

**McMurray Middle School  
School Improvement Plan**

**Goal #1: Create a school climate that promotes inclusion and student responsibility.**

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

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Continued focus on the school climate through refinement of the Olweus Program (emphasis on community, citizenship, school-wide discipline, goal setting, and responsibility)	Principal, Counselor, Prevention Committee	Fall 2008, ongoing	1. Reduction in harassment and bullying behaviors measured by referrals and Student Survey data 2. Increased levels of student achievement measured by semester grade reports	1. Funding and time for planning Classroom meeting resources and refresher activities throughout the year.
2. Continue and enhance “McMurray Challenge Day” and implement community building through cultural performances and assemblies throughout the year	Principal, Counselor, all staff	September 2008, Ongoing	3. Reduction in the number of students of concern (End of the year review)	2. Loss of traditional instructional time in the school day for activities
3. Educate and involve the newly elected ASB officers , implement meaningful student leadership training toward greater student voice and partnership	Principal, ASB officers & advisor, club advisors	2008-09 Ongoing	4. Enhanced overall school climate and spirit of classes through measured survey data and observation)	3. Planning time
4. Continue and improve the Student-Led Conference program, implementing lessons on goal-setting, academic/social development, career planning, and service	Principal, P.E. Dept., ASB leadership	Fall 2008-March 2009	5. Increase in the number of students involved in activities as measured by membership in clubs, sports teams, and ASB	4. Additional FTE or stipend for advisors 5. Loss of class time with assemblies or emergency prep
5. Enhancement of Classroom meetings to promote themes of citizenship, community, bullying prevention, goal setting, and responsibility	All staff	Fall-2008, Ongoing	6. Continued positive feedback and satisfaction on the Student-led conferences surveys of parents and	6. Dedicated professional development time for classroom meeting topics and sharing

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
6. Increased focus on public recognition programs (student of the week, assemblies, “Good News From School”, M.A.S.T breakfast, reading, writing, math, clubs) recognition that promote “prosocial currency” activities and demonstrates inclusive student behavior	Principal, & All staff	Fall 2008, Ongoing	students	
7. Enhanced emphasis on scholarship, sportsmanship and character development for all teams and individuals involved in activities through the eligibility system and support of student-athletes	Principal, coaches	Ongoing each season	7. Decreased levels of discipline referrals measured by semester and year end statistics 8. Increased levels of student connection to school measured by survey data.	
8. Improve and enhance the successful intramural program in partnership with Leadership class toward involving more students and increased supervision at lunchtime	Principal, All staff	1 <sup>st</sup> and 2 <sup>nd</sup> Semester, 2008	9. All sports teams designated “Distinguished” or “Outstanding” Scholastic awards from WIAA	
9. Encouragement of student participation in activities that involve broad groups of the student population (Rec Nights, dances, athletics, tech club, math club, etc.)	All Staff, PTSA,	2008-09 Ongoing		
10. Dedicate monthly collaborative staff time to discussion of school climate issues with focus on current research and practice related to M.S. philosophy	Principal, All Staff	2008-09 Ongoing		

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**Focus #2: Continue to implement levels of intervention and provide networks of support for students to remove barriers to learning and improve student achievement.**

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Continued enhancement and refinement of our “Student Success Team” addressing barriers to student learning with specific focus on communication with staff and parents	Principal, Counselor, Family Advocate, staff	September 2008, Weekly meetings	1. Create a climate of success at all ability levels through levels of intervention (survey data)	1. Administrative and counselor time out of the building
2. Implement the Healthy Youth Survey utilizing the results and analysis toward informing prevention activities, parent/community information	Principal, Counselor	October 2008	2. Reduce the number of students on the “D & F” list by 50% (6 week progress reports)	2. Funding for programs of intervention 3. Professional development and training time/resources
3. Continue and enhance a “Student Success Partnership” program with VYFS and look to collaborate with other community organizations toward prevention and intervention activities.	Principal, Counselor,	Sept. 2008, Ongoing	3. Reduce incidents of drug and alcohol use. Increase awareness measured by survey data.	4. Developing a volunteer pool
4. Continued representation and leadership in Prevention and Intervention Team district-wide	Counselor	2008-09, Ongoing	4. Increased articulation of our plan for intervention for students in need	5. Setting aside time from classes 6. Time for students/staff to organize events
5. Participate in and lead parent and student forums to address various topics, including prevention	Counselor, Principal	2008-09 Ongoing	5. Overcome barriers to learning for the purpose of higher student achievement measured by 6 week grades	7. Staff reluctance
6. Continue development of programs through various partnerships within the curriculum to assist academic and social difficulties	Principal, counselor	2008-09 Ongoing	6. Greater student connection to school and learning (survey)	8. Designation of “point person to collect data and maintain books and information

