

# SCHOOL IMPROVEMENT PLAN – GRAY MIDDLE SCHOOL 2008-2009

## EXECUTIVE SUMMARY

Principal	Thomas J. Hummel
Principal Email	<a href="mailto:thomas.hummel@boone.kyschools.us">thomas.hummel@boone.kyschools.us</a>
School Website	<a href="http://www.gms@boone.kyschools.us">www.gms@boone.kyschools.us</a>
School Address	10400 US 42, Union KY 41091
School Phone	859-384-5333

<b>Plan Approved by Council on</b>	
Prinicpal	Thomas J. Hummel
Teacher	Michael Woods
Teacher	Leslie Wainscott
Teacher	Kara Nixon
Parent	Phyllis Sparks
Parent	Katie Smith
Minority Teacher	
Minority Parent	

<b>School Mission Statement</b>
<p><b><u>MISSION</u></b>  The effective role of Gayle H. Gray Middle School is to aid in the growth of a young person throughout the difficult years of early adolescence.  To nurture, direct, teach, and lead our young people from childhood to early adulthood is a tremendous challenge.  Gray Middle School accepts the opportunity to provide the environment for our younger citizens to develop into responsible, productive, community contributors.</p>

Planning Process	
Activity	Date(s)
Conducted needs assessment using qualitative and quantitative data including all formal and informal assessment data, culture survey, KCCT Academic and Non Academic data, student grades, scantron data, and Explore results.	Data analysis reviewed in November 2008 with results from Scantron testing and CATS scores. Disaggregation of information continued through Nov. and Dec. 2008. Needs assessment was reviewed in Nov.2007 and reevaluated in Feb. 2008.
Prioritized needs	Preliminary decisions Dec. 2007 , finalized March 2008
Determined causes for priority needs	Dec. 2007 thru March 2008
Established measurable goals	Dec. 2007 thru March 2008
Developed activities to meet goals	Dec.2007 thru March 2008
Shared plan with staff and community	March, 2008 PTSA Meeting; April 2008 SBDM meeting
Approved by Council	March, 2008
Scheduled Implementation & Impack check	March,2008

Improvement Plan Committee	
Role	Names
Principal	Thomas J. Hummel
Administrators	Carrie Roberts,
Teachers	Barb Trickel, Stephanie Harris, Jeremy Collins, Jessica Brossart, Linda Kuhn, William Long , Heather Tombragel
Classified Staff	80% of classified staff through survey
Students	50% of student body through survey
Resource Officer	Jerry Crowder
Guidance Counselor	Debbie Staggs , Shavanah Barnes
Council Members	Leslee Wainscott, Kara Nixon, Mike Woods, Katie Smith, Phyllis Sparks
FRC Staff	N/A
District Personnel	N/A
Parents	Phyllis Sparks and Katie Smith, and 40% of parents through survey of PTSA
Business Partners	St. Luke Hospital, Beef o'Bradys, Bank of Kentucky
Community Representatives	

## SCHOOL IMPROVEMENT PLAN – GRAY MIDDLE SCHOOL

### COMPONENT 1 – ACADEMIC PERFORMANCE

Component Manager: Carrie Roberts, Mike Woods, Heather Tombragel, Bill Long

Date written or revised: February 2008

PRIORITY NEEDS	ROOT CAUSES
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<p>A. We have an inadequate system for ensuring that effective and varied instruction strategies are fully implemented.</p> <p>B. National Standards are not clearly communicated, evident in classrooms and observable student work.</p>	<p>A. 1. The School Academic Audit indicated that there is not in place a systematic process for monitoring, evaluating, or reviewing curriculum. 2. The School Academic Audit indicated that instructional strategies/activities are not consistently monitored and are not aligned with the changing needs of a diverse student population to ensure various learning approaches and learning styles are addressed.</p> <p>B. 1. The School Academic Audit indicated that there is not in place a systematic process for monitoring, evaluating, and reviewing the curriculum. 2. KCCT Student Survey indicated that varied instructional practices such as alternative to worksheets, hands on, science demonstrations, group work, differentiation, and investigations were not occurring on a consistent basis in daily instruction.</p> <p>C. The School Academic Audit indicated that performance standards were not clearly communicated, evident in classrooms and consistently observable in student work.</p>
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**GOALS**

**AP1. Develop and apply a “whole staff” collaboration plan for both content area teachers and exceptional needs teachers that incorporates National Standards as well as the GMS School Improvement Plan by May2009. Plan to be evaluated /measured by a.) walk through observation; b.) formal/classroom observation; c.) administrative staff evaluations.**

