SHERIDAN SCHOOL DISTRICT
EAST END MIDDLE SCHOOL

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EEM 22-23 School
Improvement Plan
(Fancy Version)

Focus Area: Academics

Building SMART Goal: To increase the percentage of students reading on grade level by...
- ==2022-23 Target: 5% total increase==
- 2023-24 Target: 7% total increase

...as measured by ACT Aspire Reading & BOY, MOY, and EOY NWEA Reading results.

MOY Progress:
- 6th Grade: – 6% decrease of students reading on grade-level
  - At the BOY 22, 44% of students were Hi-Av. or Hi. on NWEA Reading.
  - At MOY 23, 39% of students were Hi-Av. or Hi. on NWEA Reading.
  - At EOY 23, 38% of students were Hi-Av. or Hi. on NWEA Reading.
- ==7th Grade: 5% increase of students reading on grade-level==
  - At BOY 22, 34% of students were Hi.-Av. or Hi. on NWEA Reading.
  - At MOY 23, 35% of students were Hi.-Av. or Hi. on NWEA Reading.
  - At EOY 23, 39% of students were Hi-Av. or Hi. on NWEA Reading.
- 8th Grade: 2% decrease of students reading on grade-level
  - At BOY 22, 29% of students were Hi.-Av. or Hi. on NWEA Reading.
  - At MOY 23, 34% of students were Hi.-Av. or Hi. on NWEA Reading.
  - At EOY 23, 27% of students were Hi-Av or Hi on NWEA Reading.

MOY Lexia PowerUp Progress:
- 6th Grade -
  - **Word Study:** As of BOY 2022, 49% of students were in Foundational (K-2) Word Study. As of January 2023, 7% of students are in Foundational (K-2) Word Study. As of May 2023, 3% of students were in Foundational (K-2) Word Study.
  - **Grammar:** As of BOY 2022, 12% of students were in Advanced (6-8) Grammar. As of Jan. 2023, 30% of students are in Advanced (6-8)

Grammar. As of May 2023, 60% of students are in Adv. Grammar.
- **Comprehension:** As of BOY 2022, 6% of students were in Advanced (6-8) Comprehension. As of Jan. 2023, 37% of students are in Advanced (6-8) Comprehension. As of May 2023, 67% of students are in Adv. Comprehension.
- 7th Grade -
  - **Word Study:** As of BOY 2022, 50% of students were in Foundational (K-2) Word Study. As of January 2023, 8% of students are in Foundational (K-2) Word Study. As of May 2023, 2% of students were in Foundational (K-2) Word Study.
  - **Grammar:** As of BOY 2022, 21% of students were in Advanced (6-8) Grammar. As of Jan. 2023, 40% of students are in Advanced (6-8) Grammar. As of May 2023, 83% of students were in Advanced Grammar.
  - **Comprehension:** As of BOY 2022, 10% of students were in Advanced (6-8) Comprehension. As of Jan. 2023, 32% of students are in Advanced (6-8) Comprehension. As of May 2023, 82% of students were in Advanced Comprehension.
- 8th Grade -
  - **Word Study**: As of BOY 2022, 53% of students were in Foundational (K-2) Word Study. As of January 2023, 15% of students are in Foundational (K-2) Word Study. As of May 2023, 6% of students were in Foundational (K-2) Word Study.
  - **Grammar:** As of BOY 2022, 17% of students were in Advanced (6-8) Grammar. As of Jan. 2023, 31% of students are in Advanced (6-8) Grammar. As of May 2023, 54% of students were in Advanced Grammar.
  - **Comprehension:** As of BOY 2022, 6% of students were in Advanced (6-8) Comprehension. As of Jan. 2023, 30% of students are in Advanced (6-8) Comprehension. As of May 2023, 63% of students were in Advanced Comprehension.