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
7. Recruit and train a team of 7 <sup>th</sup> grade students to serve as student “Mentors” who will assist the welcoming and orientation of new students to McMurray.	Principal, Counselor, Lead staff	Spring 2008, continued into the fall of 2008	7. Increased coordination and awareness of individualized student needs (observation and feedback)	
8. Identify counsel, and direct students to study skills or other academic interventions when standards are not met	Principal, Counselor, Staff	2008-09 Ongoing	8. Improved student organizational and time management skills (measured by survey data and observation)	
9. Revise our school planner system with classroom meeting times and emphasis on short and long-term planning as well as increased focus on organization	Counselor, All Staff	2008-09 Ongoing	9. Maintenance or enhancement of students involved in athletics or clubs at school (WIAA report at end of season)	
10. Enhance and raise awareness to the staff resource “blue book” with pertinent data for increased access to student data (accommodations, Health concerns, testing data, etc.)	Success Team	Fall 2008 Ongoing		
11. Review and refine in collaboration with other principals and Director of Student Services to implement strategic and targeted plan for LAP services district wide	Principals, Director of Student Services	Ongoing		
12. Coordinate with the Readiness to Learn (RTL) Family Advocate toward assisting students and families with needs, specifically targeting students with academic difficulties, poverty issues, and language barriers.	Principal, Family Advocate, Counselor	Ongoing		

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**Goal #2: Provide appropriately challenging curriculum for all students and an expectation of excellence.**

**Focus #1: Create a culture of literacy and excellence in writing through coordinated curricula and assessment and targeted intervention.**

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Continued articulation of grade level expectations for writing and reading through the district writing and reading guide; coordinate common prompts and assessments by grade level.	Principal, Departments and team leaders	2008-09 Ongoing	1. Increased levels of student achievement in reading and writing measured by WASL (5-10% increase in cohort and individual)	1. Time and resources to meet to develop expectations
2. Articulate the humanities curriculum more clearly 6-8, with specific emphasis on social studies (WA state history strands), writing skills, analyzing information and research skills	Principal, Humanities teachers	2008-09 Ongoing	2. Increased communication and consistency among teachers (feedback)	2. Obtain or develop WASL style prompts
3. Focus time for all teachers to do in-depth analysis of WASL data (Sept. & Oct. E.R. Days) with emphasis on cross-curricular and inter-disciplinary connections to improve achievement	Principal, Departments and team leaders	September/ October 2008	3. Improved writing samples as measured by classroom based assessments and semester and year end grades (observation/rubrics)	3. Designate meeting time in September and October.
4. Focus on increasing student literacy by creating common graphic organizers and reading comprehension strategies, prompts, rubrics, anchor papers, and differentiation strategies for students.	Departmental chairs, All staff	2008-09 Ongoing	4. Increased coordination and identification of students for support needs (observation)	4. Funding for workshops and presenters
5. Revise and improve the Reading Comprehension Workshop by focusing on strand, trend, and individual data of the WASL and other assessment tools	Principal, Counselor, selected staff	Spring/Fall 2008	5. Improved collaboration and instruction through focused work on target learning areas and feedback on methods	5. Coordination among staff and the office to set up the Reading Workshop
6. Utilize the CASL team process to do in-depth analysis of learning strands through focused protocols and review of student work.	Lead Teachers, All staff	Fall 2008- May 2009		6. Continued professional development and support for the CASL model on collaboration

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**Goal #2: Provide appropriately challenging curriculum for all students and an expectation of excellence.**

**Focus #2: Create a culture of mathematics and science literacy and achievement centered on skill-based curricula, assessment and focused interventions.**

