

**Burleigh Manor Middle School
SCHOOL IMPROVEMENT PLAN 2015 – 2016**



BMMS: VISION/MISSION

Our Vision: All students are engaged in challenging, real-world academic experiences while developing positive peer relationships, confidence in their abilities, and a love of learning.

Our Mission: BMMS challenges all students to learn, grow, and make responsible choices in a safe and supportive environment.

HCPSS VISION AND MISSION

Vision 2018: Every student is inspired to learn and empowered to excel.

Mission: We cultivate a vibrant learning community that prepares students to thrive in a dynamic world.

HCPSS GOALS

- Students (Goal 1): Every student achieves academic excellence in an inspiring, engaging, and supportive environment.
- Staff (Goal 2): Every staff member is engaged, supported, and successful.
- Families and the Community (Goal 3): Families and the community are engaged and supported as partners in education.
- Organization (Goal 4): Schools are supported by world-class organizational practices.

AREAS FOR FOCUSED IMPROVEMENT

RIGOR:

Student enrollment in GT Math will increase from 49.4% to 53%
 Student enrollment in GT English will increase from 42% to 45%
 Using the Danielson Framework for Teacher Evaluation, all non-tenured teachers will increase their level of performance for Engaging Students in Learning (Domain 3C)

PERFORMANCE:

The percentage of students who meet the Measures of Academic Progress (MAP) RIT benchmark scores for Math will increase from 55.7% to 60%
 The percentage of students who meet the MAP RIT benchmark score for Reading will increase from 68% to 73%

STUDENT ENGAGEMENT:

Gallup student engagement grand mean will increase from 4.20 to 4.40

STAFF ENGAGEMENT:

Gallup staff engagement grand mean will increase from 4.10 to 4.20

KEY ACTION STEPS

RIGOR ACTION STEPS:

- Ongoing dialog between content teachers and GT resource teacher to talent spot students ready for additional rigor
- Identifying students from student groups that are underrepresented in GT courses and invite them into GT seminars
- Conduct placement reviews of students from underrepresented student groups that have met Math and Reading MAP RIT scores

PERFORMANCE ACTION STEPS:

- ELA and Math teams will meet to analyze and discuss MAP data to inform instruction and identify students
- A MAP Support Team will offer professional learning support to staff members. Support meetings will give staff members the opportunity to share best practices and ideas to close gaps identified within the MAP data.
- Math and Reading seminars will be used to support those students with the greatest gaps in content-based knowledge.
- After school instruction/support will be provided to identified students through the Beyond the School Hours Program.

STUDENT ENGAGEMENT ACTION STEPS:

- Monthly meetings with the School Improvement Team will be focused on improving student and staff engagement as well as the school climate.
- The annual Student Ambassador Project will focus on student hope, engagement and well-being.
- Staff professional development will focus on utilizing technology to increase student choice in the classroom.
- Staff professional learning will also focus on increasing competence with problem-based learning.

STAFF ENGAGEMENT ACTION STEPS:

- Offer specific and consistent feedback on performance to all staff
- Create consistent opportunities for staff to collaborate professionally
- Create a vehicle for staff to share in the decision making of the school
- Implement a “University Model” of professional learning that encourages staff to identify and pursue PL that meets their individual needs