

**Durant Middle School**  
**School Improvement Plan Summary 2016-2018**  
**SIP Chair: Rachel Huber Jones and Caroline Miles**

<b>GOAL MANAGER: Kristen Faircloth</b>	<b>GOAL</b>	<b>Process Manager: Spencer Ziegler</b>	<b>KEY PROCESS</b>	<b>ACTION STEP</b>				
	By June 2018, the overall Reading and Math EOG test scores will be at or above 85% proficiency and all student subgroups will meet high growth as measured by the NC testing standards.		<b>Process Manager: Spencer Ziegler</b>	<b>Process Manager: Spencer Ziegler</b>	Staff members will implement and sustain effective PLTs	1. Quarterly, PLTs will set goals and develop assessments, collect and analyze common assessment data, previous years testing data, Common Formative Assessment data, benchmark data, and EVAAS data in order to determine and implement appropriate instructional strategies and ensure proper math placement.		
						2. Collect, analyze, and share data results in SIP meetings.		
						3. Refer all students to enrichment or remediation opportunities based on the collected data.		
					<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	Provide opportunities for enrichment and/or remediation
		<ul style="list-style-type: none"> <li>PLT members will analyze Common Assessment data to determine student progress toward PLT SMART goals.</li> <li>SIP team will review quarterly results of common assessment results to determine areas needing support.</li> <li>PLT members will complete weekly PLT minutes online.</li> </ul>						
	Completion Date: 06/18							
	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>KEY PROCESS</b>	<b>ACTION STEP</b>			
				<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	<b>Process Manager: Spencer Ziegler, Karlisia Brown and Kylene Thomas</b>	Provide opportunities for enrichment and/or remediation	1. In a 4 week cycle, teachers will collect and analyze student academic performance in all content areas and provide students and parents interim reports to determine MTSS status.
	2. Teachers will create interventions or enrichment opportunities in response to the data through GEAR UP (40 minute schoolwide intervention period at the start of the school day).							
3. Teachers will monitor and make changes to enrichment and remediation activities as needed and reflected in the results.								
4. At the end of each quarter, the data manager will provide the process manager a course failure report.								
5. At least once a year, students will participate in a career development enrichment opportunity as outlined in the Business Alliance Strategic Plan (Truck Fairs, Engineer's Day, & Career Day)								
Completion Date: 06/18								

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	GOAL		KEY PROCESS	ACTION STEP
<b>GOAL MANAGER: Kristen Faircloth</b>	By June 2018, the overall Reading and Math EOG test scores will be at or above 85% proficiency and all student subgroups will meet high growth as measured by the NC testing standards.	<b>Process Manager: Caroline Miles and Rachel Huber-Jones</b>	All licensed staff members will implement and sustain a school wide literacy initiative	1. All staff members will implement and sustain the literacy/writing plan.
				2. Biannually, the IRT will collect and analyze the Pearson individual reading level indicator test data and previous years testing data in order to determine appropriate reading and literacy intervention placements.
				3. Quarterly, PLTs will analyze student writing by turning in student work samples with feedback to the IRT. 4. Students will be evaluated to determine enrichment and remediation status.
				5. Students, in all content areas, will complete one authentic writing assignment per quarter, focusing on at least one strand of the Writing Continuum
			Process Check: <ul style="list-style-type: none"> <li>• Team members will analyze Pearson, testing data and writing samples to determine student placement.</li> <li>• SIP team will review quarterly results of team remediation and enrichment documentation to determine areas needing support.</li> <li>• IRT will review staff reflections/ documentation of writing samples.</li> </ul>	
			Completion Date: 06/18	

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<b>GOAL MANAGER: Kristen Faircloth</b>	<b>Process Manager: Spencer Zeigler</b>	1. The Instructional Technology Facilitator and Media Specialist will provide monthly professional development.
		2. The Instructional Technology Facilitators and Media Specialist will provide an ongoing catalog of technology tools.
		<p>Process Check:</p> <ul style="list-style-type: none"> <li>• PLTs will document blended learning opportunities and digital learning artifacts on websites and in weekly PLT minutes.</li> <li>• Teams will document blended learning opportunities and digital learning artifacts on websites and in weekly Team minutes.</li> <li>• Departments will document blended learning opportunities and digital learning artifacts on websites and in monthly Department minutes.</li> <li>• ITF will review PLT minutes and websites to determine effectiveness of blended learning and artifacts</li> <li>• ITF will review walkthrough data to determine effectiveness of blended learning opportunities and learning artifacts.</li> </ul>
Completion Date: 06/18		

