

# SCHOOL IMPROVEMENT PLAN

Nash-Rocky Mount Public Schools/640

## Red Oak Middle School

3170 Red Oak Battleboro Rd. Battleboro NC 27809

2012-2014

### Approvals:

Date of Secret Ballot Election on  
Which the Staff Approved Plan:

9/28/12

Results:

100%

Approved

Principal's Signature:

Chad W. Thompson

Date:

9/28/12

Local Board Approval Signature

Date:

# **State Board of Education Goals**

## **Future Ready Students for the 21<sup>st</sup> Century**

The guiding mission of the North Carolina State Board of Education is that every public school student will graduate from high school, globally competitive for work and postsecondary education and prepared for life in the 21<sup>st</sup> Century.

Goal 1: NC will produce globally competitive students.

Goal 2: NC will be led by 21<sup>st</sup> century professionals.

Goal 3: NC students will be healthy and responsible.

Goal 4: Leadership will guide innovation in NC.

Goal 5: NC will be governed and supported by 21<sup>st</sup> century systems.

## District Goals

Goal 1: The NRMPS will be a high performing, technology-rich school district with leading-edge learning experiences that promote engagement, creativity, critical thinking and achievement "and" will prepare our graduates to excel in higher education or the career of their choice.

**Supports SBE Goal: 1, 2, and 3**

Goal 2: The NRMPS will actively engage and partner with parents in the educational experience "and" will enhance educational excellence and workforce development through community partners.

**Supports SBE Goal: 4 and 5.**

Goal 3: NRMPS will provide a safe environment and support healthy, responsible, and engaged positive relationships throughout the entire school district.

**Supports SBE Goal: 3**

# School Vision and Mission Statements

## Vision Statement

Red Oak Middle School envisions that its students will become globally productive adults, who demonstrate knowledge, perform appropriate job related tasks, exhibit character and integrity, and support the communities in which they live.

To lead us toward our mission and vision, our school community shares the following beliefs:

- High expectations and quality instruction enable our learners to achieve academic growth.
- Instruction must be based on the Common Core and Essential Standards.
- Appropriate behavior establishes character and promotes self-worth.
- Continuous communication with all stakeholders is of utmost importance.
- Staff development provides the tools to allow flexibility in accommodating a diverse population of learners.

## Mission Statement

It is the mission of Red Oak Middle School to:

**Team with parents, students, and the community to  
Instill high expectations and appropriate student behaviors,  
Guarantee quality instruction from a highly qualified staff,  
Equip all students with the tools for success, and  
Respect and value diversity in a  
Safe and orderly environment.**

# School Team Members

*From GS §115C-105.27: “The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff.”*

Name	Committee Position
Jennifer Joyner	Chairperson
Chad Thompson	Administration Rep.
Liz Jenkins	Administration Rep.
Katina Lynch	Administration Rep.
Jackie Johnson	Guidance Rep.
Mary Beth Holzworth	Exceptional Education Rep.
Janice Sumner	Exceptional Education Rep.
Ingrid Hilliard,	CTE Rep
Missy Goodwin, Jo Baggett, Michelle Griffin, Gavin Meiring, Martha Cherry	6 <sup>th</sup> grade Reps.
Martha Bass, Allison Williams, Bonita Johnson	7 <sup>th</sup> grade Reps.
Kevin Pittman, Paula Langley, Bettie Lewis, Alyce Therrien	8 <sup>th</sup> grade Reps.
Cori Borroughs	Media Rep.
Louise Ramsey	AIG Rep.
Cyndi Williams	Teacher Assistant Rep.
D Ricks	Parent Rep.

# Data

1. What does the analysis tell you about your schools strengths?

According to EVAAS data Red Oak Middle is demonstrating strength in the following:

(0) gain = 1year worth of growth

## Mathematics at Red Oak Middle

- 6th grade math classes are exhibiting growth with levels 1(3.2 gain) & 3 (0.9 gain) students.
- 7th grade math classes are performing well with levels 2 (0.8 gain) , 3 (3.2 gain), and 4 (1.7 gain) students.

