

HAYWOOD COUNTY SCHOOLS

School Improvement Plan



SCHOOL NAME/NUMBER: Waynesville Middle
SCHOOL ADDRESS: 495 Brown Avenue, Waynesville, NC 28786
PLAN YEAR(S): 2022-2024
DATES PREPARED: June through August 2022 (Revised Summer 2023)

PRINCIPAL SIGNATURE: [Signature] **Date:** Aug. 16, 2023

SCHOOL IMPROVEMENT TEAM MEMBERSHIP (as date of initial writing)

Committee Member	Signature	Position
Ryan, Lauren	<u>[Signature]</u>	6th Grade Teacher
Bass, Laurie	<u>[Signature]</u>	6th Grade Teacher
Ball, Stacie	<u>[Signature]</u>	7th Grade Teacher
Earley, Laura	<u>[Signature]</u>	7th Grade Teacher
Parris, Salem (replaced S. Hermida, Summer 23)	<u>[Signature]</u>	8th Grade Teacher
Owens, Greg (replaced S. Schnell, Summer 23)	<u>[Signature]</u>	8th Grade Teacher
Atwood, Brooke	<u>[Signature]</u>	EC Teacher
Buchanan, Beth	<u>[Signature]</u>	Media Specialist
Yates, William	<u>[Signature]</u>	AIG Teacher
Gentry, Courtney (replacing T. Baker, 9/23)	<u>[Signature]</u>	T/A
Maggie King (Replaced T. Green, Summer 23)	<u>[Signature]</u>	AP
Jennifer Reeves (Replaced G. Haynes, Spring 23)	<u>[Signature]</u>	Principal
Molly Schick	<u>[Signature]</u>	Parent
Basulto, Christine	<u>[Signature]</u>	Lead Teacher/SIT Liaison

NC Priority Goal 1: Eliminate opportunity gaps by 2025	
Area for Improvement and Supporting Data	
Objectives:	Objective 1- Decrease the number of exclusionary discipline practices by subgroup (suspensions and expulsions) Objective 2- Improve school climate measures across all schools and grade levels Objective 3- Increase percentage of 4-year old children enrolled in state Pre-K from 22% to 34% Objective 4- Decrease the high school dropout rate for each subgroup Objective 5- Decrease number of students taking remedial courses in college Objective 6- Increase the number of educators of color in schools across North Carolina Objective 7- Increase the number of charter schools providing equitable access to economically disadvantaged students or reflecting the LEA in which they are located
Objective 1:	Ensure that all students clearly understand the Behavior Expectations.
Action Steps needed to complete this objective:	2023/2024 1. Ensure that all students clearly understand the Behavior Expectations as presented through the daily school announcements by the principal and reinforced by classroom teachers within the first week of school. 2. Each Grade Level & Encore will follow the grade level's identified protocols for teaching and responding to student behavior before documenting in Educator's Handbook. The first documented incident in Educator's Handbook requires a parent contact by the teacher to strengthen the home/school connection and to ensure a parent contact is made before an office referral. Office referrals for major offenses may be made without parent contact. School Wide Behavior Expectations are listed on classroom, hallway, bathroom, etc. posters. 2022/2023 - Ensure that all students clearly understand the Behavior Expectations by creating a video shown 4 times a year that shows the location's poster and includes an explanation of the expectations presented by administration or a faculty member connected to the location.
Specific Outcomes (Measurement):	There will be a decrease in the number of referrals caused by a lack of understanding of a location's behavior expectations.
How will you measure your outcomes?	We will use the data in Educator's Handbook to track the number of referrals by location.
Objective 2:	Reduce number of ISS and OSS days linked to skipping Encore Classes
Action Steps needed to complete this objective:	In order to reduce the number of disciplinary actions connected to skipping Encore classes, Encore teachers will commit to taking attendance in the first 10 minutes of class.
Specific Outcomes	We will see a reduction in the number of students receiving ISS and OSS by quickly identifying students who did not transition

(Measurement):	from Core class to Encore class as expected.
How will you measure your outcomes?	We will use the data in Educator's Handbook to track the number of referral's linked to skipping Encore classes.
Objective 3:	2023/2024 Strengthen school climate and culture. 2022/2023 Provide all students with positive behavior mini lessons on a variety of topics
Action Steps needed to complete this objective:	2023/2024 1. Protocol of Positive Office Referrals presented to faculty at BOY meeting. Referred students will receive a phone call home from an administrator to strengthen home / school connection and select a tangible reward. Student names will also be announced on morning announcements. 2. Safe Schools Initiative - a. Emily Pulley from 30th Judicial Alliance is helping support schools on the HCS Safe Schools Project. b. Ms. Pulley will additionally be scheduled to come in and talk to the faculty throughout the year to support teachers and their students with Trauma Informed strategies. c. Beth Buchanan, our media specialist will be trained as an on-site resource 3. Student of the Month Assemblies will be held quarterly. In addition to students being recognized at a school wide assembly, parents will be invited to a breakfast honoring the recipients to increase positive family participation. 4. Seek to identify shared core values for all students, faculty, and staff at Waynesville Middle Schools. SIT and Student Council / Leadership team will work to identify what a MOUNTIE is. The Student Council Leadership class will be scheduled during Jumpstart during the second semester. 2022/2023 During library visits, our school library will present mini lessons on time management, sleep and stress to all students in all three grade levels as they visit with their ELA class.
Specific Outcomes (Measurement):	2023/2024 1. Each faculty member will generate at least one positive office referral per week. 2. Faculty members will receive training on Trauma Informed strategies. 3. Four Student of the Month assemblies and breakfasts will occur. Beginning this year parents and families will be invited to join their student of the month for breakfast. 4. Collaboratively developed list of core values that are known and internalized for all students, faculty, and staff.