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Assess and revise the Connected Math curriculum and the pacing guide in 6 <sup>th</sup> -8 <sup>th</sup> grade classes, implementing the Connected Math 2 into 7 <sup>th</sup> and 8 <sup>th</sup> grade (if funds allow)	Principal, math department	2008-09 Ongoing	1. Improved student achievement measured by improved mathematics and science scores on 6-8 WASL (10-15% increase in cohort scores)	1. Staff and parent public relations
2. Continued direction and focus on specific professional development opportunities toward Connected Mathematics and Inquiry-based instruction	Principal, all staff	2008-09 Ongoing	2. Improved student achievement measured by improved classroom assessments and semester grades.	2. Obtain or develop WASL style prompts and other manipulatives
3. Review, refine, and enhance the articulation of a K-12 math and science (inquiry-based) scope and sequence connecting this to the Grade Level Expectations	Principal, math/science team leaders	Summer/Fall 2008	3. Greater collaboration among grade levels and schools (feedback, observation)	3. Funding for support in individual interventions
4. Utilize and analyze WASL and classroom data in math and science in the areas of cohort, strand, scale/distribution, released item for curriculum refinement, and individual interventions	Math/Science team leaders	Fall 2008	4. Improved and coordinated curriculum and instruction for math and science (Curriculum website, observation)	4. Time to meet K-12
5. Incorporate the Accelerated Math program to supplement Connected Math in the areas of Number and Algebraic Sense.	Math Department	Fall 2008	5. Articulated science and math scope and sequence for K-12 to allow for a new curriculum adoption 6-8	5. Allocation of time at departmental meetings
6. Systematically implement math and science prompts, powerful classroom assessments and manipulatives that address strands of measurement, geometric sense, logical reasoning, inquiry, systems and application of principles	Math and Science Department	Fall 2008		6. Focused professional development resources
7. Develop and implement a “Math Workshop” supplementary model to assist students not meeting standard in mathematics	Math Department	Fall 2008		

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

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

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Regularly involve and collaborate with Parent Groups in a variety of meaningful ways, specifically targeting skilled volunteers for assistance in various technology and tutoring roles	Principal, Counselor, All staff	2008-09 Ongoing	1. Increase awareness of programs and opportunities available to students (participation #s, survey)	1. Time to organize, and attend evening events
2. Enhance the newsletter, online school calendar and website by creating a rotating curricular focus, promotion of activities, and other relevant information about schools as well as sending out information routinely via listserve	Principal, Executive Assistant	6 week intervals 2008-09	2. Highlight and acknowledge the achievements of students, staff and the various activities of the school (observation)	2. Student and staff acknowledgement of the need to publicize achievement
3. Advance teacher web links as a useable tool for communication, curriculum information, homework up dates, etc.	All staff	Fall 2008 Ongoing	3. Have increased home and school communication levels between parents, students, teachers, administration and the community (feedback and survey data)	3. Time to utilize website to its fullest potential
4. Invite the media to specific activities. Provide press releases about student and staff achievements	Principal, All Staff	2008-09 Ongoing	4. Increased levels of participation and volunteerism in technology and classroom roles (50% increase)	4. No lead communicator, many individual contributors
5. Publicize student and staff achievement at School Board through regular leadership team reports and public announcements	Principal, All Staff	2008-09 Ongoing	5. Increased satisfaction and communication home regarding student progress and information about school events	
6. Continue to refine the planner system school-wide as a means of improving home/school communication and improving student organizational and study skills	Counselor, All Staff	Summer/Fall 2008		
7. Implement the Skyward grading system to better track student progress and inform parents and students via web access	Lead Teachers, Principal, Technology	Fall 2008, 2 <sup>nd</sup> semester 2009		

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

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

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Continued collaboration with PTSA and other groups to recruit volunteers for specific avenues of tutoring, afterschool, and other meaningful programs	Principal, All staff	Sept./Oct.2008 ongoing	1. Increase number of key adult volunteers (End of year count)	1. Time to train volunteers
2. Use and continue to enhance Open House and parent forums to clearly articulate school goals, prevention activities and invite volunteer participation	Principal	September 2008	2. Increase overall satisfaction and student participation in Rec Nights and Tech Club (participation numbers)	2. Communication tools
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 2008, ongoing	3. Increase in positive community/student interactions (Observation and survey)	3. Student resistance to their own parents being present at school
4. Coordinate with PTSA, Artists in Schools, Exploratory Week, Science Fair, Athletics Site Council, Booster Clubs, and other committees in providing enhanced opportunities for student learning through partnerships with parents and the community	Principal, Executive Assistant, All staff	Summer, Fall 2008, ongoing	3. Continued sense of partnership toward student learning (Feedback)	
5. Thank and recognize all volunteers informally all year and formally consistently in the spring of each year	Principal, Executive Assistant	2008-09 Ongoing	4. More meaningful dialogue and discussion regarding middle school programs and philosophy. (Observation)	
6. Continue McMurray representation at various community committees (Site Council, Instructional Services, PTSA, VPIT, Exploratory Week, etc.)	Principal, Counselor, key staff	Ongoing	5. Maintain consistent representation of McMurray on community and parent committees.	
7. Implement the New Student and Parent “Guide to McMurray” for incoming families to better understand the programs offered at school	Principal, Counselor, all staff	Fall 2008		