## Reading at Red Oak Middle

- 6th grade classes are exceeding growth with level 5 (3.5 gain) students and demonstrating growth with levels 1 (0.2 gain) and 2 (0.2 gain) students.
- 8th grade reading levels 2 (0.5 gain) and 4 (0.2 gain) students are growing well.

## 8th grade Science at Red Oak Middle

- 8th grade science is exceeding growth in student levels 1-5 (0.6 & 0.7 gain)

2. What does the analysis tell you about your schools gaps or opportunities for improvement?

Utilizing EVAAS data we determined that Red Oak Middle has the opportunity to improve in the following:

#### Mathematics at Red Oak Middle

- 6th grade math growth achievement for the level 5 (-2.3 gain) students.
- 7th grade math growth data should increase with levels 1 (-1.5 gain) 5 (-1.0) students.
- 8th grade growth data in math revealed that student levels 1 (-2.6 gain), 2 (-3.6 gain), 3 (-0.3 gain), 4 (-1.8 gain), and 5 (-2.5 gain) should increase.

#### Reading at Red Oak Middle

- 6th grade growth data revealed that our level 3 (-3.9) students should increase.
- 7th grade levels 1 (-1.4), 2 (-1.7), 3 (-1.9), 4 (-0.6), and 5 (-1.0) students need improvement in growth achievement.
- 8th grade growth performance in reading showed that improvement should be made in level 5 (-4.5) students.

PLC's have been in place but not functioning at a high level.

3. What data is missing, and how will you go about collecting this information for future use?

Our school would like to obtain more perception data from students, parents, and staff concerning processes, academics, and procedures to gain a clearer knowledge of the thoughts of our staff and stakeholders.

4. Based upon the analysis conducted, what 3-5 top priorities emerge for the school? Cite relevant evidence from your analysis to support these priorities.

- Continue to improve and utilize researched-based instructional strategies that are rigorous, relevant, and in line with Common Core and the NC Essential Standards.
- Increase parental involvement and build meaningful relationships to insure that parents are involved in their student's educational experiences.
- Improve safety utilizing the concepts of PBIS to lower the percentage of student referrals thus protecting out of class time for students and providing a safe and nurturing learning environment.



# Priority Goal 1 and Associated Strategies

- **Area for improvement and supporting data:**

Continue to improve and utilize researched-based instructional strategies that are rigorous, relevant, and in line with the Common Core and NC Essential Standards.

**School Goal 1:**

By the end of the 2013-2014 school year 95% of students will demonstrate proficiency on Math End of Grade assessments and 83% of students will demonstrate proficiency on Reading End of Grade assessments. 95% of students will show growth on these assessments.

**Supports this district goal:**

NRMPS will produce globally competitive students by providing high quality instruction.

**Target: 78% of students will demonstrate proficiency in Reading and 90% will demonstrate proficiency in Math. 90% of students will show growth on End of Grade tests.**

**Indicator: Test data EVAAS (student growth)**

**Milestone date: June 2013**

**Goal Established by the State Board of Education:**  Globally Competitive Students     21<sup>st</sup> Century Professionals  
 Healthy, Responsible Students     Leadership for Innovation     21<sup>st</sup> Century Systems

**Title I Components:**  Needs Assessment     Reform Strategies     Highly Qualified Staff     Professional Development

- Attract HQ Teachers     Teachers included in Decisions Regarding Assessment Use     Parental Involvement  
 Pre-School and Transition     Activities for Children Experiencing Difficulties     Coordination of Federal, State, Local Services

- AdvancEd:**  Vision and Purpose     Governance and Leadership     Teaching and Learning  
 Documenting and Using Results     Resources and Support Systems  
 Communications and Relationships     Continuous Improvement

Strategy 1	Resource/ Budget	Assigned Implementation Team	Review Frequency
Teachers will utilize research based instructional strategies to align with Common Core and Essential Standards to insure that lessons are rigorous and relevant.	State/Local Funds	Administrators Subject Area chairs Content teachers	Nov. 2012 Feb. 2013 May 2013

