2020-2021 Glencoe Middle School Continuous Improvement Plan

Glencoe Middle School

**Vision**

Building the foundation today for tomorrow: Empowering, Challenging, Succeeding

**Mission**

Empowering responsible citizens through a rigorous, relevant education in a safe, student-centered environment.

**Beliefs**

We empower all students to be academically, technologically, and socially successful in a global workforce.

We challenge all students through an equitable, nurturing, safe environment to be productive citizens.

We succeed by creating strong home, community, and school partnerships.

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### Personalized Learning

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

- **Critical Initiatives**
  - Add Math Instructional Coaches to assist all secondary schools in implementing Math Instruction best practices.
  - Require building administrators to become instructional leaders in their schools.
  - Deliver specialized instruction for

### Positive School Culture

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

- **Critical Initiatives**
  - Develop school environment where all students feel safe by providing a team of support such as, social workers, counselors, SRO’s, and outside agencies.
  - Utilize the Refocus Center and online school resources for students who need a different school environment.

### Workplace Culture

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

- **Critical Initiatives**
  - Create a culture and work environment that makes Glencoe Middle School an employer of choice.
  - Provide a mentoring program for all new certified staff.
  - Provide continued education and professional development for all

### Community Outreach

- **Objectives**
  - Community partnerships provide additional support and enrichment opportunities.

- **Critical Initiatives**
  - Continue to provide students with the opportunity to learn about business and industry careers.
  - Remain in a partnership with local agencies (United Way, CED Mental Health, Quality of Life) to provide students and families with support.
  - Provide students with the

### Technology Initiative

- **Objectives**
  - Engage and Empower the Learner through Technology.

- **Critical Initiatives**
  - Encourage teachers and students to see and think in new ways across disciplines.
  - Use STEAM as an approach to learning by using STEAM courses as access points for guiding, inquiry, dialogue, and critical thinking.
  - Develop 21st Century skills critical to
special populations. This includes, but is not limited to, advanced and remedial instruction, and any other instruction used to benefit specialized populations.

- Will gather and analyze data for their subgroups and differentiated instruction, as needed.
- Write standards-based IEP’s to address differential instruction in reading, math, and basic skills.
- Offer remote instruction through the Etowah County Virtual Academy to instruct and support students who choose virtual learning.

<table>
<thead>
<tr>
<th>Key Measures</th>
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</tr>
</thead>
<tbody>
<tr>
<td>- Faculty will participate in AMSTI PD</td>
<td>- A decrease in absences</td>
<td>- Teacher surveys</td>
<td>- Lesson Plans</td>
<td>- Weekly grade level planning meetings notes</td>
</tr>
<tr>
<td>- PD Training for STEAM integration</td>
<td>- A decrease in behavior referrals</td>
<td>- Faculty/Staff Team Building Committee Agendas</td>
<td>- Lesson plans for field trips to business/industry</td>
<td>- Develop cross curriculum problem solving lessons.</td>
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<td>- Vertical, horizontal Math PD with Math Coaches</td>
<td>- Utilizing ECBOE Social Work Resources</td>
<td>- Faculty Surveys</td>
<td>- Student surveys of guest speaker from industry</td>
<td>- Real world connections in lesson plans</td>
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<td>- Teacher observations using ELEOT Observation tool.</td>
<td>- Utilizing outside agencies (Quality of Life, etc).</td>
<td>- Successful completion of Mentor/Mentee PD</td>
<td>- Partnership referrals with community agencies</td>
<td>- Teachers will work toward Google Certification.</td>
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<td>- Inform instruction with Scantron Analytics</td>
<td>- Decrease Referrals through Early Warning</td>
<td>- Student academic growth</td>
<td>- Increase in attendance</td>
<td>- Utilize AMSTI modules for STEAM problem solving.</td>
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<td>- Teacher/Student Inventories, School Climate Survey</td>
<td>- Decrease referrals to Refocus Center</td>
<td>- Training PD Documentation</td>
<td>- Lesson Plans for “Screaming Beans” Cafe</td>
<td>- AMSTI Math PLC</td>
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<td>- Response to Instruction</td>
<td>- Successful completion of on-line programs</td>
<td>- Grade Level or Team Meeting Notes/Agendas</td>
<td>- Lesson Plans for guest speakers from business</td>
<td>- Science teachers participate in AMSTI PD</td>
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<td>- Gifted Education</td>
<td>- Implementation of &quot;Why Try&quot; curriculum</td>
<td>- Teacher Feedback through Surveys</td>
<td>- Lesson Plans for guest speakers from business</td>
<td>- STEAM vertical team planning.</td>
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<td>- Honors Classes</td>
<td>- Professional Development: &quot;Peer Helpers“</td>
<td>- Lesson Plans</td>
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<td>- Students will exhibit 21st century skills.</td>
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<td>- Decrease academic gap in Math within SPE</td>
<td>- Teacher/Staff Surveys</td>
<td>- Faculty Meeting Agendas</td>
<td>- Weekly grade level planning meetings notes</td>
<td>- Student opportunities to participate in PBL</td>
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<td>- Decrease academic gap in Reading within SPE</td>
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- 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
- Decrease referrals to Refocus Center
- Successful completion of on-line programs
- Implementation of "Why Try" curriculum
- Professional Development: "Peer Helpers“
- Teacher/Staff Surveys
- Teacher Observations using the
- Teacher surveys
- Faculty/Staff Team Building Committee Agendas
- Faculty Surveys
- Successful completion of Mentor/Mentee PD
- Student academic growth
- Training PD Documentation
- Grade Level or Team Meeting Notes/Agendas
- Teacher Feedback through Surveys
- Lesson Plans
- Documentation of teacher/staff participation
- Faculty Meeting Agendas
- Lesson Plans
- Lesson plans for field trips to business/industry
- Student surveys of guest speaker from industry
- Partnership referrals with community agencies
- Increase in attendance
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| • Scantron Analytics  
• Scantron Express  
• RTI Data  
• Data will be used to write IEPs  
• Teachers give small group intervention for SPED  
• Surveys will be used to determine interest.  
• Qualified teachers assigned to virtual courses | ELEOT tool.  
• "Peer Helper" data collection  
• Decrease in chronic absenteeism  
• "Why Try" Lesson Plans  
• ADPH guidelines will be followed.  
• Custodians will sanitize multiple times a day.  
• Teachers will sanitize between classes. | • Problem solving and creative lessons  
• Successful completion of on-line programs  
• Surveys will be used to determine interest.  
• Qualified teachers assigned to teach courses |