Monthly Measurable Actions	Timeline Review Dates Included	Person(s) Responsible	Evidence	Next Steps
Professional Learning Communities • Collaborative teams meet weekly. • Norms have been developed. • Essential Standards have been identified. • Essential standards are being unpacked	October 2022 *plan will be reevaluated for progress on October 28, 2022.* *10.28.22 Reflection -* • Completed Needs Assessment (Results of Needs Assessment indicate the need for growth in Hope & Efficacy, Student Investment & Learning Culture. These will be addressed through Bill Ferriter's discussion on	All Staff *Guiding Coalition will meet weekly on Tuesdays from 3:30-4:30pm to analyze current progress & determine next steps.*	• Meeting Agendas • Needs Assessment Results • PLT Documents	**October 4, 2022 Staff Meeting:** • Complete Needs Assessment **October 7, 2022 GC Meeting:** • Analyze results of Needs Assessment • Develop SMART Goals for GC & our PLT process

into learning targets.
- CFAs are administered to analyze student learning.
  - Data is recorded on common data spreadsheets.
 	
SIP Goal: 100% of EEM PLTs (Professional Learning Teams) will develop and utilize **short-term goals** to guide collaboration around student achievement of essential standards and **evidence-based instructional practice** at monthly faculty meetings.
 	
100% of teams will have essentials identified and unpacked by the end of the 2022-23 SY.
	10.28.22 and will guide the work on Collective Commitments.)
	- Collective Commitments are in the process. We began the process on 10.11.22 at a Staff Meeting, continued the work in Grade Level PLTs 10.25.22, and will develop statements through GC on 10.28.22 and 11.04.22
	
	03.31.23 Reflection –
	- Standards have been modified from ADE.
	- Curriculum team is going through standards to identify similarities and differences to old standards.
	- Grade-level PLTs are focusing on instructional practices. (see below)
	
	The Instructional Model for EEM will begin in Spring of 2023.
	
	03.31.23 Reflection –
	- Grade-level PLTs have discussed proficiency for work samples with the following strategies:
	  - Compare and contrast
	  - Summarizing and Note-taking
				October 11, 2022 Staff Meeting:
				- Develop Collective Commitments (Continue in Guiding Coalition on 11.04.22)
				
				October 25, 2022 Staff Meeting:
				- Determine Instructional Model for EEM (Modified to 11.14.22 Grade Level PLTs)
				
				Content-PLTs Next Steps
				- Develop Proficiency Scales for Essential Standards (23-24 SY)
				- Develop Content PLT SMART Goals per Essential Standard (see SIP goal) - (23-24 SY)
				- Determine Protocols for Data Analysis (23-24 SY)
				
				05/16/23 –
				- Completed POST Assessment

RISE - All 6th Grade teachers	August 2022 – May 2023	Admin. (Williams & Westfall)	- Classroom Observations	- Admin calibrate observations with

& K-12 SPED teachers must be assessed as proficient in RISE by the end of the 22-23 SY. All 6th Grade & SPED teachers received ½ day training on Sept. 21, 2022 from Jacklin McCoy, Literacy Specialist. All 6th Grade & SPED teachers will receive follow up ½ day training on January 25, 2023 from Jacklin McCoy, Literacy Specialist for RISE support strategies.	*10.28.22 Reflection -* ● Askew, Phillips & Trotter are all deemed "proficient" in SoR due to passing the Foundations of Reading test. ● DSA groups are occurring in JacketTime. Support is provided through admin & PD. ● Follow-up RISE training in January with Jacklin McCoy. *(HW emailed again on 10.30.22 to schedule date)* *03.31.23 -* ● Morphology Walls are being utilized in many classrooms. ● Literacy strategies are being implemented in many content classrooms (writing, annotating, etc.).	6th Grade Teachers SPED Teachers	● [RISE Observation Protocol (Rubric)](#) ● [Sept. PD PPT](#) ● [6th Grade DSA Analysis](#) *(example)* ● [DSA Schedule for 6th Grade ELA](#)	Jacklin McCoy (October 2022) ● Provide additional ½ day training in December. ● All 6th Grade ELA & SS teachers will DSA all 6th Grade students. ○ *Results of DSA will form instructional groups in the double-blocked classrooms.* ● [Structured schedule](#) will be created with SS & ELA for small group instruction. ● Administer DSA in February to measure progress.
Lexia PowerUp As of BOY 2022, 51% of students were in the foundational level of Word Study. **6th, 7th & 8th grade staff made Word Study the priority.** As of 9/28/22, 40% of students are in the foundational level of Word Study. As of BOY 2022, 16% of	October 2022 **progress will be reviewed on October 28, 2022* *10.28.22 Reflection -* ● 24% of students are in the foundation level of Word Study. ● 60% of students are in the Intermediate level of Word Study. ● Usage is down. We need to continue to encourage students & teachers to keep usage up. *11.08.22* Building level goal: **90% of EEM**	All Staff	● Lexia Reports ● Lexia Leaderboards ● Lexia PowerUp JacketTime Groups ● [EEM Faculty Meeting Nov 8, 2022](#)	● Lexia Training on Sept. 29th from 2:00-3:30pm on analyzing class & student reports. ● Lexia Success Metrics Meeting with Admin, 10/31/22 @ 9:00am ○ *At this time, next steps will be determined for further training needs, etc.* ● **Grammar Goal** - *By March 31, 2023, 60% of*