Action Steps:	Timeline
1.Utilize student friendly learning targets.	Implemented by Nov.2012 &evaluated by July 2013
2.Incorporate questions and activities utilizing the revised Bloom’s taxonomy.	Implemented by Nov.2012 &evaluated by July 2013
3.Utilize critical thinking skills such as Cornell notes, metacognitive markers, and Thinking Maps.	Implemented by Nov.2012 &evaluated by July 2013
4.Incorporate informational text across the curriculum.	Implemented by Nov.2012 &evaluated by July 2013
5.Focus on tier 2 and 3 vocabulary.	Implemented by Nov.2012 &evaluated by July 2013
6.Continue to collaborate and plan in PLCs.	Implemented by Sept.2012 &evaluated by July 2013
7.Frequent monitoring by walkthrough observations.	Implemented by Sept.2012 &evaluated by July 2013

<b>Strategy 2</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Teachers will implement a variety of technological tools to enhance student learning.	NRMPS Technology Dept	Administrators Subject Area Chairs Content teachers	Nov.2012 Feb.2013 May 2013

<b>Action Steps:</b>	<b>Timeline</b>
1.Utilize Discovery Education.	Implemented by Nov.2012 &evaluated by July 2013
2.Utilize NewsCurrents.	Implemented by Nov.2012 &evaluated by July 2013
3.Incorporate usage of NCWise Owl.	Implemented by Nov.2012 &evaluated by July 2013
4.Utilize Web 2.0 tools	Implemented by Nov.2012 &evaluated by July 2013
5.Engage students in interactive learning activities such as the Active Board.	Implemented by Nov.2012 &evaluated by July 2013
6. Utilize WorldBook online.	Implemented by Nov.2012& evaluated by July 2013
7.Frequent monitoring by walkthrough observations.	Implemented by Nov.2012 &evaluated by July 2013

<b>Strategy 3</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Staff will implement an Exploratory Wheel to provide enrichment and intervention opportunities for students.	Local Funds	Administrators All teachers Teacher assistants	Nov.2012 Feb.2013 May 2013

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Action Steps:	Timeline
1. Teach students the importance of goal setting	September 2012
2. Engage students in Corrective Reading	Implemented by Aug.2012 & evaluated by July 2013
3. Engage students in TransMath	Implemented by Aug.2012 & evaluated by July 2013
4. Engage students in courses that offer opportunities for reading, math, and science advancements.	Implemented by Nov.2012 & evaluated by July 2013

<b>CHECK</b>	<p><b>What data will be used to determine whether the strategies were deployed with fidelity?</b></p>
	<p><b>How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)</b></p>
	<p><b>What does data show regarding the results of the implemented strategies?</b></p>

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<b>ACT</b>	<b>Based upon identified results, should/how should strategies be changed?</b>
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## Priority Goal 2 and Associated Strategies

### Area for improvement and supporting data:

Increase parental involvement and build meaningful relationships to insure that parents are involved in their student's educational experiences.

### School Goal 1:

By the end of the 2013-2014 school year 80% of the parents of our student body will attend one or more of the parent outreach opportunities provided.

### Supports this district goal:

NRMPS will engage families and the community to ensure open communication and opportunities for student success.

**Target: 50 % of parents will attend at least one event**

**Indicator: sign in sheets and data analysis**

**Milestone date: June 2013**

**Goal Established by the State Board of Education:**  Globally Competitive Students  21<sup>st</sup> Century Professionals  
 Healthy, Responsible Students  Leadership for Innovation  21<sup>st</sup> Century Systems

**Title I Components:**  Needs Assessment  Reform Strategies  Highly Qualified Staff  Professional Development  
 Attract HQ Teachers  Teachers included in Decisions Regarding Assessment Use  Parental Involvement  
 Pre-School and Transition  Activities for Children Experiencing Difficulties  Coordination of Federal, State, Local Services

**AdvancEd:**  Vision and Purpose    Governance and Leadership    Teaching and Learning  
 Documenting and Using Results    Resources and Support Systems  
 Communications and Relationships    Continuous Improvement

Strategy 1	Resource/ Budget	Assigned Implementation Team	Review Frequency
Red Oak Middle will host parent informational meetings at various community locations.	Local Funds	ROM school staff	Nov.2012 Feb.2013 May 2013

