

Marion County Public Schools

# North Marion Middle School



2016-17 Schoolwide Improvement Plan

## North Marion Middle School

2085 W HIGHWAY 329, Citra, FL 32113

[ no web address on file ]

### School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2018-19 Title I School</b>	<b>2018-19 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
Middle School 6-8	Yes	82%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	56%

### School Grades History

Year	2015-16	2014-15	2013-14	2012-13
Grade	C	C*	D	D

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan was approved by the Marion County School Board on 1/24/2017.

### SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F or a monitoring status of "Former F" (see page 4). For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

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## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

### Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

### Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

### Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida's Differentiated Accountability (DA) system, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

Florida's DA network is divided into four geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in three categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- Not in DA – currently A, B, or C and not Monitoring Only; charter schools; ungraded schools
- Monitoring Only – currently A, B, or C that improved from a previous grade of F
- Focus – currently D
- Priority – currently F

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA may be subject to a turnaround status of "Planning" or "Implementing" or a monitoring status of "Former F." These statuses are based on a school's grades history, including the current school grade:

- Former F - A school with a status of "Former F" requires the department to monitor the implementation of strategies and progress toward the goals outlined in the school improvement plan for three years following the school's improvement from a grade of F to a C or higher.
- Planning - A school with a status of "Planning" requires the district to engage stakeholders in the development of a turnaround option plan to be implemented in the following year should the school grade not improve to a C or higher.
- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2016-17 DA Category and Statuses for North Marion Middle School

DA Region and RED	DA Category and Turnaround Status
Northeast - <a href="#">Dustin Sims</a>	Not In DA - N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

North Marion Middle School will provide a quality academic program that prepares students to become responsible and successful in our global society.

##### b. Provide the school's vision statement.

Striving for academic excellence in student performance through empowering students to take ownership of their learning.

#### 2. School Environment

##### a. Describe the process by which the school learns about students' cultures and builds relationships between teachers and students.

Information pertaining to our students' cultures is gathered through guidance counselors, parent and student surveys. This information is then used, by the respective areas, to establish activities/events that might incorporate cultural needs in them. The teacher/student relationship is built and fostered through community building activities within the classroom. Teachers are encouraged to greet each student at the door, and to get to know their students through a variety of activities. During PBS activities, it is recommended that teachers participate with students in order to continue to build on that relationship. Constant communication is also a focus in building that relationship; through the use of the student planner, phone calls, and teacher websites. Teachers are encouraged to make a positive phone call home for every student. Teachers will participate in a Book Study, "Engaging Students With Poverty In Mind" by Eric Jenson. NMMS is currently at 83% Free and Reduced lunch, therefore a majority of our students come from lower socioeconomic status and it would benefit our school to become familiar with this area.

##### b. Describe how the school creates an environment where students feel safe and respected before, during and after school.

Students are permitted to enter the cafeteria 20 minutes prior to the start of the school day, and enter the main building 20 minutes prior to the tardy bell. This allows for students to have safe place to be, with adult supervision. Students are made aware of the services provided by the guidance counselors, student management, the SRO, and media center. Teachers discuss the district bullying policy with their classes and encourage students to seek out assistance/guidance from any adult on campus when needed. Students are made aware of the incident report system used in student management, and are encouraged to write a report for any issues that might need mediation. Student management addresses every need on an individual basis. There are a variety of adult sponsored sports, clubs and tutoring opportunities that occur throughout the year that students are encouraged to participate in. If a student is simply waiting for their ride to pick them up, after school, they are to remain in the courtyard for their safety.

##### c. Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced.

NMMS has incorporated the Positive Behavior Support System. Teachers have had, and continue to receive, on-going training in the area of implementing the PBS system with fidelity. The Student Management Office supplies the teachers with "Colt Cash," to be distributed to students for demonstrating exemplary behaviors in the classroom and on campus. Students are able to use their Colt Cash at the PBS school-store, or at classroom stores, for a variety of items. Students are also recognized through our Days of Peace Challenge, in which the grade-level with the fewest number of referrals for the week, are rewarded by being able to eat outside at lunch. In addition, students who receive no level 2 referrals for the quarter are able to attend a variety of PBS activities. Teachers are required to utilize our school's infraction report to document any behavior concerns. It is the expectation that teachers are being pro-active and making necessary phone calls home; for both positive and negative situations. We utilize the Multi Tier Support System model. A check-in/check-out program, for students on Tier II interventions is utilized with a staff mentor. NMMS incorporates the Colt Creed: Do What's Right, Do Your Best, Treat Others the Way You Want to Be Treated.