students were in the Advanced level of Grammar. As of January 2023, 34% of students are in Advanced. As of BOY 2022, 7% of students were in Advanced level of Comprehension. As of January 2023, 33% of students are in Advanced. **LEXIA SMART GOALS:** By March 31, 2023, 60% of students will be Advanced in Grammar. By May 19, 2023, 60% of students will be Advanced in Comprehension.	**students will move into Intermediate or Advanced Word Study by December 16, 2022.** ****WE MET OUR GOAL!** *03.31.23 Reflection - Grammar goal -* *As of March 31, 2023, 59% of students are in Advanced in Lexia PowerUp Grammar.*			*students will score Advanced in Lexia PowerUp Grammar.* ● **Comprehension Goal** - *By May 19, 2023, 60% of students will score Advanced in Lexia PowerUp Comprehension.*
JacketTime EEM Priorities: ● Mental Health ● Tier 3 Interventions ○ DSA ○ 95% Group ○ Lexia English ○ Khan Mappers (Science & Math) ● Tier 2 Interventions* ● SAS Lab (Students	October 2022 **progress will be reviewed on October 28, 2022* *10.28.22 Reflection -* ● Failure conferences were held on the week of 10.24.22. Plans were developed for each student with a failing grade. ● SPED Failure conferences are being scheduled. ● Implemented Khan Mappers as math intervention. ● Bill Ferriter provided training on Work Behaviors Rubric. How can this be used to help target intervention on work	All Staff	● EEM Zero Hour Handbook ● EEM RTI Scheduler Training ● Mental Health Referral Form ● 95% Group Documentation NWEA/Lexia Correlation (used to	● Document intervention results in RTI Scheduler to monitor progress ● ~~Review student progress at Report Card time (Oct. 20th)~~ (Completed) ● Complete SIT Referrals based on lack of progress ● Monitor At-Risk Students at IPR Time (Nov. 14-18) ● Attendance Phone Calls

Achieving Success) • Enrichments as of 11.28.22: Independent Study, STEM, Art. • Adding 4th enrichment as of January (Mindfulness) *Teachers will provide targeted interventions, based on common formative assessment data, for those students who do not meet the proficiency criteria. The goal is to increase student learning.*	behaviors? • IPR At-Risk conferences held on week of 11.28.22 **January 2023 -** • "At Risk" Conferences held Week of Jan. 16-20th. • Credit Recovery Meetings held with parents Jan. 2023 • Grades 6-8 Khan Mappers in place for Math Support *03.31.23 Reflection -* • At Risk Conferences held April 5-6. • Credit Recovery is continuing in all subject areas. • Khan Mappers & Khan Science has been implemented for interventions.		determine students for 95% Group) • SAS Referral Form (6/7) • SAS Referral Form (8th) • EEM @ Risk Students	by Admin - Began Week of 10.31.22 • HW reached out to Britney Nalley (Math Specialist at ADE) for Tier 3 Math Interventions. ○ As of 03.31.23, Curriculum department is working on identifying Tier 3 math intervention (iReady or Zearn). Bill Ferriter's Work Behavior Rubric - How can we provide Tier 2 intervention on Work Behaviors? 7th Grade Work Behaviors Rubrics
SIT Team What do I do if a student is struggling (academically or behaviorally)?	August 2022 - May 2023 *bi-monthly meetings* *10.28.22 Reflections -* • This is an area we need to focus more on. How can we align our SIT process with Failure Conferences/At-Risk Students	All Staff SIT Team Members • Mr. Braden • Ms. Rhodes • Ms. Walker Admin, Counselor, IF	• EEM SIT Doc	• Analyze VIPs (Need to Complete) • Analyze SPED & Dyslexia Progress (Need to figure out system) • Document intervention(s) in academic & behavior

	03.31.23 Reflection – • SIT process has continued to be implemented with the SIT Team.			• Complete referrals on students with academic needs, based on JacketTime progress or lack thereof (Read180 Referrals, 95% Group, etc.)

