

## Bryan Middle School 18-19 School Improvement Plan

### ACHIEVEMENT

#### 2 YEAR GOAL:

- Increase 2018 ELA MPI from 386.5 to 390.4 in 2019 and from 390.4 to 394.3 in 2020.
- Increase 2018 Math MPI from 368.3 to 372.1 in 2019 and from 372.1 to 375.8 in 2020.

#### 2 YEAR GOAL - Update/Adjustments:

#### SMART STRATEGY # 1:

- 1. We will maintain or increase 85.2% in 17/18 of objectives that are QFIC, based on walkthrough data.
  - 1st Quarter - 70%
  - 2nd Quarter - 75%
  - 3rd Quarter - 80%
  - 4th Quarter - 85%
- 2. We will maintain or increase from 95.6% in 17/18 of teachers that include a +1 based on walkthrough data.
  - 1st Quarter - 80%
  - 2nd Quarter - 85%
  - 3rd Quarter - 90%
  - 4th Quarter - 95%

**Person Responsible for Reporting Progress:** Administrators

**Progress Metric:** Walk-through Data

#### SMART STRATEGY #1: Updates and Adjustments:

**Qtr. 1:** The administrators completed 61 walk-throughs this quarter. In 47 of them, setting objectives was QFIC resulting in 77%. Additionally, 54 (88.5%) of the 61 walk-throughs included a +1 component. Mrs. O'Keefe, our CITW trainer, led the staff through an hour of PD focused on CITW strategies on September 21st. She reviewed the strategies and allowed teachers to reflect on the implementation of the strategies in their daily instructional practices.

**Qtr. 2:**

Additionally, 46 (79.3%) of the 59 walk-throughs included a +1 component. We purchased books for our professional library that

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<p>support the implementation of CITW strategies in an effort to provide our teachers with resources filled with new ideas. Additionally, we model CITW strategies in our professional work with the staff to reiterate the value in these research-based strategies.</p> <p><b>Qtr. 3:</b> <b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) CITW Trainer will provide the staff with resources, feedback and supports to successfully implement the CITW strategies at a QFIC level.	Sept. 21 & Jan. 23	CITW Trainer
<b>Progress update:</b> Mrs. O’Keefe led 1 hour of PD for staff on Sept. 21st. Teachers had an opportunity to reflect on their implementation of CITW strategies, ask questions and review the strategies.		
2) Host an academic night to support parents in assisting their children in meeting curricular goals (Key 1).	2 events	Administrators
<b>Progress update:</b> Mrs. Jordan and Mrs. Kauffman led a 6th grade math night coupled with our PTO meeting on September 11th. Parents had the opportunity to see what math class is like for a 6th grader and played a factor game with their students.		
3) Data will be collected in Google Forms during walkthroughs with feedback provided.	Ongoing	Administrators
<b>Progress update:</b> 1st quarter - 61 walk-throughs		
<p><b>SMART STRATEGY # 2:</b>            NEE indicator 7.4 will maintain or increase from 5.8 in 17/18 to 6.0 in 19/20.  <b>Person Responsible for Reporting Progress:</b> Administrators  <b>Progress Metric:</b> Walk-through data and PLC tracking form</p>		
<p><b>SMART STRATEGY #2: Updates and Adjustments:</b>  <b>Qtr. 1:</b> August 5.7, September 5.7, October 6.0  <b>Qtr. 2:</b> November 5.8, December 6.3  <b>Qtr. 3:</b>  <b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>

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1) Monitor and review NEE 7.4 Effect of Instruction on whole class and individual learning.	Quarterly	Administrators & Teachers
<b>Progress update:</b>		
2) All PLC teams will set SMART goals on priority standards based on what is being assessed.	On-going	Administrators & Teachers
<b>Progress update:</b>		
3) PLC teams will track, monitor, and review a minimum of three priority standards throughout the school year.	On-going	Administrators & Teachers
<b>Progress update:</b>		
4) Admin. team to conduct walkthroughs and provide specific feedback and support to teachers as needed.	On-going	Administrators
<b>Progress update:</b>		
5) Admin. Team (w/content leads if possible) will perform walk-throughs together for calibration purposes.	Twice per year	Administrators
<b>Progress update:</b>		
6) Each course will assign one home-to-school lesson and report the percentage of students completing the activity(courses are assigned a specific quarter) (Key 4).	Quarterly	Administrators & Teachers
<b>Progress update:</b>		
7) Host Academic nights to partner with parents in student learning. (Key 1)	2 events	Administrators & Teachers
<b>Progress update:</b>		
<p><b>SMART STRATEGY # 3:</b>            Increase reading cohort performance in grades 6-8 by 2% in October as measured by GATES.            Baseline from previous year's Gates in October 2018.</p> <p>6th grade: Increase % of students reading at or above grade level from _____ to _____ %            7th grade: Increase % of students reading at or above grade level from 70.1% to 72.1%            8th grade: Increase % of students reading at or above grade level from 78% to 80%</p> <p><b>Person Responsible for Reporting Progress:</b> Administrators  <b>Progress Metric:</b> Gates Data &amp; SRI Progress</p>		
<b>SMART STRATEGY #3: Updates and Adjustments:</b>		