Action Steps:	Timeline
1.Hold Open House/Curriculum Night	October 2, 2012
2.Analyze demographic data	October 2012
3.Contact community leaders	November 2012
4.Plan events and meetings	November-December 2012
5.Advertise events	November 2012-April 2013
6.Hold events	January-April 2013
7.Reflect/analyze data	May 2013
8.Host 6 <sup>th</sup> grade Orientation night.	Spring 2013

<b>Strategy 2</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Administration will establish a parent advisory committee that will meet three times this school year.	No funds needed Meeting area needed	ROM administrators and staff	Nov.2012 Feb.2013 May 2013

<b>Action Steps:</b>	<b>Timeline</b>
1.Initiate recommendations for lead parent.	October 2012
2.Generate teacher interest in serving on the committee.	October 2012
3.Set dates and advertise.	November 2012-May 2013
4.Hold meetings.	January-May 2013
5.Analyze data and reflect.	January-June 2013

<b>Strategy 3</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
A committee of teachers will create a welcoming and informative parent resource room on campus.	Local Funds	Administrators Subcommittee established by Leadership team	Nov.2012 Feb.2013 May 2013



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Action Steps:	Timeline
1.Procure a room and resources.	October 2012
2.Establish a committee.	October 2012
3.Set up and advertise.	November 2012
4.Host grand opening.	November 2012
5.Update materials and information.	December 2012-June 2013

<b>CHECK</b>	<b>What data will be used to determine whether the strategies were deployed with fidelity?</b>
	<b>How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)</b>
	<b>What does data show regarding the results of the implemented strategies?</b>

<b>ACT</b>	<b>Based upon identified results, should/how should strategies be changed?</b>
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## Priority Goal 3 and Associated Strategies

### Area for improvement and supporting data:

Improve safety utilizing the concepts of PBIS to lower the percentage of student referrals thus protecting out of class time for students and providing a safe and nurturing learning environment.

### School Goal 1:

By the end of the 2013-2014 school year, Red Oak Middle staff will reduce the overall number of school referrals by 25%.

### Supports this district goal:

NRMPS will provide a safe environment and support healthy, responsible, and engaged positive relationships throughout the entire school district.

**Target: 10 % reduction**

**Indicator: referral data, analysis of data**

**Milestone date: June 2013**

**Goal Established by the State Board of Education:**  Globally Competitive Students  21<sup>st</sup> Century Professionals  
 Healthy, Responsible Students  Leadership for Innovation  21<sup>st</sup> Century Systems

**Title I Components:**  Needs Assessment  Reform Strategies  Highly Qualified Staff  Professional Development  
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**AdvancEd:**  Vision and Purpose     Governance and Leadership     Teaching and Learning  
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<b>Strategy 1</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Staff will continue to implement PBIS daily to ensure positive, safe, and orderly learning environments.	Local Funds	Administrators Teachers Counselors	Nov. 2012 Feb. 2013 May 2013

<b>Action Steps:</b>	<b>Timeline</b>
<b>1. Teach PBIS expectations</b>	<b>August and boosters throughout the year</b>
<b>2. Plan PBIS incentives</b>	<b>July 2012</b>
<b>3. Implement mentoring program</b>	<b>October 2012</b>
<b>4. Provide daily PBIS reminders during the morning announcements</b>	<b>Implemented by Sept. 2012 &amp; evaluated by July 2013</b>
<b>5. Counselors present in classrooms to educate students about appropriate responses to bullying and cyberbullying</b>	<b>November 2012</b>

<b>Strategy 2</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Red Oak Middle will initiate a Parent Awareness campaign to educate parents on school safety.	Local Funds	Administrators Counselors Cori Borroughs Parent Resource Room Committee	Nov. 2012 Feb. 2013 May 2013

<b>Action Steps:</b>	<b>Timeline</b>
<b>1. Provide resources in the Parent Resource room.</b>	<b>Implemented by Nov. 2012 and evaluated monthly</b>
<b>2. Provide resources on the school website.</b>	<b>Implemented by Nov. 2012 and evaluated monthly</b>
<b>3. During parent outreach opportunities, provide school safety information</b>	<b>January 2013-May 2013</b>