**d. Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.**

NMMS offers a variety of means for students dealing with social-emotional needs. The Guidance Office can refer students/parents to outside counseling agencies. The Guidance Office also identifies students who are in need of small-group counseling sessions, for a variety of reasons that take place on school campus/during school hours. In collaboration with the Student Management Office, the Guidance Office identifies students who need to participate in our mentor program. We have several teachers who volunteer to act as mentors to students throughout the year.

**3. Early Warning Systems**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

**a. Describe the school's early warning system and provide a list of the early warning indicators used in the system.**

The early warning system used is Skyward, which targets students' attendance rate below 90%, one or more suspensions, course failure in ELA or Math, and scoring level 1 on the FSA in ELA or Math.

**b. Provide the following data related to the school's early warning system**

**1. The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	0	0	0	0	0	0	15	21	28	0	0	0	0	64
One or more suspensions	0	0	0	0	0	0	39	33	43	0	0	0	0	115
Course failure in ELA or Math	0	0	0	0	0	0	11	30	23	0	0	0	0	64
Level 1 on statewide assessment	0	0	0	0	0	0	92	100	99	0	0	0	0	291

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	0	0	0	0	0	0	73	62	50	0	0	0	0	185



**c. Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system.**

The Synergy Team meets regularly to discuss strategies to improve the academic performance of students identified by the early warning system. Students with attendance concerns receive parent notification via phone call and letter sent home. A social worker is also informed of students with attendance issues. Students with suspension issues are assigned to the mentor program, the check-in/check-out program, and assigned to Positive Alternative to School Suspension. Students who failed ELA and/or Math are placed on the priority list for Synergy Meetings, where problem solving takes place. Students who received a level 1 on reading or math assessment are scheduled in to intensive math/intensive reading programs.

**B. Family and Community Engagement**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

**1. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress.**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

**a. Will the school use its PIP to satisfy this question?**

Yes

**1. PIP Link**

The school completes a Parental Involvement Plan (PFEP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/313202>.

**2. Description**

A PIP has been uploaded for this school or district - see the link above.

**2. Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement.**

North Marion Middle School utilizes the Marion County Public Education Foundation in order to bridge relationships with community partners. At this time, Seminole Feed Store is our current business partner.

**C. Effective Leadership**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

**1. School Leadership Team**

**a. Membership**

Identify the name, email address and position title for each member of the school leadership team.:



Name	Title
Leppert, Philip	Principal
Mobley, Dawn	Assistant Principal
Willis, Tara	Assistant Principal
Smith, Donna	Dean
Jones, Cynthia	Instructional Coach
Hicks, Casie	Instructional Coach
Molock, Dwayne	Dean

## b. Duties

### **1. Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making.**

Philip Leppert - School Principal / Site Administrator  
Dawn Mobley - Assistant Principal of Curriculum  
Tara Willis - Assistant Principal of Discipline  
Dwayne Molock - Dean of Students  
Donna Smith - Dean of Students / Title I Contact  
Cynthia Jones - Professional Development Specialist  
Casie Hicks - District Funded Math Coach

### **2. Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.**

NMMS utilizes information from staffings, data meetings, synergy meetings, parent conferences, information from Grants and Federal Programs, and district office information to align all available resources. Person Responsible – Mr. Leppert. Meetings will take place as needed and as part of our Intervention Strategies. Mr. Leppert will track inventory of support, assignment of funding support, expenditures, and outcomes as it relates to problem solving activities.