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<p><b>Qtr. 1:</b> n/a</p> <p><b>Qtr. 2:</b>          67.4% of students in 6th grade are reading at or above grade level as measured by the Gates Reading Inventory          7th grade increased the percentage of students reading at or above grade level from 70.1% to 73.3%          8th grade increased the percentage of students reading at or above grade level from 78% to 80.3%</p> <p><b>Qtr. 3:</b></p> <p><b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) New students will be SRI tested to determine if interventions are needed.	As needed	Administrators and ELA DC
<b>Progress update:</b>		
2) Publish reading data/placement to staff at the beginning of the year and as new information is available (Gates/new student).	On-going	Administrators, Counselors, and ELA DC
<b>Progress update:</b> Reading data is available on Google Team Drive (Teacher Resources - View Only)		
3) Students will read for 10-15 minutes during designated Patriot Times (excluding intervention rooms)	On-going	Administrators & Teachers
<b>Progress update:</b> This is our current practice.		
4) Host Academic nights to partner with parents in student learning. (Key 1)	2 events	Administrators & Teachers
<b>Progress update:</b> Tuesday, September 11 - 6th grade Math Night		
<p><b>SMART STRATEGY # 4:</b>          72% of students enrolled in Math180, Read180, System 44 and LLI will meet individual growth goals by end of each school year.</p> <p><b>Person Responsible for Reporting Progress:</b> Administrators</p> <p><b>Progress Metric:</b> Gates Data &amp; SRI Progress</p>		
<p><b>SMART STRATEGY #4: Updates and Adjustments:</b>  <b>Qtr. 1:</b> 26% of students in LLI met or exceeded their individual growth goal. 34% of students in R180 met or exceeded their individual growth goal and 7% of students in S44 met or exceeded their individual growth goal. Overall, 30% of our students in reading intervention classes met or exceeded their individual growth goal by the end of first quarter. 59% of the students in M180 are on target to meet their individual growth goal.</p>		

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<p><b>Qtr. 2:</b> 69% of students in LLI met or exceeded their individual growth goal. 44% of students in R180 met or exceeded their individual growth goal and 13% of students in S44 met or exceeded their individual growth goal. Overall, 43% of our students in reading intervention classes met or exceeded their individual growth goal by the end of second quarter. 58.8% of students in M180 course 1 are on track to meet their individual growth goal and 63.6% of students in M180 course 2 are on target to hit their year end goal.</p> <p><b>Qtr. 3:</b></p> <p><b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) New students' reading levels will be assessed to determine if interventions are needed. (release time through PDC if needed)	As needed	ELA department chair
<b>Progress update:</b>		
2) Admin to conduct fidelity checks in all Read 180, System 44, LLI, and Math 180 classrooms with District Literacy and Math coordinators.	On-going	Administrators
<b>Progress update:</b> Amy Ridling and Melinda Scheetz have scheduled walks with Dr. Leake each semester.		
3) Monitor the progress of students in Success, Patriot Time, and Intervention classes, adjusting placement as needed	On-going	Administrators, Teachers & Counselors
<b>Progress update:</b> Counselors, Administrators and teachers meet monthly to monitor progress.		

### ATTENDANCE

<p><b>2 YEAR GOAL:</b> Each school year, Bryan Middle School will attain the 90/90 attendance rate of 94.1% from 88.6% in 17-18.</p>
<p><b>2 YEAR GOAL - Update/Adjustments:</b> <b>Qtr. 1:</b> Our 90/90 attendance rate as of the end of September is 92.8% (using the old calculation method) and 94.4% (using the new method). This is almost a 1% increase from the end of September from last school year. We mailed incentive letters to 200 different students with perfect attendance, hung pennants on approximately 600 lockers for “on track” attendance each month and continue to work with approximately 75 students on our “watch” list.</p>

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**Qtr. 2:** Our 90/90 attendance rate as of the end of December is 92.3% (using the old calculation method) and 94.1% (using the new method). We attribute this increase to a continued focus on incentives and diligent work with students hovering the 90% threshold.