	2022/2023 We will be able to track the number of mini lessons presented, averaging at least one per month.
How will you measure your outcomes?	2023/2024 1. Number of positive office referrals will be tracked. 2. Dates & attendees of staff training will be recorded. 3. Assembly/Breakfast dates & the names of recipients of the Student of the Month Awards will be recorded. 4. Core values are universally known, understood, and practiced. 2022/2023 Ms. Buchanan is keeping a record of the lessons taught and when each group receives the instruction.

Goal 1 Progress Updates:	
BOY Progress Update	SIT Team Objective 1 - Video has been created and shown to all students Objective 2 - PDP goal has been written by Encore Teachers in support of this action. Objective 3 - Ms. Buchanan has created a visitation schedule to ensure all students visit the library at least monthly.
	District Team
MOY Progress Update	SIT Team See NC Star
	District Team
EOY Progress Update	SIT Team See NC Star
	District Team

NC Priority Goal 2: Improve school and district performance by 2025
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Area for Improvement and Supporting Data	
Objectives:	Objective 1- Allocate financial, business and technology resources according to State and Federal laws and State Board of Education policies Objective 2- Increase the percentage of grades 3-8 math and ELA EOG subgroup test scores meeting the ESSA Yearly Measures of Interim Progress Objective 3- Increase the percentage of students proficient in math by subgroup Objective 4- Increase the percentage of students proficient in reading by the end of 3rd grade Objective 5- Increase the percentage of high school reading subgroup test scores meeting the ESSA Yearly Measures of Interim Progress Objective 6- Increase the percentage of students proficient in science by subgroup Objective 7- Increase number of schools meeting or exceeding growth measure by subgroup
Objective 1:	2023/2024 Teachers will participate in school based and district wide Math PD which will result in measurable student growth through mathematical pillars as demonstrated on state and local assessments. School based PD will be focused on “Co-teaching / Team Teaching”. Hire a PT Math teacher to “team teach”. 2022/2023 Ensure students demonstrate proficiency of math facts
Action Steps needed to complete this objective:	2023/2024 Math teachers will be notified of the PD schedule. Follow up support will be offered as directed by the PD. • District Training - Effective classroom and instructional practices and classroom routines • School Based Training - Optimizing Instruction through Co Teaching & Reflection on Student Data PT Math teacher will “team teach” in one selected Math class per grade level. • Selected class will be based on student need. • This will allow for two teachers during three classes per day, and it will increase and optimize instruction and meeting student needs, thus leading to student growth. 2022/2023 In order to identify students who are not demonstrating proficiency in fact fluency, all students will take a 1 minute multiplication and division fact fluency assessment three times a year to identify students who are in need of an intervention.
Specific Outcomes (Measurement):	2023/2024 Following WMS Math Teachers’ participation in PD, measurable improvement will be demonstrated on state and local assessments. 2022/2023 Data sheet will be created that contains conditional formatting to help teachers quickly identify the level of intervention, if any, is needed.

How will you measure your outcomes?	2023/2024 Teacher attendance at training and follow up activities will be tracked. 2022/2023 After receiving the intervention, the students will show increased fact fluency as measured by the screener.
Objective 2:	Identify skill gaps in Math and ELA in order to provide interventions and “just in time” instruction through targeted Jumpstart.
Action Steps needed to complete this objective:	2023/2024 During Jump Start (8:00 to 8:35), identified students are matched up with an instructional activity that supports/challenges based on individual need in Math and/or Reading as indicated by the STAR Assessments, DIBELS, NC Check Ins and other data sources. 2022/2023 All students will take the STAR assessment in reading and math at least three times a year. Reading and Math teachers will use the data presented to determine specific interventions needs. Teachers will provide interventions during Jump Start to identified students as well as adjust whole class instruction as data indicates.
Specific Outcomes (Measurement):	Students will show increased performance on the MOY and EOY STAR assessment as well as on their EOG assessments.
How will you measure your outcomes?	Data from assessments will be analyzed to determine effectiveness of instruction.
Objective 3:	Provide students with consistent classroom/instructional routines that will result in measurable student growth on local and state assessments.
Action Steps needed to complete this objective:	2023/2024 1. 6th & 7th Grade ELA Teachers will implement and monitor use of Notice & Note Fiction instructional strategies. 8th grade ELA teachers will receive initial Notice & Note Fiction training. 2. Encore, Science & Social Studies Teachers will participate in school based PD on the Three Big Questions presented in Notice & Note Nonfiction. *Plan to provide full Notice & Note Nonfiction PD as part of 2024/2026 SIP 2022/2023 All groups (grade levels and Encore teachers) will select two classroom/instructional routines to help optimize instructional time.