Comprehensive Schoolwide Tier 1 Instructional Model
 	
***HRS Indicator 2.1** - The school communicates a clear vision as to how teachers should address instruction.
	October 2022 – May 2023
	monitor Oct. 28, 2022 to determine next steps
	
	10.28.22 Reflections –
	• Bill Ferriter @ EEM on 10.28.22
	  ○ Bill Ferriter's PPT
	  ○ Work Behavior Rubric
	  ○ Survey for Missing or Late Work
	  ○ Unit Overview
	
	Jan. PD Universal Skills & Effective Instructional Practices
	
	January 2023 Reflection –
	• Grade-Level PLTs focused on Instructional Strategies & Universal Skills
	• Inclusion in 6th Grade is occurring.
	• January 24, 2023 – All SPED, Principal & Counselor will observe Lakeside Jr. High for Inclusion Practices
		All Staff	• Classroom Observations
			• Staff Meeting Agendas
			• Grade Level PLT Agendas
			• HRS Survey Feedback
				• ~~October 25, 2022 Staff Meeting~~ - Focus on Developing Common Instructional Model
				  ○ Complete Instructional Snapshot
				This will need to be rolled out in Grade-Level PLTs the week of 11.14.22. Jan 3 PD introduced highly effective strategies. Grade level PLT will begin PDCA on Jan 30.
				• Bill Ferriter @ EEM on October 28, 2022 to meet with content teams with a focus on student efficacy, motivation & ownership of learning.
				• Develop teacher best practice portfolios ~~(November)~~ Yr '23–24

	EEM Plan for Continuous Improvement		
	Instructional Strategy Focus	Identifying Similarities and Differences	Summarizing and Note Taking	Nonlinguistic Representations
	Bi-Weekly Check-in 1	Jan 30 - Feb 3	March 6 - 10	April 17 - 21
	Bi-Weekly Check-in 2	Feb 20 - 24	March 27 - 31	May 15 - 19

EEM Model of Instruction PD

03.31.23 Reflection –
- Inclusion training on March 29, 2023 for SPED
  - Inclusion 6-8 for 23-24 SY
  - Resource 6-8 for 23-24 SY
- Susan Coles is supporting & coaching ELA department
- Will work through proficiency/calibration project to end the school year

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| Grading Practices

Purpose: Grading at EEM will focus on mastery of learning, not behaviors of students. Grades will reflect learning of essential standards & | 2nd Quarter

10.28.22 Reflection –
● Provide more coaching & support through Grade-Level PLTs.
● Need to provide support for parents in this shift. How can we communicate these adjustments to parents? | All Staff | ● Protocols for Grading at EEM
● Report Card Grades
● IPR Grades
● Canvas Gradebook | ● Grade-Level PLTs will meet to discuss changes in grading practices (Completed)
● **2 Grades per Week**:
  ○ 1 Practice on Learning Target
  ○ 1 FA on |

learning targets.			● [Literacy Night](#) ● [EEM We believe, strive, will pdf for parents](#) ● [EEM Parent/School Commitment Letter 22-23](#)	Learning Target

NWEA	September 2022
	January 2023
	May 2023
	
	[NWEA Goal-Setting Process](#)
	● Rolled out in Grade-Level PLTs Dec. 5-9
	
	January 2023 Reflection:
	● Goal Setting Conferences = Success
	● Incentives for Criteria = Success
	● EEM Digital Data Wall (Shows Overall Growth)
	● **January Staff Meeting** - (Jan 17, 2023)
	   ○ Identify students who were on the cusp of each category (Red, Yellow, Orange, Green, Blue);
	   ○ What interventions are students receiving? What interventions are students not receiving?
	   ○ Identify supports needed for students.
		All Staff	● NWEA Digital Data Wall	● Develop NWEA Incentives for Testing (Leadership Team)
				● Develop goal-setting worksheet (PLT refreshers start week of 12.5.22) Goal setting to start week of 12.12.22
				● Work on the Continuum & Utilizing Data for Tier 2 Interventions