<b>Strategy 3</b>	<b>Resource/ Budget</b>	<b>Assigned Implementation Team</b>	<b>Review Frequency</b>
Teachers will initiate parental contacts to report on student progress and behavior.	No funds needed	Administrators All teachers	Nov. 2012 Feb. 2013 May 2013

<b>Action Steps:</b>	<b>Timeline</b>
<b>1. Record parent contacts in curriculum notebooks.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>2. Update websites weekly.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>3. Make positive phone calls and contacts.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>4. Send student work folders home weekly.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>

	<b>2013</b>
<b>5.Utilize ConnectEd to keep parents informed.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>6. Utilize Remind 101 to send parents emails and texts.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>7.Hold PEP meetings and parent conferences.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>8.Make comments on report cards and progress reports.</b>	<b>Implemented by Sept. 2012 and evaluated by July 2013</b>
<b>9.Utilize Home Connect and encourage parents to sign up for email notifications.</b>	<b>Implemented by Nov. 2012 and evaluated by July 2013</b>

<b>CHECK</b>	<b>What data will be used to determine whether the strategies were deployed with fidelity?</b>
	<b>How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)</b>
	<b>What does data show regarding the results of the implemented strategies?</b>

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<b>ACT</b>	<b>Based upon identified results, should/how should strategies be changed?</b>
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# Action Steps: Professional Development

Briefly describe the content and research base for your targeted professional development:

Establish a calendar, including dates for training, implementation, and evaluation (formative and summative):

**Formative evaluation:** describe process for periodic evaluations and how additional on-going assistance will be provided for educators who are experiencing difficulties in implementing the initiative.

**Summative evaluation:** describe the comprehensive evaluation including how you will document the impact on teacher effectiveness and student learning.

Month	Targeted Audience	Description of Activity (ex. On-going training sessions, examining student work, peer observations, book study, etc.)
July	School Leadership Team	Initiated a book study, <u>Learning By Doing</u> by Richard DuFour, to strengthen the Professional Learning Community concept across all disciplines.
August	ROM Certified Staff	PLC groups and meeting schedule established. Goal setting for the year in PLC groups.
September	ROM Certified Staff	Leadership team implements the guiding questions for PLCs: What do students need to know, understand, and do (provide a guaranteed and viable curriculum through pacing guides and collaboration)? How do we teach effectively to ensure students learn (utilize a variety of researched-based instructional strategies for Common Core and Essential Standards)? How will we know if students are learning (use of formative, common formative, and summative assessments)? How will we know if students have learned (analyze data)? What do we do if students have not learned (provide intervention) PD follow up: Sharing of research based instructional strategies by AIG facilitator and instructional specialists aligned with Common Core and Essential Standards PLC Sharing Sessions: In subject area PLCs apply research based instructional strategies in daily planning..
October	ROM Certified Staff	Data Analysis: District benchmarks / PLC Forms and Observations



November	ROM Certified Staff	PD follow up: Sharing of additional research based instructional strategies by AIG facilitator and instructional specialists aligned with Common Core and Essential Standards
December	ROM Certified Staff	PLC Sharing Sessions: In subject area PLCs apply research based instructional strategies in daily planning.
January	ROM Certified Staff	Data Analysis: District Benchmarks/PLC Forms and Observations
February	ROM Certified Staff	PD follow up
March	ROM Certified Staff	PLC Sharing Sessions
April	ROM Certified Staff	Data Analysis: District Benchmarks/ PLC Forms and Observations
May	ROM Certified Staff	PD follow up
June	ROM Certified Staff	Reflect, evaluate and analyze the implementation of instructional strategies through PLCs

**School-based Management and Accountability Program  
 Summary of School-based Waiver Requests  
 Program Years: 2010-2012**

**LEA or Charter School  
 Name/Number:**

School Number(s)	Request for Waiver
	1. Please describe the waiver you are requesting.
	2. Identify the law, regulation, or policy from which exemption is requested.
	3. State how the waiver will be used.
	4. State how this waiver helps achieve the specific performance goals identified in the School Improvement Plan.

(Please duplicate this sheet as needed for additional waivers.)