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GOAL	KEY PROCESS	ACTION STEP
<b>GOAL MANAGER: Kristen Faircloth</b>  By June 2018, the overall Reading and Math EOG test scores will be at or above 85% proficiency and all student subgroups will meet high growth as measured by the NC testing standards.	<b>Process Manager: Cassandra Bass and Ashley Desmarais</b>  Implement and sustain a math plan that enhances overall mathematics achievement.	1. All staff members will implement the school-wise initiative, The Problem of the Week, during GEAR UP.
		2. At the beginning of the year, math teachers will administer universal mathematics screening assessment to determine students' grade level readiness and to target appropriate math intervention placement.
		3. Math teachers will utilize Quantile measure readiness in mathematics to provide remediation and enrichment tasks.
		4. Biannually, the math committee will host a parent night to present effective math strategies that parents can utilize with their children to increase math skills.
Process Check: <ul style="list-style-type: none"> <li>• Math Committee will review documentation of the implementation of The Problem of the Week.</li> <li>• Math teachers will analyze the universal math screening testing data to determine students' grade level readiness.</li> <li>• Math teachers will collect and analyze quarterly remediation and enrichment data to determine areas of need.</li> <li>• Math Committee will review Parent Night attendance rosters and feedback forms to determine effectiveness of the meeting</li> </ul>		
Completion Date: 06/18		

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GOAL	KEY PROCESS	ACTION STEP
<p style="text-align: center;"><b>GOAL MANAGER: Dawn Edwards and Scott Lassiter</b></p> <p style="color: red;">By June of 2018, 95% of students and staff will report that DRMS has a safe, supportive and caring school climate based on climate surveys.</p>	<p style="text-align: center;"><b>Process Manager: Dawn Edwards, Scott Lassiter, Meredith VanRensburg and Luke Miles</b></p> <p>In order to promote a positive climate for students and staff we will reduce the number of referrals in all areas of the building.</p>	<ol style="list-style-type: none"> <li>1. All staff members will utilize PBIS strategies and weekly</li> <li>2. All staff members will utilize weekly Positivity Project character traits.</li> <li>3. All staff will provide interventions for students whose behavior is impeding their academic progress:               <ul style="list-style-type: none"> <li>• (3a.) Teams will evaluate the level of impact of MTSS interventions through progress monitoring.</li> <li>• (3b.) Counselors will conduct small group interventions on a daily basis through the Alternative Learning Center (ALC).</li> <li>• (3c.) The MTSS Team will make Tier 3 recommendations for intervention resistant students.</li> </ul> </li> </ol>
	<p>Process Check:</p> <ul style="list-style-type: none"> <li>• Quarterly discipline data will be shared with teams to analyze areas of need.</li> <li>• Every semester a survey will be taken by students to evaluate/gauge impact of Positivity Project on students and staff.</li> <li>• MTSS Team members will review quarterly behavioral intervention data to determine students needing additional individualized interventions.</li> <li>• SIP team will review quarterly MTSS behavior referral data to determine areas needing support</li> </ul>	
	<p>Completion Date: 06/18</p>	

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<b>GOAL MANAGER: Dawn Edwards and Scott Lassiter</b>	<b>GOAL</b>	<b>Process Manager: Cathy Stone and Meredith VanRensburg</b>	<b>KEY PROCESS</b>	<b>ACTION STEP</b>
	<b>By June of 2018, 95% of students and staff will report that DRMS has a safe, supportive and caring school climate based on climate surveys.</b>		Continue to build & maintain positive relationships & support systems while providing an administrative open door policy.	1. Staff recognition at monthly staff meetings.
				2. Climate Committee activities focused on boosting staff morale.
				3. PTA sponsored activities/events to support teachers.
			Process Check:	
		<ul style="list-style-type: none"> <li>• Monthly, process managers will collect, analyze, &amp; share reports of attendance and occurrence of action steps and social activities.</li> <li>• Annually, SIP team will analyze data from an in-house survey and/or Teacher Working Conditions survey.</li> <li>• Review Climate Committee minutes to determine next steps to increase morale.</li> </ul>		
	Completion Date: 06/18			
	<b>Process Manager: Meredith VanRensburg and Nicole Earnest</b>	<b>KEY PROCESS</b>	<b>ACTION STEP</b>	
		Continue to provide support and direction for all teachers new to Durant.	1. Provide beginning of the year Orientation and Resources.	
			2. Match new staff with current staff members through the BT Mentoring program and/or PLTs.	
3. Provide monthly interactions with BTs.				
Process Check:				
<ul style="list-style-type: none"> <li>• Monthly, Process Managers will collect, analyze, and share reports of attendance and occurrence of actions steps.</li> <li>• Annually, SIP team will analyze data from Teacher Working Conditions survey to decide next steps.</li> </ul>				
Completion Date: 06/18				