur to gain insight on how to improve common instructional practices within teams/schoolwide.	SLT members	quarterly	Instructional round data focused on the specific instructional practice
Teams receive PD on the specific instructional practice, (ex. Peer to peer classroom visits)	Instructional Coaches, team leaders, teachers	9/17 and ongoing	Agenda, meeting notes
Teams use PLC 4 questions Mid-unit	Team leader, team	Unit mid	Student work samples, agenda,

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to address instructional strategies and make improvements		point from Scope and Sequence	meeting notes, assessment data
Teams administer assessments, and teams analyze data collectively. Celebrate and plan next quarter crossover skills	Team, team leader, instructional coaches	10/23 (end of Q1) (ongoing)	Student work samples, agenda, meeting notes, assessment data, teacher survey

Theory of Action (If/Then):

If the staff at Churchville Middle School learns and grows together through peer to peer observations and if the teams establish and follow staff norms and if we strengthen community connections, and develop common expectations for students at each grade level, then we will develop a positive, productive, engaged staff as evidenced by the temperature gauge.

Data Sources and Analysis Used in This Plan: (detailed)

[Results of the school survey by the district.](#)

[Temperature gauges 2016-2017](#)

[CMS Instructional Coach Feedback](#)

[SASS Data 2016-2017](#)

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Theory of Action Analysis

What this will look like at Churchville Middle School when fully implemented?

Teachers have engaged in at least one peer-to-peer observation cycle and used feedback to improve practice and potentially receive further support and coaching.

All PLCs and all grade level teams will have established norms and have established clear communication pathways and practices. All grade level teams will have established common expectations for technology, hallways, and classrooms by using CHAMPS or a PBIS matrix (Be Respectful, Be Responsible, Be Ready).

<u>Action Step</u>	<u>Person Responsible</u>	<u>Target Date</u>	<u>Evidence</u>
Develop/Revisit Norms for staff communication	Staff	8/17 and Ongoing	Temperature gauge, SAS survey, building survey
Develop/Revisit Norms for Grade Level team meetings and PLC CPT.	Team Leaders, PLCs, Coaches	9/8/17	Team and PLC meeting notes
Implement SIP goal 1, utilize common planning time (PLC time) to focus on the four questions of the PLC	Schoolwide	Institute Day	Agenda
Engage in peer to peer observations with a specific pre-determined focus and follow-up	Ben/Jeremy and all certified staff	11/16/17	Observation logs, goals and action steps
Revisit and follow through on common expectations building-wide and team-wide for students - determine	Team Leaders; PLCs; SS Team; Admin	9/18/17	CHAMPS or PBIS Matrix shared by grade level teachers

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tight and loose, and discuss why the expectation is necessary (mutual responsibility to each other). Share interventions if students are not responding to expectations.			
Staff-wide Celebrations for milestones/awesomeness	Sunshine Committee Staff Team Leaders Department Leaders Admin	Year Round	Birthday Buddie Sign Up, special occasion themed luncheons Newsletters Team Notes
SLT Agenda shared with whole staff prior to meeting in order for entire staff to add logistical items, questions, and awesomeness happening in classes	Admin/Staff	Weekly	Agenda/notes
Monthly Union Building Reps / Admin meeting to proactively address concerns.	Admin/Reps	Monthly	Scheduled meetings
Churchville Staff increases participation in PTA memberships, events, meetings, and functions.	Schoolwide	Ongoing	Churchville Staff membership in PTA. A Churchville Staff member attends monthly PTA meeting.