

IMPROVEMENT PLAN (2009-2014)

COVER PAGE

Harmony Middle School

Mission Statement

Harmony Intermediate's learning community fosters a challenging and nurturing environment where all students become productive citizens. Together with parents and the community, teachers create a climate of success through meaningful and engaging instruction that meets individual needs and develops lifelong learners with transferable skills.

Description of the process used to develop this improvement plan:

The School Improvement Plan is reviewed periodically to monitor progress toward our goals. This is done through an analysis of data as well as reflection on our mission and goals. Teachers work collaboratively to reflect upon school-wide priorities focused on the needs of individual students to achieve success.

Department chairperson/SALT's work with their departments to review and, if necessary, to adapt action plans to address identified areas of need. Each of these areas is associated with one of the school goals for improvement as well as to School Board Goals. Input by parents is provided by members of the PTA and through parent surveys. Our progress is monitored through a defined process of data analysis, reflection of current practices and a review of available research. This information will be shared in regular faculty, team, department, committee and PTA meetings throughout each school year. The information will also be used to measure our progress and as a basis for future decisions about programs and practices .

The goals, indicators, and action plans included in this School Improvement Plan are a result of our work.

Sherron Gladden

Signature of Principal/Director

Names and signatures of Plan Development Process Team

Date submitted to Director/Supervisor: Date reviewed by Director/Supervisor: Date reviewed by Director/Supervisor and Principal: Date(s) of Revision:
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DO for
Student Achievement

GOAL	ACTION PLAN	PRIORITY	STATUS	PERSON(S) / OFFICE RESPONSIBLE	AUTHORIZED CENTRAL OFFICE RESOURCES	START DATE	END DATE	BUDGET (\$)
Achieve or exceed 92% or maintain current passing levels above 92% on all SOL tests	Create and administer common assessments	High	In-Progress	Sherron Gladden / Classroom Teacher MS		8/26/2010	11/19/2010	
	Create and administer common end-of-semester summative assessments	High	In-Progress	Sherron Gladden / Classroom Teacher MS		8/26/2010	1/21/2011	
	Implement effective grade level interdisciplinary teaming.	High	In-Progress	Sherron Gladden / Dean		8/26/2010	6/13/2014	
Exceed school board SOL pass rate target (Unadjusted)	Use departmental meetings as opportunities for collaboration using a PLC model.	Medium	In-Progress	Sherron Gladden / Department Chairs (MS, HS)		9/20/2010	6/21/2013	
Promote equity and cultural competence in our school.	Organize a Multicultural Club for students.	High	In-Progress	Gail Lucas / Equity Team		12/1/2010	6/16/2011	
	Organize a multicultural event for the school community.	High	In-Progress	Gail Lucas / Equity Team		11/15/2010	2/24/2011	
	Create a culturally responsive learning community	Medium	In-Progress	Gail Lucas / Equity Team		9/7/2010	6/16/2014	

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

92% of students will pass all SOL tests

Measure: Achieve or exceed 92% or maintain current passing levels above 92% on all SOL tests

Strategic Improvement: Implement effective grade level interdisciplinary teaming.

Person(s) / Office Responsible: Sherron Gladden / Dean

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Communicate with parents regarding student progress	Team Teachers, Deans, Counsleors	6/17/2011			Team Log of Parent communication and conferences
Create curriculum and skill connections across content areas	Team Teachers	1/24/2011			Teams will collaborate during team planning to find realistic connections across content areas
Develop Student Success Plans to define interventions and support for students as needed to promote student achievement.	Team Teachers, Deans, Counselors, Parents	5/20/2011	Student Success Plans developed during team meetings		Student Success Plans signed by student and Parent with list of interventions.
Establish common routines, practices, and expectations	Team Teachers	9/22/2010			Teams will develop and publish team expectations
Establish weekly team meetings	Team teachers	10/4/2010			Teams will meet at least weekly
Utilize a pyramid of interventions to meet the needs of students	Team Teachers, Deans, AP's	1/24/2011			Interventions for student behavior will be addressed at the appropriate level needed.