## 2. School Advisory Council (SAC)

### a. Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Ralph Payne	Parent
Donna Smith	Teacher
Victor Boyton	Business/Community
Philip Leppert	Principal
Dawn Mobley	Education Support Employee
Willis, Tara	Education Support Employee
Molock, Dwayne	Education Support Employee
Ryan Payne	Student
	Student

### b. Duties

#### 1. Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

##### a. Evaluation of last year's school improvement plan

At the first SAC meeting, held in September, SAC members reviewed a copy of the 2016-2017 proposed SIP and PIP. Suggested adjustments/corrections were taken into consideration and any necessary changes were made. During the last SAC meeting, held in April, members once again reviewed the effectiveness of the 2015-2016 SIP. Recommended changes were considered for the 2016-2017 SIP.

##### b. Development of this school improvement plan

SAC members were able to review the 2015-2016 SIP, as well as school grade data and make recommendations at the SAC meeting held in September, with consideration to our goals and targets.

##### c. Preparation of the school's annual budget and plan

SAC members were able to review the 2015-2016 SIP and school budget, as well as school grade data and make recommendations at the SAC meeting held in September, with consideration to our goals and targets.

#### 2. Describe the use of school improvement funds allocated last year, including the amount budgeted for each project.

NMMS was allocated \$15,000. The funds were used to provide after school tutoring for students during the school year.

#### 3. Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC.

Yes

a. If the school is not in compliance, describe the measures being implemented to meet SAC requirements.

### 3. Literacy Leadership Team (LLT)

#### a. Membership

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Leppert, Philip	Principal
Mobley, Dawn	Assistant Principal
Jones, Cynthia	Instructional Coach
Ogle, Amanda	Instructional Media

#### b. Duties

##### **1. Describe how the LLT or similar group promotes literacy within the school, if applicable.**

The LLT team meets monthly to review and develop the implementation of campus wide literacy initiatives. Using student data, and teacher input, the LLT will align their goals and initiatives with the ELA SIP goals. The LLT will monitor and support the implementation of the reading program initiatives on campus and continue to research scientifically based reading instruction and strategies for continuous growth. Finally, the LLT will create and share school-wide initiatives and activities to promote literacy throughout the learning community.

#### D. Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

##### **1. Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction.**

North Marion Middle School offers collaborative planning, during the summer, for teachers to come in and collaborate in their planning and instructional delivery. Teachers are also provided with monthly collaborative meetings to share concerns about data, curriculum and students. In addition, there are a variety of relationship building activities for teachers to participate in throughout the year.

##### **2. Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school.**

1. New Teacher Mentoring Program - New Teacher Liaison
2. Professional Development Opportunities - Administration
3. Observe, monitor, coach and support teacher effectiveness with regular classroom walkthroughs - Administration
4. Provide additional curriculum resources and materials as needed - Administration
5. Allow for new teacher to observe highly effective teaching strategies in other classrooms - Administration

##### **3. Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities.**

New Teacher Buddy Teacher Subject Area  
Alexei Bellow Lori Warren Science  
Amanda Esquivel Dawn Mobley Guidance  
Billy Hager Jennifer Bradshaw ELA / Reading  
Lindsay Henry Cynthia Jones Reading  
Karen Merton Sandi Jablonski Civics  
Dwayne Molock Tara Willis Dean  
Shawna Schultz Cynthia Jones Reading  
Shamica Shim Vickie DuBois Social Studies  
Patrick Stanley Keith Melancon Social Studies

Laree Thomas Terri Galloway ELA

New teachers are paired with an experience teacher from their subject area.

## E. Ambitious Instruction and Learning

### 1. Instructional Programs and Strategies

#### a. Instructional Programs

**1. Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards.**

All curriculum and materials are purchased through district funds/initiatives, which are aligned to the Florida Standards.

#### b. Instructional Strategies

**1. Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments.**

NMMS provides educational opportunities for students at the intensive, regular, advanced, and magnet level. Students are placed in these programs based on pre-set criteria that they must meet. Data from previous state assessments are also used to enable teachers to differentiate instruction. Intensive reading and math programs are used to supplement students who have difficulty mastering proficiency. The advanced classes and magnet program classes provide extra supports and enrichment activities to students who are achieving at a higher level.