**SMART STRATEGY # 1:** Increase the average daily attendance rate from 95.06%

**Person Responsible for Reporting Progress:** Administrators

**Progress Metric:** Attendance Reports

**SMART STRATEGY #1: Updates and Adjustments:**

**Qtr. 1:** At the end of first quarter our ADA is 96.78%. This is .61% higher than last school year at the end of first quarter. Currently, we are on track to meet this strategy supporting our attendance goal.

**Qtr. 2:** At the end of second quarter our ADA is 95.86%. This is .84% higher than last school year at the end of second quarter. We continue to be on track to meet this strategy supporting our attendance goal.

**Qtr. 3:**

**Qtr. 4:**

	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Expectations will be taught to students regarding the importance of attendance and its impact on learning through COC talks (twice a year).	August/ January	Administrators & Teachers
<b>Progress update:</b> August 10, 13 & 14		
2) Inform parents (open house, parent meetings, eNews, schedule pick-up, website) about the impact attendance has on achievement and student success. (Key 2)	On-going	Administrators, Counselors & Teachers
<b>Progress update:</b> Information given at Open House, SLCs and e-News		
3) Create and implement an incentive program for students attaining 90%+ attendance and/or showing improvement.	On-going	Administrators, Counselors & Teachers
<b>Progress update:</b> Pennants put on lockers monthly		
4) Monitor and review attendance concerns for students with 10+ absences and/or not meeting 90/90 during monthly grade-level meetings.	Monthly	Administrators, Counselors & Teachers
<b>Progress update:</b> 10+ absences - mtg w/Sheila; grade level mtgs to discuss attendance concerns		
5) Implement Tier 2 interventions for all students missing 10 days. Possible Tier 2 Interventions:	Monthly	Administrators, Counselors & Teacher Mentors

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<ul style="list-style-type: none"> <li>● Send emails to alert family of attendance concerns</li> <li>● Utilize the AIP (attendance intervention plan) template to guide conversation/goal setting for students</li> <li>● Conference with family to determine if any supports are needed</li> <li>● Meet with student to develop goal/action plan for increased attendance</li> <li>● Recognize attendance in a positive manner</li> </ul>		
<b>Progress update:</b>		
<p>6) Implement Tier 3 Interventions for all chronically absent students missing 15 or more days</p> <p>Possible Tier 3 Interventions:</p> <ul style="list-style-type: none"> <li>● Conduct home visits</li> <li>● Meet with family</li> <li>● Develop goal/action plan for increased attendance that includes positive reinforcements for improved behavior</li> <li>● Work with the Courts to determine if there are additional services or interventions needed to support family</li> </ul>	Monthly	Administrators & Counselors
<b>Progress update:</b>		
<p>7) Seek parent input on ideas for incentives for students with good attendance. (Key 5)</p>	August/ September	Administrators & PTO

## BEHAVIOR

**2 YEAR GOAL:**

- Each school year, Bryan Middle School will decrease the number of ISAP by 10% from 140 in 17-18.
- Each school year, Bryan Middle School will decrease the number of OSS by 10% from 89 in 17-18.

**2 YEAR GOAL - Update/Adjustments:**

**Qtr. 1:** 1st quarter ISS - 22 incidents; 1st quarter OSS - 10 incidents; We are on track to meet our behavior goal regarding both ISS and OSS. Mr. Gruener continues to provide our staff with expectation lessons to implement monthly during Patriot Time. The administrators started the school year with a welcome video that outlined expectations and teachers taught designed lessons each class period to ensure that all students were receiving the same message regarding behavior and expectations at Bryan Middle School. The

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administrators met with all students at the start of the year to discuss the COC and all students/parents have submitted their signed COC paperwork. This quarter teachers/staff awarded 564 triple AAA coupons, 200 incentive letters and over 700 renaissance rewards.

**Qtr. 2:** 1st quarter ISS - 17 incidents; 1st quarter OSS - 16 incidents; We are on track to exceed our behavior goals regarding both ISS and OSS. We started second quarter with a video for all students and teachers reminding them of our building-wide expectations as they pertain to hoods, hats, earbuds, water bottles, etc. Second quarter teachers and staff awarded 689 Renaissance Rewards, 51 Bright Stars, 498 Triple AAA coupons and approximately 200 incentive letters.