Classroom Observations	August 2022 - May 2023	All Staff		● Weekly Observation by Admin (5 teachers per

				admin per week) ● Pre/Post Observation Meetings with Admin ● Peer Observations (Walk–through Wednesday) ● PGP Meetings, BOY, MOY & EOY ○ *Progress toward goal will be monitored & artifacts of progress uploaded into ADE TESS system.*
Coaching Cycles	August 2022 – May 2023	IF All Staff Admin		● Morgan Wilson, Candace Wilson, & Jacklin McCoy will work in 4 week *(estimated)* coaching cycles with staff.

Focus Area: Culture

Building SMART Goal: Every quarter, the number of Office Discipline Referrals for incidents excluding those occurring on the bus will decrease by 25% as measured by the eSchool Incident Report.

Rationale: This goal is based on eSchool Incident Reports for the past three years:

- 2019-2020 eSchool Incident Report:
  - *48 incidents occurred in 6th grade*
  - *57 incidents occurred in 7th grade*
  - *56 incidents occurred in 8th grade*

- 2020-2021 eSchool Incident Report:
  - *63 incidents occurred in 6th grade*
  - *57 incidents occurred in 7th grade*
  - *78 incidents occurred in 8th grade*

- 2021-2022 eSchool Incident Report:
  - *54 incidents occurred in 6th grade*
  - *52 incidents occurred in 7th grade*
  - *98 incidents occurred in 8th grade*

- 2022-2023 eSchool Incident Report (as of May 15, 2023)
  - *79 incidents occurred in 6th grade*
  - *92 incidents occurred in 7th grade*
  - *129 incidents occurred in 8th grade*

Measurable Actions	Timeline	Person(s) Responsible	Evidence	Next Steps
Capturing Kids' Hearts *All staff will implement CKH in their classrooms. Priorities includes: ● Social Contract for every class period @ front of the room. ● Timeout for behavior	August 2022 – May 2023 *10.28.22 Reflection –* ● Who are our process champions? We need to meet. This may need to wait until 2nd semester. ● Social Contract Raters - Roll out 2nd Semester	All Staff	● Classroom Observations (Domain 2) ● CKH Walkthroughs ● Discipline Referrals	● Process Champions Meet ● Social Contract Raters in every classroom ● Student, Staff & Parent Survey (HRS Level 1 Survey) (Wait until SY 23-24) ● Student Council Input

○   Refer to Social
        Contract
● Greeting at the Door
● Good Things @ beginning
    of the class period.				

CKH Leadworthy Character Lessons	August 2022 – May 2023	All Staff		● Monday Leadworthy Advisory Day ● Monthly Character Awards based on Monthly Character Word
SIT Team (Behavior) What do I do if a student is struggling (academically or behaviorally)?	August 2022 – May 2023 **January 2023 Reflection:** ● CICO Folders have shown behavioral success with students identified as needing behavioral interventions.	All Staff	● SIT Referral Form (ABC Data)	● Develop Behavior Plans ● SAS Lab
Attendance Award(s) *Weekly competition with each grade-level to see who has the highest percentage of attendance. Each week, the winning grade level gets a prize and the banner hung in their hallway.*	October 2022 *10.28.22 Reflection –* ● Attendance incentives have begun. Each Friday, the grade with the highest percentage is announced. ● Teacher perfect attendance is announced each week as well.	Students Staff	● Weekly Attendance Report	
Behavior Incentive Rewards	Quarterly	Students Staff		● Student Council Input ● Leadership Team will

Students will participate in quarterly behavior incentives. Criteria should include zero office referrals or d-hall.	*10.28.22 Reflection –* ● Leadership Team decided upon 2nd Quarter incentive. ● How do we communicate this to our students?			facilitate ● Develop quarterly incentives