**AP2. By May 2009 the SBDM Council will review the policies on Curriculum and Instruction and develop a policy to incorporate National Standards into GMS SBDM policy. Application of Standards will be measured by teacher lesson plans andn student work product.**

**AP3. Beginning with the 2008-09 academic year common assessments, developed by the 5 middle schools in the Boone County Schools, will be consistently applied and followed in all core subject areas.**

## COMPONENT 1 – ACADEMIC PERFORMANCE

### GOAL AP1: Staff Collaboration to implement National Standards, Policies, and the Comprehensive School Improvement Plan

<b>Activity AP1.A</b>	Review/Revise SBDM policies regarding curriculum and instruction committee
<b>Point Person</b>	Tom Hummel
<b>Timeline/Deadline</b>	<b>annually</b>
<b>Date Completed</b>	June 2009

<b>Activity AP1.B</b>	Form committee to examine and revise curriculum to meet the needs of school's population (ex. Males, ESS, GATES, Free/Reduced Lunch Participants, and exceptional needs)
<b>Point Person</b>	Carrie Roberts
<b>Timeline/Deadline</b>	Ongoing
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity AP1.C</b>	Keep staff informed of SBDM policies, Middle School curriculum updates, KCCT results, CTBS results, and Tech plan.
<b>Point Person</b>	Debbie Staggs
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity AP1.D</b>	Student Technology Leadership Program will be continued, expanded and evaluated, KETS allocations will be determined, and technology PD continued.
<b>Point Person</b>	Amy Lutes and SBDM budget committee
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

## COMPONENT 1 – ACADEMIC PERFORMANCE

### GOAL AP2: A System in Place to ensure that effective and varied instructional strategies are fully implemented.

<b>Activity AP2.A</b>	Annual review of middle school common curriculum and SBDM policies on Writing. to ensure that the content is consistent with the NEW program of studies and the Kentucky Core Curriculum.
<b>Point Person</b>	Carrie Roberts

<b>Timeline/Deadline</b>	August 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity AP2.B</b>	Classroom observations and walk throughs of instructional strategies used by teachers in their classrooms, such as open discussion, best practice methods, student inquiry-based discussions, hands on activities, integration/cross curricular topics, collaborative learning, open-response, on-demand, differentiation, and other instructional strategies.
<b>Point Person</b>	Tom Hummel
<b>Timeline/Deadline</b>	Ongoing with annual update E-O-Y
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity AP2.C</b>	Departmentalized, single grade, collaboration meetings for teachers as needed term to discuss instructional strategies. Attendance will be monitored, strategies discussed and plans for implementation will be documented.
<b>Point Person</b>	Tom Hummel
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity AP2.D</b>	Development of New teacher Mentorship Program
<b>Point Person</b>	Debbie Staggs
<b>Timeline/Deadline</b>	August 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

## **COMPONENT 1 – ACADEMIC PERFORMANCE**

**GOAL AP3: National Standards clearly communicated, evident in classrooms, and observable in student work.**

<b>Activity A</b>	Alignment of classroom assessment with Ky Proficiency Standards and usage of a variety of assessment styles by classroom teachers. Post standards developed, defined, and posted for student assessment procedures for each unit taught. Performance expectation available on each teacher web page. Application of common middle school assessments is to be incorporated in all core content classes.
<b>Point Person</b>	Team leaders/Content leads
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity B</b>	2008 Spring and Fall meetings in discipline based review alignment of curriculum and development of collaboratively outlined syllabus of grade level content, standards , timeline, expectations for each unit of study on each respective grade level across all middle schools.
<b>Point Person</b>	Tom Hummel (Discipline Representative)
<b>Timeline/Deadline</b>	December 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

<b>Activity C</b>	Peer Visitation across the curriculum to ensure consistent performance standards for each unit of study, and with same content area techers to draw up performance standards for each unit of study. .
<b>Point Person</b>	Team Leaders/ Content Leads
<b>Timeline/Deadline</b>	School Year 2008-09
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	annually

<b>Activity D</b>	Outlined syllabus and performance expectation standards for assessment tutorial developed for ESS instructors.
<b>Point Person</b>	ESS Coordinator
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

## COMPONENT 1 – ACADEMIC PERFORMANCE

**GOAL AP4: Provide Resources and Instruction to meet NCLB standards for 2008-09 in Math and Reading in both Exceptional Needs Category as well as Free and Reduced Classifications of students.**

