

## McMurray Middle School School Improvement Plan

**Goal #1:** Create a school climate that promotes inclusion and an expectation of excellence.

**Focus #1:** Expect and encourage a positive, safe and inclusive learning community emphasizing citizenship, excellence, and school involvement.

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Enhance and refine the 2 <sup>nd</sup> year of the Olweus bullying prevention program through a positive emphasis on community, citizenship, clear expectations, classroom meetings, and encouraged reporting	Principal, Counselor, Bullying Prevention Committee	Sept. 2005	1. Reduction in harassment and bullying behavior as measured by referrals and Student Survey data	1. Continued funding for Classroom meeting resources and refresher activities throughout the year.  2. Loss of traditional instructional time in the school day for activities  3. Planning time  4. Additional FTE or stipend for advisor
	2. Promote and implement community building through cultural performances and assemblies throughout the year	Principal, Executive Assistant	Ongoing	2. Increased levels of student achievement measured by semester grade reports	
	3. Educate and involve the newly elected ASB, implement meaningful leadership training toward greater student voice	Principal, ASB officers & advisor, club advisors	Ongoing	3. Reduction in the number of students of concern	
	4. Implement an intramural program in partnership with Leadership class toward involving more students and increased supervision at lunchtimes	Principal, P.E. Dept., ASB leadership	Sept 2005 & ongoing	3. Enhanced overall school climate and spirit of classes through measured survey data	

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
	5. Enhancement of Classroom meetings to promote themes of citizenship, community and bullying prevention message	All staff	Ongoing	4. Increase in the number of students involved in activities as measured by club membership, sports team membership, ASB membership  5. Decreased levels of discipline referrals measured by semester and year end statistics	
	6. Increase Public recognition (student of the week, assemblies, Positive Behavior Referrals etc.) of students that promote "prosocial currency" activities and demonstrate inclusive behavior	Principal, & All staff	Ongoing		
	7. Emphasis on scholarship, sportsmanship and character development for all teams and individuals involved in activities through the eligibility system and supporting student-athletes	Principal, coaches	Ongoing each season		
	8. Continued use of realistic and organized fire and disaster drills and involvement of student leaders in response teams	Principal, Success Team, Site Council	Spring 2006		
	9. Publish the McMurray "Get Involved Guide", a resource guide for students 6-8 promoting clubs, sports, and supports	Counselor,	Spring 2006		
	10. Monthly staff meetings dedicated to discussion of school climate issues and book group with focus on current research and practice related to M.S. Philosophy.	Principal, All Staff	Ongoing		

## McMurray Middle School School Improvement Plan

**Goal #1:** Create a school climate that promotes inclusion and an expectation of excellence.

**Focus #2:** Implement levels of intervention and networks of support for students toward improved student achievement and removing barriers to learning

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Enhance and develop our "Student Success Team" that addresses barriers to student learning and development	Principal, Counselor, Family Advocate, staff	September, Weekly meetings	1. Create a climate of success at all ability levels	1. Administrative and counselor time out of the building
	2. Analyze data collected from Healthy Youth Survey and implement programs and methods to address top risk factors	Principal, Counselor	Fall 2005	2. Develop and implement pyramid of intervention for students in need	2. Setting up forums that promote judgment free discussions
	3. Continued presentations to classrooms and parents through partnerships with VYFS and Horizon services or other Drug/ Alcohol intervention specialist	Principal, Counselor,	Ongoing, will look to implement in each grade level	4. Overcome barriers to learning for the purpose of higher student achievement measured by 6 week grades	3. Funding for programs of intervention
	4. Continued Representation and leadership in Prevention and Intervention Team district-wide	Counselor	Ongoing	5. Greater student connection to school and learning	4. Scheduling evening events to promote participation
	5. Participation in various parent and student forums to address various topics, including prevention	Counselor, Principal	Ongoing	6. Increased coordination and awareness of individualized student needs	5. Funding for FTE
	6. Continued refinement and development of programs through various partnerships and /or within the curriculum to	Principal, counselor	Ongoing		6. Volunteer pool
					7. Setting aside time from classes
					7. Time for students/staff to organize events