Specific Outcomes (Measurement):	2023/2024 6th & 7th Grade ELA Teachers will follow up on prior year's PD by fully implementing instruction on all six Notice & Note Fiction Signposts. 8th Grade ELA Teachers will receive initial training and develop implementation plan. - Encore, Science & Social Studies Teachers will receive initial training on the Three Big Questions and develop implementation plan. 2022/2023 Teachers will write a PDP goal indicating that they will implement the two classroom/instructional routines selected. The goal will indicate the frequency the routine will be used as well as what artifacts will be collected to support the implementation.
How will you measure your outcomes?	2023/2024 6th & 7th ELA - Displaying anchor charts supporting the Fiction Signposts and sharing student work related work samples. 8th grade ELA - Teachers "sign in" rosters for N&N fiction and develop lesson plans as a product of these sessions. - Encore, 6th, 7th & 8th Science & Social Studies - Participation in PD on Three Big Questions and displaying of Anchor Charts. 2022/2023 At mid-year PDP meetings, teachers will bring artifacts to support their successful implementation of each group's selected goal.
Objective 4:	To ensure students demonstrate growth on the Reading and Math EOG, teachers will utilize available resources to assess the needs of their students and measure the individual and collective rate of progress throughout the school year
Action Steps needed to complete this objective:	- EVAAS Training - Refresher for returning faculty and "how to" for new teachers - Participation in Check Ins for Reading and Math - Administration of Case 21 Benchmark in March - Administration of STAR Reading and Math assessments 4 times a year school wide
Specific Outcomes (Measurement):	To improve the growth index from "does not meet" to "meets/exceeds", teachers will continually update and reflect on the data collected from school wide screeners and assessments and adjust instruction and tiered support as needed based on data analysis. Most Recent Provided Growth Index: -2.06 (2021/2022)
How will you measure your outcomes?	Growth index will be classified as "meets" or "exceeds"

Goal 2 Progress Updates:		
BOY Progress Update	SIT Team	Objective 1: Lead teacher will provide access to screeners and create a template that includes conditional formatting to help teachers quickly assess need based on scores. Objective 2: Lead teacher will train staff in use of STAR assessments and help facilitate their administration. Objective 3: On August PD day, WMS teachers met by group and utilized SIT created <u>resource</u> to select two classroom/instructional routines. <u>Reference document</u> was created for PDP goals to ensure consistency among groups.
	District Team	
MOY Progress Update	SIT Team	See NC Star
	District Team	
EOY Progress Update	SIT Team	See NC Star
	District Team	

NC Priority Goal 3: Increase educator preparedness to meet the needs of every student by 2025	
Area for Improvement and Supporting Data	
Objectives:	Objective 1- Increase the number of culturally-relevant, equity-focused resources for educators Objective 2- Increase the number of mentors available to beginning educators Objective 3- Strengthen relationships between educator preparation programs (EPPs), districts, and schools to foster collaboration and better teaching practice Objective 4- Increase opportunities for educator engagement inside and outside of school
Objective 1:	Select representatives to attend national and local PD.

Action Steps needed to complete this objective:	2023/2024 The following PD will be provided to faculty as indicated: <u>Outside of School</u> • Effective Instruction Practices & Routines with Meredith Stanley for Math (6 to 8) • TBRI for Beth Buchanan, Media Specialist • New Curriculum Training for Social Studies (6 to 8) <u>Inside of School</u> • Co-teaching Math • Notice and Note Fiction ELA teachers • Notice and Note Nonfiction 3 Big Questions Science and Social Studies • HCS Safe Schools 30th Judicial Alliance “mini” professional development sessions throughout the year • Establish a Hospitality Committee 2022/2023 Two teachers, one beginner and one veteran, will be selected to represent WMS at the national convention held in Asheville, NC for Open Up Resources. Following the conference, these teachers will share the information and resources presented with the Math teachers at WMS.
Specific Outcomes (Measurement):	2023/2024 Teachers will attend and utilize information covered in respective PD sessions. At PLC meetings, the attendees will share information.
How will you measure your outcomes?	2023/2024 • Teacher sign in rosters for evidence of participation (schedule for TBRI training developed over the course of the 23/24 SY) • New learning will be applied to classroom instructional practices as evidenced through anchor charts, student work samples, and instructional routines.
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure	

your outcomes?	
Objective:	
Action Steps needed to complete this objective:	
Specific Outcomes (Measurement):	
How will you measure your outcomes?	

Goal 3 Progress Updates:	
BOY Progress Update	SIT Team
	District Team
MOY Progress Update	SIT Team
	District Team
EOY Progress Update	SIT Team
	District Team