**SMART STRATEGY #1:** Decrease or sustain the # of incidents of improper physical contact resulting ISAP from 20 and decrease or sustain the # of incidents of improper physical contact resulting in OSS from 7.

**Person Responsible for Reporting Progress:**

**Progress Metric:**

**SMART STRATEGY #1: Updates and Adjustments:**

**Qtr. 1:** 2 incidents of inappropriate physical contact resulting in ISAP

2 incidents of inappropriate physical contact resulting in OSS

We are on track to meet this strategy. COC meeting held on August 10th, 13th and 14th during PE classes to review behavior expectations. COC signature pages have been returned signed by both parents and students. The administrators created a welcome back video with building wide expectations and we have celebrated reaching our goals around behavior with students.

**Qtr. 2:** 3 incidents of inappropriate physical contact resulting in ISAP

2 incidents of inappropriate physical contact resulting in OSS

We continue to make this infraction a point of emphasis in our conversations with students. Additionally, the administrators made a welcome back video for 2nd quarter reminding students about inappropriate physical contact and the steps students should follow when in conflict with another student.

**Qtr. 3:**

**Qtr. 4:**

**ACTION STEPS:**

**TIMELINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**



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1) Communicate behavior expectations to students (through Code of Conduct lessons and School-Wide Expectation Lessons), new students, and parents (Code of Conduct signatures, posting COC talks on website, eNews notices about lessons). (Key 2)	Monthly	Administrators
<b>Progress update:</b> videos at the start of each quarter; monthly character/expectation lessons		
2) Identified students set and monitor quarterly behavior goals receiving specific feedback from designated principal or teacher when appropriate.	On-going	Administrators and COPE Teachers
<b>Progress update:</b>		
3) School-Wide Behavior Expectations Team to determine building needs and provide ongoing support	On-going	Administrators and Expectations Committee
<b>Progress update:</b> monthly meetings		
4) Recognize all students for following expectations and displaying good behavior/citizenship. <ul style="list-style-type: none"> <li>• Positive letters with coupons</li> <li>• Renaissance</li> <li>• Triple A coupons</li> </ul>	Quarterly	Administrators, Counselors, Teachers, and Renaissance Sponsor
<b>Progress update:</b>		
5) Continue learning around research-based practices leading to changes in behavior (Restorative Practices, Sanctuary Training, Trauma-Informed Schools, etc.)	On-going	Administrators, Counselors, and Teachers
<b>Progress update:</b>		
6) Use interventions for students (behavior plans, teacher mentors, check in/check out).	On-going	Administrators, Counselors and Teachers
<b>Progress update:</b>		
7) Provide training to teachers, parents, and students defining bullying and how to report it with an emphasis on how teachers/administrators will respond to reported bullying. (Key 2)	Twice per year	Administrators, Counselors, and Teachers
<b>Progress update:</b> utilizing the “bullying” matrix; PD for teachers; lesson for students with counselors/administrators		
8) Offer parents an opportunity to participate in learning to support students with behaviors. (Key 5)	Twice per year	Administrators and PTO
<b>Progress update:</b>		

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<b>CLIMATE</b>
<b>2 YEAR GOAL:</b>
<b>2 YEAR GOAL - Update/Adjustments:</b>

<b>SMART STRATEGY #1:</b>		
Person Responsible for Reporting Progress:		
Progress Metric:		
<b>SMART STRATEGY #1: Updates and Adjustments:</b>		
Qtr. 1:		
Qtr. 2:		
Qtr. 3:		
Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1)		
<i>Progress update:</i>		
2)		
<i>Progress update:</i>		
3)		
<b>SMART STRATEGY #2:</b>		
Person Responsible for Reporting Progress:		
Progress Metric:		
<b>SMART STRATEGY #2: Updates and Adjustments:</b>		

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Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1)		
<i>Progress update:</i>		
2)		
<i>Progress update:</i>		
3)		
<i>Progress update:</i>		
<b>SMART STRATEGY #3:</b> Person Responsible for Reporting Progress: Progress Metric:		
<b>SMART STRATEGY #3: Updates and Adjustments:</b> Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1)		
<i>Progress update:</i>		
2)		
<i>Progress update:</i>		
3)		
<i>Progress update:</i>		

## **Bryan Middle School 18-19 School Improvement Plan**