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**Goal #4: Promote effective instructional leadership and professional development with a focus toward improved student achievement.**

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

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Continued promotion and emphasis on student achievement, centered on high expectations and effective and dynamic instruction	Principal, all staff	2008-09 Ongoing:	1. Improved student achievement as measured by standardized test scores	1. Dedicated time for departmental meetings and work
2. Develop departmental organization by identifying departmental team leaders. Provide dedicated time for collaboration	Team Leaders, all Staff	Ongoing: monthly meetings	2. Improved student achievement measured by classroom assessments	2. Time and resources to create meaningful opportunities for collaboration
3. Continue grade level and departmental collaboration to insure consistent grade level curriculum and standards	Team leaders, Principal,	Ongoing: monthly meetings	3. Increased student achievement as measured by analysis of semester grades	3. Professional Development needs in order to properly facilitate
4. Utilize in-service and early release time for focused and collaborative curriculum work, and to focus on long-term planning	Principal & prof. dev. committee	2008-09	4. Common vision and shared beliefs on student learning (survey, observation)	
5. Continued implementation of “student-led” conferences focusing on goal setting, academic achievement, citizenship, learning styles and career pathways	Principal, all staff	Fall/Winter 2008 March 2009	5. Increased student advocacy and ownership in learning measured by survey data and higher achievement)	
6. Implement a proposed re-alignment of the social studies curriculum toward a K-12 scope and sequence	Humanities department, Principal	Fall 2008	6. Provide students with exposure to technology concepts and opportunities to gain skills for success in high school and beyond (feedback, observation, survey)	
7. Coordinate with the district wide technology committee and building tech leaders to integrate technology into all areas of the curriculum in a systematic, focused, and relevant way	Principal, tech leaders, all staff	Fall 2008 Ongoing		
8. Implement model classroom-based assessments in the Arts, Physical Education/Health, and Social Studies	Department leaders, teachers, Principal	Fall 2008- Spring 2009		

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**Goal #4: Promote effective instructional leadership and professional development with a focus toward improved student achievement.**

**Focus #2: Utilize components of a Professional Learning Community in all aspects of the school culture, with an emphasis on academic rigor, relevance and respectful relationships.**

IMPLEMENTATION ACTIVITIES	PERSON RESPONSIBLE	TIMELINE	EXPECTED OUTCOMES	BARRIERS OR RESOURCES NEEDED
1. Use staff retreat to set the tone for our work toward student achievement. Set a clear direction, working collaboratively and emphasizing teamwork and challenge	Principal, All staff	Fall 2008	1. Improved student learning as measured by standardized test scores	1. Building management demands
2. Structure and utilize a professional and goal setting process for all staff through a revised process for evaluation with specific focus on classroom management, instructional and teaching practice, and professional development and collaboration	Principal, All Staff	Fall 2008 Ongoing	2. Improved student learning as measured by classroom assessments	2. Professional development for best practices
3. Conduct classroom walk-throughs focused on student achievement, innovative and differentiated instruction and assessment	Principal,	2008-09 Monthly	3. Teacher collaboration in decision making (observation and survey)	3. Dedicated time during staff meetings, late start and early release days.
4. Use cohort, strand, distribution and item analysis data from standardized tests to guide instructional change, improvement, and cross-disciplinary literacy, technology, and mathematics coordination	Principal, All Staff	Fall 2008, all year review	4. Collegial, cohesive, and professional learning community (observation)	4. Professional development resources and Building dedicated TRI time.
5. Utilize the CASL (Collaborative Analysis of Student Learning) team model to review student work toward improving instruction and collaborating effectively	Principal, Lead Teachers, All Staff	2008-09,	5. Developed process and protocol for reviewing student work and improved instruction	
6. Build and improve on the academic rigor in all courses, differentiating for individual students and their learning needs	Principal, all staff	2008-09		
7. Participate in the PSESD School Improvement Planning training, utilizing teacher leaders and parents to develop a more focused, data driven SIP plan	Principal, lead teachers, Site Council	Fall 2008- Spring 2009		