**2. Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**

**Strategy: Summer Program**

**Minutes added to school year: 7,680**

1. 21st Century Federal Grant Enrichment Program (Summer 2016)
2. Pre-planning teacher collaboration & professional development

**Strategy Rationale**

1. Enrich academic programs with hands on activities and field trips as well as credit recovery program.
2. Provide team teacher planning aligned to FSA and student engagement strategies.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment
- Teacher collaboration, planning and professional development

**Person(s) responsible for monitoring implementation of the strategy**

Leppert, Philip, philip.leppert@marion.k12.fl.us

**Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy**

1. State Assessments measuring learning gains
2. Teacher observation data to determine effectiveness

**2. Student Transition and Readiness**

**a. PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

**1. Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another.**

NMMS visits the feeder-pattern elementary schools during the month of May, to speak to the incoming 6th graders about the expectations of our school. We also invite the incoming 6th graders to an orientation event, in the month of May, in order to allow them a chance to acclimate with their surroundings. In August, we host an orientation event where the students receive their schedule and have an opportunity to visit their classes in addition to meeting their teachers. Students who are transitioning to the 9th grade are presented with information in regards to the many opportunities available to them for their high school choices. An assembly is held where the magnet program is discussed. During the month of May, North Marion High School's administrative team and guidance counselors come to NMMS to discuss options at NMHS and to select classes for their 9th grade year.

**b. College and Career Readiness**

**1. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations.**

Marion County Public School implements standards provided by the state that are set to prepare students for success and prepare them for a competitive global workplace. Each Florida Standard provides clear expectations for the knowledge and skills students need to master in each grade (K-12) and subject so they will be prepared to succeed in college, careers, and life.

**2. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs.**

NMMS offers the following CTE courses: Introduction to Agriculture Science, Exploration of Agriculture Science, Agriculture Science Foundations, Introduction to Technology, Introduction to Audio Visual Arts, Fundamentals of Audio Visual Print Technology, Exploring Two Dimensional Art, Exploring Three Dimensional Art, Orientation to Health Occupations, Medical Skills, Computer Apps I, II, III, and Introduction to Art History.

We do not offer any industry certifications at this time. However, we introduce and orientate students to the various programs available at the high school level that offer such certifications and attempt to guide students on the track to gaining industry certifications.

**3. Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement.**

The Florida Standards support the implementation of the skills and knowledge necessary for success in STEM related experiences. Marion County Public Schools implements the Florida Standards which consist of:

- A curriculum driven by problem-solving, discovery and exploratory learning, that requires students to actively engage a situation in order to find its solution.
  - Innovative instruction allows students to explore greater depths of all of the subjects by utilizing the skills learned.
  - Independent and collaborative research projects embedded in the curricula.
  - Collaboration, communication, and critical thinking skills threaded throughout the curricula.
- Real-world, problem-based applications.
- Content rich instruction.

**4. Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes.**

N/A

## II. Needs Assessment

The school's completion of this section may satisfy the requirements of 20 U.S.C. § 6314(b)(1)(A).

### A. Problem Identification

#### 1. Data to Support Problem Identification

##### b. Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

*No files were uploaded*

#### 2. Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

## **B. Problem Analysis Summary**

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying "why"? or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

## **C. Strategic Goals**



## School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

**1** = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

- G1.** If teachers engage in professional development & collaboration to develop higher order lesson plans with a focus on student engagement and higher order questioning, then learning gains will increase in reading, math & science.

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), targeted barriers to achieving the goal, resources available to help reduce or eliminate the barriers, and the plan for monitoring progress toward the goal.

**G1.** If teachers engage in professional development & collaboration to develop higher order lesson plans with a focus on student engagement and higher order questioning, then learning gains will increase in reading, math & science. 1a

G087383

**Targets Supported** 1b

Indicator	Annual Target
AMO Math - All Students	72.0
AMO Reading - All Students	74.0
FCAT 2.0 Science Proficiency	72.0

**Targeted Barriers to Achieving the Goal** 3

- Lack of student engagement in classrooms

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- Title I funds
- Technology infrastructure. (continuing to increase)
- Positive school climate/culture
- Instructional and Paraprofessional Support

**Plan to Monitor Progress Toward G1.** 8

Administrative Walk-throughs and District level year-long student performance data

**Person Responsible**

Philip Leppert

**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Administrative walk-through data as well as disaggregating student data