<b>Activity AP4.A</b>	Identify those students “at risk” in Math and Reading as determined by Scantron, KCCT and CTBS testing scores. Disaggregate all available data.
<b>Point Person</b>	Administrative Staff/Team Leaders
<b>Timeline/Deadline</b>	November 1, 2008
<b>Date Completed</b>	May, 2009

<b>Activity AP4.B</b>	Provide after school instruction using designated ESS funds as well as in-school instruction to meet students needs in content areas of Math and reading.
<b>Point Person</b>	Debbie Staggs/Shavanah Barnes
<b>Timeline/Deadline</b>	November 1, 2008 thru March 31, 2009
<b>Cost/Resources Needed (optional)</b>	ESS Funding for Instruction, and Snacks
<b>Date Completed</b>	May, 2009

<b>Activity AP4.C</b>	Monitoring Instructional/Student Progress by individual monitoring sheets and use of Orton-Gillenhhan instructional methods as well as Compass Learning, Learning Path Assessment.
<b>Point Person</b>	ESS Tutors/Administration
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	N/A
<b>Date Completed</b>	Ongoing

<b>Activity AP4.D</b>	Inclusion/Deletion of Students from program once proficiency is reached in both Math and Reading. Student next on list takes deleted students place in Program.
<b>Point Person</b>	Ess Tutors/ Debbie Staggs, Shavanah Barnes
<b>Timeline/Deadline</b>	Continuous Monitoring
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Ongoing

Approved at SBDM meeting on 11/10/2008

# SCHOOL IMPROVEMENT PLAN – GRAY MIDDLE SCHOOL

## COMPONENT 2 – LEARNING ENVIRONMENT

Component Manager: Carrie Roberts, Thomas Hummel, Debbie Staggs, Jeremy Collins

Date written or revised: November, 2008

PRIORITY NEEDS	ROOT CAUSES
<p>A. There has been an increase in Bullying and Harrassment among the student population.</p> <p>B. There are doubts about staff commitment to high expectations for <u>ALL STUDENTS</u> and working to help <u>ALL STUDENTS</u> succeed.</p>	<p>A. 1. Students do not comprehend how bullying negatively affects the development, self esteem, and achievement of the victim.                      2. Teachers have not been adequately trained on bullying, harrassment, and the signs of each concerned.                      3. Student talents and abilities have not been utilized in the area of counseling peers.</p> <p>1. The continued High Expectations for all need to be reinforced and consistently and effectively employed</p>
<b>GOALS</b>	
<p><b>LE1. We will decrease instances of Bullying and Harrassment at Gray Middle School by 50% by appropriately training students and staff by August 2008 in compliance with House Bill 91.</b></p> <p><b>LE2. All staff will be committed to high expectations for all students and working to help all students succeed to be measured by increasing mandated state test scores .002% by May 2009, and by meeting NCLB requirements in all areas.</b></p> <p><b>LE3.</b></p>	

## COMPONENT 2 – LEARNING ENVIRONMENT

**GOAL LE1: Decrease the instances of Bullying and Harrassment at Gray Middle School by 50% by appropriately training students and staff.**

<b>Activity LE1.A</b>	Form a committee of students and teachers to investigate the increase in bullying and harrassment in todays' Middle Schools.
<b>Point Person</b>	Carrie Roberts, Debbie Staggs
<b>Timeline/Deadline</b>	December 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Ongoing 2008-09
<b>Activity LE1.B</b>	Educate students and teachers on Harrassment, Bullying, and the signs of each per House Bill 91 . Provide in-service for all students on the ramifications of the new law
<b>Point Person</b>	Debbie Staggs
<b>Timeline/Deadline</b>	October 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	October 2006; Ongoing 2008-09
<b>Activity LE1.C</b>	Develop Peer Counsleing and Mediation Groups to help deal with instances of Bullying and Harrassment.
<b>Point Person</b>	Debbie Staggs;counselors
<b>Timeline/Deadline</b>	December 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	December 2006 Ongoing 2008-09
<b>Activity LE1.D</b>	Revisit Discipline Policy and school policies on bullying and harrassment and their respective consequences.Incorporate new and additional paperwork/reporting procedures as part of the SBDM policies on Bullying.
<b>Point Person</b>	SBDM, Tom Hummel
<b>Timeline/Deadline</b>	October 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	May, 2009 Annual

## COMPONENT 2 – LEARNING ENVIRONMENT

**GOAL LE2: All staff will be committed to high expectations for all students and working to help all students succeed.**

