

Dunbar Magnet Middle School

2018 – 2019 School Improvement Plan

Mission Statement:

The Dunbar Magnet Middle School faculty and staff are committed to doing whatever it takes to prepare students to become critical thinkers, creative learners, and responsible citizens in a diverse environment. The needs of our diverse student population will be met by offering a rigorous, integrated curriculum in all subject areas. Ultimately, students will develop awareness, understanding, and appreciation of various global issues, cultures, and languages. We strive to produce students who think globally and lead locally.

Continuously improving our professional practice and enhancing student achievement is our top priority. The following targeted strategic goals have been identified for the 2018 – 2019 school year. They each center on our school pillars of instruction, student achievement, and school culture. Our goals are to:

Instruction

Goal: to create a stronger learning environment by providing in-service training through professional learning communities (PLCs) with a focus on increasing student achievement in math and literacy.

1. By the end of the first semester, at least 100% of our classes will employ AVID and Kagan strategies.
2. Engagement strategies (i.e. AVID and Kagan strategies) will be introduced to all staff in September. Departmental collaborations (math, science, social studies, and English) will focus on identifying 1-2 strategies to implement in classrooms for the month. Teachers will be expected to document implementation and report on their progress by completing self-reflection surveys and giving feedback on various strategies. The leadership team will monitor this process through sustained classroom walkthroughs conducted by faculty volunteers and administrators.
3. By the end of October, a volunteer cohort of teachers will be able to demonstrate proficient use of instructional strategies. During the month of November, this cohort will collaborate with other faculty members in an effort to diffuse and strengthen these engagement strategies throughout the building. This may include classroom observations and other assistance as deemed appropriate. Our goal is that all of our teachers are able to successfully implement these high-yield engagement strategies in each of their classrooms by the end of the first semester. Teachers who are unable to demonstrate

proficiency will be paired with a member of the instructional support team to strategically enhance their practice.

4. PLCs throughout the year will focus on instructional strategies and project-based learning.
5. Informal and formal observations, self-assessment inventories, and interdepartmental collaboration will be used to refine educator effectiveness in implementing the aforementioned strategies.
6. By implementing school-wide engagement strategies such as “No IDK Zones” and the Bobcat Word of the Day we will reinforce our student success and achievement. In the literacy classrooms novels will be embedded to increase high-interest reading.

Student Achievement

Goal: to improve student achievement by building content knowledge in mathematics, reading, and English.

1. We will increase proficiency in each grade level by 25% on the summative ACT Aspire in math and reading. We want to increase student success in the content areas by providing all students regular opportunities to practice and master necessary grade level skills and standards.
2. Mathematics instruction will embed concepts of Number Systems as a way of highlighting our students’ strengths as a source of guaranteed student success daily. In addition, math educators will choose to present geometry, statistics, or probability problems for practice as an opportunity to embed daily reinforcement as potential areas of growth to support increased student proficiency in these areas. To monitor this action, mathematical classroom visit feedback forms will reflect this expectation for inclusion in daily classroom walkthroughs coordinated by the Math Instructional Facilitator. The focus for mathematical instruction will be centered on integration of technology and the workshop model lesson planning.
3. Reading has been identified as a potential area of growth based on 2018 Spring ACT Aspire data. Specific areas of concern include Reading: Integration of Knowledge and Ideas. Students have exemplified strengths in the area of English and we will use the concepts within this strand of literacy to build upon students’ success in the classroom. Strategies that will be used to support growth in the area of Reading include: continued practice, Read 180 as a Tier II intervention, sustained reading, Depth of Knowledge (DOK) Questioning, independent reading, inclusion of our 6th grade students in the RISE district initiative, and the encouragement of high interest texts as opportunities to strengthen this area. In addition, all literacy teachers will embed best practices in reading and engage in extended day collaborations for English teachers each nine weeks.
4. Provide targeted Tier 2 and Tier 3 support to identified students, collecting and analyzing student data from pre and post tests to target growth and review effectiveness.

5. Analyze data from MAP interim assessments to identify individual student growth and deficit areas and work with students to create targeted individual growth goals reflective of their own needs.
6. Identify students with content weakness in math, science, reading and writing and offer targeted support using tutoring, reading and writing across the curriculum, and collaborative school-wide intervention strategies.

School Culture

Goal: to build a stronger school culture by increasing staff attendance, decreasing student absenteeism, decreasing disciplinary sanctions, and improving communication among all stakeholders.

1. We will encourage attendance and offer monthly incentives for certified and non-certified staff. Each month staff attendance reports will be monitored by the administrative team. Staff who have not used any personal or sick days (excluding staff members who are out on medical leave) during the month will be eligible for these incentives. Our goal is to have 90% of our staff meet this goal each month. We will take active steps to encourage and offer incentives for attendance, including conferencing with staff members concerning the importance of staff attendance and the correlation between attendance and student learning. Attendance incentives will be provided by our school partners.
2. We will encourage attendance for students through regular quarterly honors and awards recognitions. Our goal is to have 90-95% of our student population present in class each period, each day (excluding any students who have currently been referred to Truancy Court). We will collect and monitor student attendance data daily in order to identify students who have frequent unexcused absences. The attendance secretary will notify the school administrators of each student who has five (5) unexcused absences. Our leadership team will work to develop specific interventions to address the attendance of identified students, including conferencing with parents and students.
3. We will decrease student disciplinary sanctions by establishing and reinforcing school rules and procedures as a shared responsibility, while building relationships with students. We will encourage our staff to consistently implement a structured classroom environment by creating a culture of respect and rapport with rituals and routines at the center of learning. We will encourage staff to consider root causes of adverse behaviors while cultivating meaningful relationships with students.
4. In an effort to strengthen our parent, family, and community engagement, we will employ the use of blended learning through diverse platforms such as ItsLearning in order to build a more seamless bridge between students' home and school life. This will be done in an effort to better engage families and community stakeholders in the learning process.

- a. We will use various mechanisms to improve communications with stakeholders (i.e. Remind, eSchool, social media, monthly newsletter, website, and Robo-call). A communication plan will be designed to include weekly and monthly updates to stakeholders.
- b. We will distribute a yearly calendar of events to all parents who attend Open House. Parents of students who did not attend Open House will have a school calendar at a glance sent home by the student to ensure 100% of our families are aware of the various activities that are planned throughout the school year.
- c. We will also encourage all parents to sign up to participate on our school's Parent Involvement Committee.