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
	assist students experiencing academic or social difficulties			7. Improved student organizational and time management skills	
	9. Recruit and train a team of 7 <sup>th</sup> grade students to serve as student “ambassadors” who will assist in welcoming and orientation of new students to McMurray.	Principal, Counselor	Spring 2006		
	10. Implement a Reading Comprehension Seminar for targeted support for students identified as reading below grade level (Not served in IEP)	Principal, Counselor, Staff	Fall 2005		
	11. Introduce students to the use of planners school-wide as a tool to develop organizational and study skills and to increase communication to parents, students, teachers	Counselor, All Staff	Fall 2005		
	12. Create a resource “blue book” for all staff that holds pertinent data for increased access to student data (i.e. 504 plans, IEP accommodations, Health concerns, testing data, etc.)	Success Team	Fall 2005		
	13. Systematic encouragement of student participation in activities that involve broad groups of the student population (Rec Nights, dances, athletics, clubs)	All Staff, advisors, coaches, PTSA	Ongoing		

## McMurray Middle School School Improvement Plan

**Goal #2:** Provide appropriately challenging curriculum for all students.

**Focus #1:** Continued refinement and coordination of our writing and reading curriculum toward student learning and improved performance on a variety of assessments

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Articulate grade level expectations for writing through the district writing guide; continue process of implementing the scope and sequence for writing 6-8	Principal, Departments and team leaders	Ongoing	1. Increased levels of student achievement measured by WASL	1. Time and resources to meet to develop expectations
	2. Promote and dedicate resources toward professional development opportunities to collaborate and enhance the writing and reading curriculum	Principal, Humanities teachers	Ongoing	2. Increased communication and consistency among teachers	2. Obtain or develop WASL style prompts
	3. Set aside time for Humanities teachers to do in-depth analysis of WASL data (Sept. & Oct. E.R. Days)	Principal, Departments and team leaders	Beginning September 2005	3. Improved writing samples as measured by classroom based assessments and semester and year end grades	3. Designate meeting time in September and October.
	4. Focus on consistency in assessment by creating common prompts, rubrics, anchor papers, graphic organizers and reading comprehension strategies.	Principal,	Ongoing	4. Improved definition of Academic Challenge program to serve the needs of this core of students	4. Funding for Workshops and presenters
	5. Evaluate and restructure the process, criteria, and program for serving Academic Challenge humanities students	Principal, Counselor, District-wide committee	Spring 2005		

## McMurray Middle School School Improvement Plan

**Goal #2:** Provide appropriately challenging curriculum for all students.

**Focus #2:** Continue to refine and align our curriculum and assessment practices, enhancing student learning and performance in mathematics and science

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2003	1. Enhance and refine the Connected Math curriculum in 6 <sup>th</sup> -8 <sup>th</sup> grade classes (Year 3 of implementation)	Principal, math department	Ongoing	1. Improved student achievement measured by improved mathematics and science scores on 6-8 WASL	1. Staff and parent public relations
	2. Utilize and enhance WASL style prompts and focus on communicating understanding, measurement, and algebraic sense, in classroom instruction and Inquiry in science	Math teachers	Ongoing	2. Improved student achievement measured by improved Classroom assessments and semester grades.	2. Obtain or develop WASL style prompts 3. Funding for support in individual interventions
	3. Focus on specific professional development opportunities toward Connected Mathematics and Science WASL instruction	Principal, all staff	Ongoing November 2005	3. Greater collaboration among grade levels and schools	5. Time to meet K-12
	4. Continued collaboration in the articulation of a K-12 math and science scope and sequence emphasizing and connecting this to the Grade Level Expectations	Principal, math department team leaders	Ongoing	4. Improved and coordinated curriculum and instruction for math and science	6. Allocation of time at departmental meetings
	5. Utilize and analyze WASL and data in grades 6-8 math and science in the areas of cohort, strand, scale/distribution, released item for curriculum refinement, and individual interventions	Math department team leaders	Ongoing		

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
	6. Evaluate and restructure philosophy, criteria, process and program for serving Academic Challenge math students, including implementing the H.S. textbook and grading standards for 8 <sup>th</sup> grade Advanced Math	Principal, Counselor	Spring 2006		
	7. Incorporate the Accelerated Math program to supplement Connected Math 6-8 in the areas of Number and Algebraic Sense.	Math Department	Fall 2005		

## McMurray Middle School School Improvement Plan

**Goal #3:** Promote and enhance positive relationships with home and the community.

**Focus #1:** Continue to develop meaningful dialogue and communication with the community regarding philosophy, opportunities and student achievements.