<b>Activity LE2.A</b>	Students may be grouped during exploratory classes based on students
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	performance as indicated by teacher assessment and prior academic record .
<b>Point Person</b>	Debbie Staggs
<b>Timeline/Deadline</b>	October 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Annually

<b>Activity LE2.B</b>	Teachers will use Scantron testing results to discover individual student weaknesses in specific subdomains of content areas and differentiate instruction accordingly.G/T teacher will share data with staff and develop process for meeting needs of G/T sub-domain specifically in regards to <b>underachieving</b> G/T students
<b>Point Person</b>	Team Leaders; G/T person
<b>Timeline/Deadline</b>	May 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Annually

<b>Activity LE2.C</b>	Professional Development activities to inform and update teachers on any changes in IDEA/ADA
<b>Point Person</b>	Debbie Staggs
<b>Timeline/Deadline</b>	August 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Nov. 2008 Reviewed Annually

<b>Activity LE2.D</b>	Committee formed to monitor attendance for targeted groups and devise incentives and interventions to increase student participation.
<b>Point Person</b>	Carrie Roberts
<b>Timeline/Deadline</b>	May 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Ongoing 2008-09

# SCHOOL IMPROVEMENT PLAN – GRAY MIDDLE SCHOOL

## COMPONENT 3 – EFFICIENCY

Component Manager: Thomas Hummel, Amy Lutes

Date written or revised: November 2007

PRIORITY NEEDS	ROOT CAUSES
<ul style="list-style-type: none"> <li>A. Maintain and continue to improve student attendance at a high level. Improve faculty attendance to increase the consistent delivery of instruction.</li> <li>B. Provide appropriate training for faculty to better utilize available technologies.</li> </ul>	<ul style="list-style-type: none"> <li>A. 1. The non availability of attendance incentives currently in place to motivate faculty or students.</li> <li>B. 1. Teachers are not effectively trained in all available technologies. 2. Lack of coordinated scheduling creates questions of lab availability.</li> </ul>
<b>GOALS</b>	
<p><b>E1. Attendance of Faculty and students will be increase by .5% through use of incentive program.</b></p> <p><b>E2. Technology resources will be organized and better utilized by coordinated scheduling. This goal will be measured by increased usage of technology from previous years by May 2009. Schedule from previous years will be compared to schedule of present to prove increased usage.</b></p>	

## COMPONENT 3 -- EFFICIENCY

**GOAL E1: Attendance of Faculty and students will increase by .5% through the use of incentive program.**

<b>Activity E1.A</b>	Formulate committee to address attendance issues for staff and students.
<b>Point Person</b>	Lori Erickson
<b>Timeline/Deadline</b>	October 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	annual

<b>Activity E1.B</b>	Formulate committee of students and staff to develop attendance incentives.
<b>Point Person</b>	Student Government
<b>Timeline/Deadline</b>	October 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	annual

<b>Activity E1.C</b>	Research and apply for grant to fund incentive program
<b>Point Person</b>	Media Specialist/Librarian
<b>Timeline/Deadline</b>	August 2008
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	annual

<b>Activity E1.D</b>	
<b>Point Person</b>	
<b>Timeline/Deadline</b>	
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	

## COMPONENT 3 -- EFFICIENCY

**GOAL E2: Utilize technology resources.**

<b>Activity E2.A</b>	Professional Development offerings to further train staff in use of technology. Provide for the transition from STI to Infinite Campus for all staff members by October 31,2008.
<b>Point Person</b>	Amy Lutes,district office, Bobbi Grim, Pam Ollier , and Lori Erickson
<b>Timeline/Deadline</b>	August 2009
<b>Cost/Resources Needed (optional)</b>	

<b>Date Completed</b>	
<b>Activity E2.B</b>	Formulate central scheduling system to accommodate all teachers.
<b>Point Person</b>	Librarian / Media Specialist
<b>Timeline/Deadline</b>	August 2009
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	
<b>Activity E2.C</b>	Form technology committee to assess needs of staff and students in the area of technology.
<b>Point Person</b>	Amy Lutes
<b>Timeline/Deadline</b>	Ongoing
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	Annual
<b>Activity E2.D</b>	Inform staff monthly of technology changes, classroom ideas, and other updates in the area of technology
<b>Point Person</b>	Amy Lutes, Librarian, STLP
<b>Timeline/Deadline</b>	October 2006
<b>Cost/Resources Needed (optional)</b>	
<b>Date Completed</b>	