

2020-2021 Glencoe Middle School Continuous Improvement Plan

Glencoe Middle School

Personalized Learning

Objective

Students will meet or exceed individualized learning goals and benchmarks for academic success.

Critical Initiative

Add Math Instructional Coaches to assist all secondary schools in implementing Math Instruction best practices.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Faculty will participate in AMSTI PD

PD Training for STEAM integration

Vertical, horizontal Math PD with Math Coaches

Critical Initiative

Require building administrators to become instructional leaders in their schools.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Teacher observations using ELEOT Observation tool.

Inform instruction with Scantron Analytics

Teacher/Student Inventories, School Climate Survey

Critical Initiative

Deliver specialized instruction for special populations. This includes, but is not limited to, advanced and remedial instruction, and any other instruction used to benefit specialized populations.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Response to Instruction

Gifted Education

Honors Classes

Decrease academic gap in Math within SPE

Decrease academic gap in Reading within SPE

Critical Initiative

Will gather and analyze data for their subgroups and differentiated instruction, as needed.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Scantron Analytics

Scantron Express

RTI Data

Critical Initiative

Write standards-based IEP's to address differential instruction in reading, math, and basic skills.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Data will be used to write IEPs

teachers give small group intervention for SPED

Critical Initiative

Offer remote instruction through the Etowah County Virtual Academy to instruct and support students who choose virtual learning.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Surveys will be used to determine interest.

Qualified teachers assigned to virtual courses

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Positive School Culture

Objective

Social and emotional learning will increase, as indicated by using surveys.

Critical Initiative

Develop school environment where all students feel safe by providing a team of support such as, social workers, counselors, SRO's, and outside agencies.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

A decrease in absences

A decrease in behavior referrals

Utilizing ECBOE Social Work Resources

Utilizing outside agencies (Quality of Life, etc).

Decrease Referrals through Early Warning

Critical Initiative

Utilize the Refocus Center and online school resources for students who need a different school environment.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Decrease referrals to Refocus Center

Successful completion of on-line programs

Critical Initiative

Provide the leadership for the school in developing a positive and nurturing school culture.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Implementation of "Why Try" curriculum

Professional Development: "Peer Helpers"

Teacher/Staff Surveys

Teacher Observations using the ELEOT tool.

Critical Initiative

Provide peer tutoring for social and emotional learning.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

"Peer Helper" data collection

Decrease in chronic absenteeism

"Why Try" Lesson Plans

Critical Initiative

Develop a safe learning environment in response to Covid-19 by following cleaning and social distancing guidelines when possible as outlined by the Alabama Department of Public Health.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

ADPH guidelines will be followed.

Custodians will sanitize multiple times a day.

Teachers will sanitize between classes.

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Workplace Culture

Objective

We will strive to attract and retain the highest qualified employees at all levels.

Critical Initiative

Create a culture and work environment that makes Glencoe Middle School an employer of choice.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Teacher surveys

Faculty/Staff Team Building Committee Agendas

Critical Initiative

Provide a mentoring program for all new certified staff.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Faculty Surveys

Successful completion of Mentor/Mentee PD

Student academic growth

Critical Initiative

Provide continued education and professional development for all staff members.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Training PD Documentation

Grade Level or Team Meeting Notes/Agendas

Teacher Feedback through Surveys

Lesson Plans

Critical Initiative

Provide yearly safety training for all GMS employees.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Documentation of teacher/staff participation

Faculty Meeting Agendas

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Community Outreach

Objective

Community partnerships provide additional support and enrichment opportunities.

Critical Initiative

Continue to provide students with the opportunity to learn about business and industry careers.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Lesson Plans

Lesson plans for field trips to business/industry

Student surveys of guest speaker from industry

Critical Initiative

Remain in a partnership with local agencies (United Way, CED Mental Health, Quality of Life) to provide students and families with support.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Partnership referrals with community agencies

Increase in attendance

Critical Initiative

Provide students with the opportunity to develop work ready and soft skills

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Lesson Plans for "Screaming Beans" Cafe

Lesson Plans for guest speakers from business

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Technology Initiative

Objective

Engage and Empower the Learner through Technology.

Critical Initiative

Encourage teachers and students to see and think in new ways across disciplines.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Weekly grade level planning meetings notes

Develop cross curriculum problem solving lessons.

Real world connections in lesson plans

Teachers will work toward Google Certification.

Critical Initiative

Use STEAM as an approach to learning by using STEAM courses as access points for guiding, inquiry, dialogue, and critical thinking.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Utilize AMSTI modules for STEAM problem solving.

AMSTI Math PLC

Science teachers participate in AMSTI PD

STEAM vertical team planning.

Critical Initiative

Develop 21st Century skills critical to our students' future, including collaboration, communication, creativity, and critical thinking.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Students will exhibit 21st century skills.

Student opportunities to participate in PBL

Problem solving and creative lessons

Critical Initiative

Offer instruction and support through virtual learning as part of the Etowah County Virtual Academy.

Start Date: 08/07/2020

End Date: 05/28/2021

Key Measures

Successful completion of on-line programs

Surveys will be used to determine interest.

Qualified teachers assigned to teach courses