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Regularly involve and collaborate with Parent Groups in a variety of meaningful ways	Principal, Counselor, All staff	Ongoing	1. Increase awareness of programs and opportunities available to students.  2. Highlight and acknowledge the achievements of students, staff and the various activities of the school  3. Have increased home and school communication levels between parents, students, teachers, administration and the community	1. Time to organize, and attend evening events  2. Student and staff acknowledgement of the need to publicize achievement
	2. Enhance the newsletter and website by having a rotating curricular focus, promotion of activities, and maintaining a consistent schedule for publishing	Principal, Executive Assistant	Monthly		
	4. Advance teacher web links as a useable tool for communication, curriculum information, homework up dates, etc.	All staff	Ongoing		
	5. Invite the media to specific activities and provide press releases about student and staff achievements	Principal, All Staff	Ongoing		
	6. Publicize student and staff achievement at School Board meetings and other pertinent venues	Principal, All Staff	Ongoing		
	7. Introduce planner system school-wide as a means for improving home/school communication	Counselor, All Staff	Fall 2005		

## McMurray Middle School School Improvement Plan

**Goal #3:** Promote and enhance positive relationships with home and the community.

**Focus #2:** Develop and strengthen our partnerships with parents and the community

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Continued Collaborate with PTSA to recruit volunteers and continue to implement programs such as Rec. Night and other projects.	Principal	Sept./Oct.	1. Increase in number of adult volunteers	1. Time to train volunteers  2. Communication tools  2. Student resistance to their own parents being present at school
	2. Utilize and continue to enhance Open House to and parent nights to clearly articulate school goals and invite volunteer participation	Principal	Sept./Oct.	2. Increase in positive community/student interactions	
	3. Continued enhancement of Site Council with increased, staff, parent and community participation and meaningful dialogue regarding student learning and school climate	Principal, Site council	September, ongoing	3. Enhanced sense of partnership toward student learning	
	4. Coordinate with PTSA, Artists in Schools and Exploratory Week committees in providing enhanced opportunities for student learning through partnerships	Principal, Executive Assistant	October	4. More meaningful dialogue and discussion regarding middle school programs and philosophy.	
	5. Thank and recognize all volunteers informally all year and formally in the spring of each year	Principal, Executive Assistant	Ongoing, May 2005		

## McMurray Middle School School Improvement Plan

**Goal #4:** Provide and promote effective instructional leadership.

**Focus #1:** Promote and emphasize a clear and shared focus on coordination of and reflective instructional practices.

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Continued promotion and emphasis on student achievement, centered upon high expectations and effective and dynamic instruction	Principal, all staff	Ongoing: monthly meetings	1. Improved student achievement as measured by standardized test scores	1. Dedicated time for departmental meetings and work  2. Time and resources to create meaningful opportunities for collaboration
	2. Develop departmental organization with identified departmental team leaders while providing dedicated time for collaboration	Principal, Team Leaders	Ongoing: monthly meetings	2. Improved student achievement measured by classroom assessments	
	3. Continue grade level and departmental collaboration to insure consistent grade level curriculum and standards	Principal, All staff	Ongoing: monthly meetings	3. Increased student achievement as measured by analysis of semester grades	
	4. Use in-service and early release time for focused and collaborative curriculum work.	Principal & Professional development committee	Ongoing	4. Teacher collaboration in decision-making	
	6. Analyze trend, cohort, strand, scale, released item analysis of data from standardized assessments to make curriculum and instructional enhancements	Principal, All Staff	Ongoing	5. Common Vision and shared beliefs on student learning	

## McMurray Middle School School Improvement Plan

**Goal #4:** Provide and promote effective instructional leadership.

**Focus #2:** Utilize components of a Professional Learning community in all aspects of the school environment.

DATE INSTITUTED	IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	OUTCOMES	BARRIERS OR RESOURCES NEEDED
2004	1. Use staff retreat to set the tone for our business of student achievement and set a clear direction and operating principles toward student achievement	Principal, All staff	Fall 2005	1. Improved student learning as measured by standardized test scores	1. Building management demands  2. Professional development for best practices
	2. Utilize and structure a professional and goal setting process for all staff through a revised process for evaluation	Principal, All Staff	Ongoing	2. Improved student learning as measured by classroom assessments	
	3. Conduct classroom walk-throughs focused on student achievement in addition to scheduled observations	Principal,	Ongoing	3. Teacher collaboration in decision making and growth in instructional and assessment practices	
	4. Use cohort, strand, distribution and item analysis data from standardized tests to guide instructional change and individual interventions	Principal, All Staff	Ongoing	4. Development of a collegial, cohesive, and professional learning community	
	5. Collaborative meetings with staff in addition to evaluation conferences focused on growth in instructional practice and school climate	Principal, All Staff	Ongoing		
	6. Evaluate and adapt the full year foreign language (Spanish) program	Principal, Language teachers, Site	Spring 2006		

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		Council			