## Action Plan for Improvement

For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

### Problem Solving Key

**G** = Goal                      **B** =  
Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key

**G1.** If teachers engage in professional development & collaboration to develop higher order lesson plans with a focus on student engagement and higher order questioning, then learning gains will increase in reading, math & science. **1**

 G087383

**G1.B1** Lack of student engagement in classrooms **2**

 B232216

**G1.B1.S1** Training will be provided in differentiated Instruction, data analysis, lesson planning, and a book study of "Engaging Students With Poverty In Mind" by Eric Jenson **4**

 S245080

### Strategy Rationale

Introduce student engagement activities to faculty to build the instructional strategy "tool box" of teachers. Increase level of questioning by teachers, questions posed by students and academic discussion among students.

### Action Step 1 **5**

Differentiated Instruction professional development

#### Person Responsible

Dawn Mobley

#### Schedule

Monthly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Sign in sheets, lesson plans, work samples, and administrative walk-throughs

**Plan to Monitor Fidelity of Implementation of G1.B1.S1** 6

Administrative Walk-throughs

**Person Responsible**

Philip Leppert

**Schedule**

Daily, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Observation of student engagement activities, higher-order questioning, students engaged in academic discussions.

**Plan to Monitor Effectiveness of Implementation of G1.B1.S1** 7

Administrative walk-throughs and district level year-long student performance data

**Person Responsible**

Philip Leppert





**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Administrative walk-through data as well as disaggregating student data.

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2017</b>					
G1.MA1  M330065	Administrative Walk-throughs and District level year-long student performance data	Leppert, Philip	8/10/2016	Administrative walk-through data as well as disaggregating student data	5/26/2017 monthly
G1.B1.S1.MA1  M330063	Administrative walk-throughs and district level year-long student performance data	Leppert, Philip	8/10/2016	Administrative walk-through data as well as disaggregating student data.	5/26/2017 monthly
G1.B1.S1.MA1  M330064	Administrative Walk-throughs	Leppert, Philip	8/10/2016	Observation of student engagement activities, higher-order questioning, students engaged in academic discussions.	5/26/2017 daily
G1.B1.S1.A1  A317293	Differentiated Instruction professional development	Mobley, Dawn	8/10/2016	Sign in sheets, lesson plans, work samples, and administrative walk-throughs	5/26/2017 monthly

## V. Professional Development Opportunities

*Professional development opportunities identified in the SIP as action steps to achieve the school's goals.*

**G1.** If teachers engage in professional development & collaboration to develop higher order lesson plans with a focus on student engagement and higher order questioning, then learning gains will increase in reading, math & science.

### **G1.B1** Lack of student engagement in classrooms

**G1.B1.S1** Training will be provided in differentiated instruction, data analysis, lesson planning, and a book study of "Engaging Students With Poverty In Mind" by Eric Jenson

#### **PD Opportunity 1**

Differentiated Instruction professional development

##### **Facilitator**

Philip Leppert, Dawn Mobley, Tara Willis

##### **Participants**

All Instructional Personnel

##### **Schedule**

Monthly, from 8/10/2016 to 5/26/2017

## VI. Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

## VII. Budget

1	G1.B1.S1.A1	Differentiated Instruction professional development				\$156,829.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
	2110	100-Salaries	0491 - North Marion Middle School	Title I, Part A		\$127,455.00
			<i>Notes: 1 Teacher 3 Paraprofessionals Grade Level Planning</i>			
	6150	510-Supplies	0491 - North Marion Middle School	Title I, Part A		\$3,325.00
			<i>Notes: Parent Involvement- Binders and agendas</i>			
	5100	510-Supplies	0491 - North Marion Middle School	Title I, Part A		\$4,289.00
			<i>Notes: Consumable Materials - Assorted Supplies (Consumable/non-consumable)</i>			
	5100	640-Furniture, Fixtures and Equipment	0491 - North Marion Middle School	Title I, Part A		\$15,260.00
			<i>Notes: Technology</i>			
	6400	310-Professional and Technical Services	0491 - North Marion Middle School	Title I, Part A		\$6,500.00
			<i>Notes: Staff Development</i>			
					<b>Total:</b>	<b>\$156,829.00</b>