

# 2020-2021 Glencoe Middle School Continuous Improvement Plan

## Glencoe Middle School

<p><b>Vision</b></p> <hr/> <p>Building the foundation today for tomorrow: Empowering, Challenging, Succeeding</p>	<p><b>Mission</b></p> <hr/> <p>Empowering responsible citizens through a rigorous, relevant education in a safe, student-centered environment.</p>	<p><b>Beliefs</b></p> <hr/> <p>We <b>empower</b> all students to be academically, technologically, and socially successful in a global workforce.</p> <p>We <b>challenge</b> all students through an equitable, nurturing, safe environment to be productive citizens.</p> <p>We <b>succeed</b> by creating strong home, community, and school partnerships.</p>
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Personalized Learning	Positive School Culture	Workplace Culture	Community Outreach	Technology Initiative
Objectives	Objectives	Objectives	Objectives	Objectives
<ul style="list-style-type: none"> <li>Students will meet or exceed individualized learning goals and benchmarks for academic success.</li> </ul>	<ul style="list-style-type: none"> <li>Social and emotional learning will increase, as indicated by using surveys.</li> </ul>	<ul style="list-style-type: none"> <li>We will strive to attract and retain the highest qualified employees at all levels.</li> </ul>	<ul style="list-style-type: none"> <li>Community partnerships provide additional support and enrichment opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Engage and Empower the Learner through Technology.</li> </ul>
Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives
<ul style="list-style-type: none"> <li>Add Math Instructional Coaches to assist all secondary schools in implementing Math Instruction best practices.</li> <li>Require building administrators to become instructional leaders in their schools.</li> <li>Deliver specialized instruction for</li> </ul>	<ul style="list-style-type: none"> <li>Develop school environment where all students feel safe by providing a team of support such as, social workers, counselors, SRO's, and outside agencies.</li> <li>Utilize the Refocus Center and online school resources for students who need a different school environment.</li> </ul>	<ul style="list-style-type: none"> <li>Create a culture and work environment that makes Glencoe Middle School an employer of choice.</li> <li>Provide a mentoring program for all new certified staff.</li> <li>Provide continued education and professional development for all</li> </ul>	<ul style="list-style-type: none"> <li>Continue to provide students with the opportunity to learn about business and industry careers.</li> <li>Remain in a partnership with local agencies (United Way, CED Mental Health, Quality of Life) to provide students and families with support.</li> <li>Provide students with the</li> </ul>	<ul style="list-style-type: none"> <li>Encourage teachers and students to see and think in new ways across disciplines.</li> <li>Use STEAM as an approach to learning by using STEAM courses as access points for guiding, inquiry, dialogue, and critical thinking.</li> <li>Develop 21st Century skills critical to</li> </ul>

Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives
<p>special populations. This includes, but is not limited to, advanced and remedial instruction, and any other instruction used to benefit specialized populations.</p> <ul style="list-style-type: none"> <li>• Will gather and analyze data for their subgroups and differentiated instruction, as needed.</li> <li>• Write standards-based IEP's to address differential instruction in reading, math, and basic skills.</li> <li>• Offer remote instruction through the Etowah County Virtual Academy to instruct and support students who choose virtual learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide the leadership for the school in developing a positive and nurturing school culture.</li> <li>• Provide peer tutoring for social and emotional learning.</li> <li>• 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.</li> </ul>	<p>staff members.</p> <ul style="list-style-type: none"> <li>• Provide yearly safety training for all GMS employees.</li> </ul>	<p>opportunity to develop work ready and soft skills</p>	<p>our students' future, including collaboration, communication, creativity, and critical thinking.</p> <ul style="list-style-type: none"> <li>• Offer instruction and support through virtual learning as part of the Etowah County Virtual Academy.</li> </ul>

Key Measures	Key Measures	Key Measures	Key Measures	Key Measures
<ul style="list-style-type: none"> <li>• Faculty will participate in AMSTI PD</li> <li>• PD Training for STEAM integration</li> <li>• Vertical, horizontal Math PD with Math Coaches</li> <li>• Teacher observations using ELEOT Observation tool.</li> <li>• Inform instruction with Scantron Analytics</li> <li>• Teacher/Student Inventories, School Climate Survey</li> <li>• Response to Instruction</li> <li>• Gifted Education</li> <li>• Honors Classes</li> <li>• Decrease academic gap in Math within SPE</li> <li>• Decrease academic gap in Reading within SPE</li> </ul>	<ul style="list-style-type: none"> <li>• A decrease in absences</li> <li>• A decrease in behavior referrals</li> <li>• Utilizing ECBOE Social Work Resources</li> <li>• Utilizing outside agencies (Quality of Life, etc).</li> <li>• Decrease Referrals through Early Warning</li> <li>• Decrease referrals to Refocus Center</li> <li>• Successful completion of on-line programs</li> <li>• Implementation of "Why Try" curriculum</li> <li>• Professional Development: "Peer Helpers"</li> <li>• Teacher/Staff Surveys</li> <li>• Teacher Observations using the</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher surveys</li> <li>• Faculty/Staff Team Building Committee Agendas</li> <li>• Faculty Surveys</li> <li>• Successful completion of Mentor/Mentee PD</li> <li>• Student academic growth</li> <li>• Training PD Documentation</li> <li>• Grade Level or Team Meeting Notes/Agendas</li> <li>• Teacher Feedback through Surveys</li> <li>• Lesson Plans</li> <li>• Documentation of teacher/staff participation</li> <li>• Faculty Meeting Agendas</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson Plans</li> <li>• Lesson plans for field trips to business/industry</li> <li>• Student surveys of guest speaker from industry</li> <li>• Partnership referrals with community agencies</li> <li>• Increase in attendance</li> <li>• Lesson Plans for "Screaming Beans" Cafe</li> <li>• Lesson Plans for guest speakers from business</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly grade level planning meetings notes</li> <li>• Develop cross curriculum problem solving lessons.</li> <li>• Real world connections in lesson plans</li> <li>• Teachers will work toward Google Certification.</li> <li>• Utilize AMSTI modules for STEAM problem solving.</li> <li>• AMSTI Math PLC</li> <li>• Science teachers participate in AMSTI PD</li> <li>• STEAM vertical team planning.</li> <li>• Students will exhibit 21st century skills.</li> <li>• Student opportunities to participate in PBL</li> </ul>

Key Measures	Key Measures	Key Measures	Key Measures	Key Measures
<ul style="list-style-type: none"> <li>• Scantron Analytics</li> <li>• Scantron Express</li> <li>• RTI Data</li> <li>• Data will be used to write IEPs</li> <li>• teachers give small group intervention for SPED</li> <li>• Surveys will be used to determine interest.</li> <li>• Qualified teachers assigned to virtual courses</li> </ul>	<ul style="list-style-type: none"> <li>• ELEOT tool.</li> <li>• "Peer Helper" data collection</li> <li>• Decrease in chronic absenteeism</li> <li>• "Why Try" Lesson Plans</li> <li>• ADPH guidelines will be followed.</li> <li>• Custodians will sanitize multiple times a day.</li> <li>• Teachers will sanitize between classes.</li> </ul>			<ul style="list-style-type: none"> <li>• Problem solving and creative lessons</li> <li>• Successful completion of on-line programs</li> <li>• Surveys will be used to determine interest.</li> <li>• Qualified teachers assigned to teach courses</li> </ul>