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

92% of students will pass all SOL tests

Measure: Achieve or exceed 92% or maintain current passing levels above 92% on all SOL tests

Strategic Improvement: Create and administer common assessments

Person(s) / Office Responsible: Sherron Gladden / Classroom Teacher MS

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
PD on assessment and grading	Deans	9/3/2010			All teachers will participate in PD during the August Workdays
Teachers will administer the assessment and analyze the results to determine if essential knowledge was mastered in classroom.	All teachers	12/22/2010			An analysis of the results will be used to evaluate the assessments in relationship to the standards
Teachers will work in grade level content teams to create a unit test	All teachers	11/19/2010			Teachers will create 1 unit test for each course

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

92% of students will pass all SOL tests

Measure: Achieve or exceed 92% or maintain current passing levels above 92% on all SOL tests

Strategic Improvement: Create and administer common end-of-semester summative assessments

Person(s) / Office Responsible: Sherron Gladden / Classroom Teacher MS

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Common summative assessments will be developed that evidence rigor and relevance	All teachers	11/19/2010	Department and House meeting time. Release time as needed.		Summative assessments will reflect higher level skills of analysis, synthesis and evaluation
Dept chairs and administrators will monitor the use of common lesson plans	Department Chairs	1/14/2011	time during department meetings		Walk-throughs will reflect the use of common lesson plans
Teachers will receive PD on formative and summative assessment	Deans, all teachers	9/13/2010			Teachers will be able to identify the difference between formative and summative assesments
Teachers will work collaboratively to identify essential understandings and skills for each course	All teachers	10/26/2010	Department and House meeting time to work together		The final summative assessment will be developed in all courses
Using backward design, teachers will collaborate to create common lesson plans designed to teach the essential understandings and skills.	All teachers	11/29/2010	Department and House meeting time to work together		Each department will develop common lesson plans for courses

Waiver Needed: Yes No

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One Year PLAN with STUDY & ACT for each action plan for Student Achievement

92% of students will pass all SOL tests

Measure: Exceed school board SOL pass rate target (Unadjusted)

Strategic Improvement: Use departmental meetings as opportunities for collaboration using a PLC model.

Person(s) / Office Responsible: Sherron Gladden / Department Chairs (MS, HS)

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Administer common assessments and analyze data to revise/refine assessments	Department Chairs, teachers	5/28/2013			Review of common assessments will result in data bank of quality test items
Determine agenda, goals, and outcomes	Department Chairs, teachers	5/28/2013			Purposeful meetings
Establish dates and times for monthly meetings	Department Chairs, teachers	9/27/2010			Regular meetings
Identify essential understandings and skills for each course	Department chairs, Teachers	1/27/2012	Curriculum Guides, Standards		List of essential understandings and skills
Report activities to Admin contact and Principal	SALT	5/28/2013			Minutes will reflect activities of meetings
Use backward design to create common assessments tied to established standards	Department Chairs, Teachers	6/15/2012			Common assessments will be linked to standards in Clarity

Waiver Needed: Yes No

If Yes, attach request form.

**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Promote equity and cultural competence in our school.

Strategic Improvement: Create a culturally responsive learning community

Person(s) / Office Responsible: Gail Lucas / Equity Team

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Provide PD based on the results of the 2009-2010 year-end survey.	Equity Team, Teachers	6/16/2014			Continue to incorporate the 7 Principles for building a learning community which meets the needs of all students
View PD 360 sessions on equity issues	All staff	6/16/2015			Continue to reach students by building relationships through culturally responsive instruction

Waiver Needed: __Yes __No

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**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Promote equity and cultural competence in our school.

Strategic Improvement: Organize a Multicultural Club for students.

Person(s) / Office Responsible: Gail Lucas / Equity Team

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Organize students for monthly club meetings	Kim Snare	6/16/2011			Recognize students form diverse cultures.
Plan monthly activities for meetings	Ruby Pizana	6/16/2011			Students will share foods and customs from their cultures

Waiver Needed: Yes No

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**One Year PLAN with STUDY & ACT for each action plan for
 Student Achievement**

Reduce disparity in student achievement by closing achievement gaps (CAG)

Measure: Promote equity and cultural competence in our school.

Strategic Improvement: Organize a multicultural event for the school community.

Person(s) / Office Responsible: Gail Lucas / Equity Team

TASKS TO BE ACCOMPLISHED	WHO	BY WHEN	RESOURCES NEEDED	ANNUAL COST (\$)	EXPECTED RESULTS
Involve members of the Multicultural Club and the World Languages Club in planning presentations for International Night	Kim Snare, Martin Fameni	2/24/2011			Students will work with the Equity Teeam to share their diverse cultures with the community
Organize an International Night	Equity Committee	2/24/2011			Students and families who participate will feel more welcome at Harmony