

**PICKENS COUNTY MIDDLE SCHOOL**  
**School Improvement Plan**

<b>SCHOOL IMPROVEMENT PLAN</b>					
<b>School Name: Pickens County Middle School</b>			<b>District Name: Pickens County</b>		
<b>Principal Name: Pennie Fowler</b>			<b>School Year: 2015-2016</b>		
<b>Title I Schoolwide Program</b>		<b>Title I Targeted Assistance</b>		<b>Non-Title I School</b>	
<b>ESEA WAIVER ACCOUNTABILITY STATUS</b>					
(Check all boxes that apply and provide additional information if requested.)					
<b>Priority School (SIG)</b>		<b>Priority (Graduation Rate)</b>		<b>Priority (Achievement)</b>	
<b>Alert School</b>			<b>Focus School</b>		
Subject Alert		List Subject(s)	Graduation Gap		List High and Low Sub-Groups with Percentages
Sub-Group Alert		List Sub-Group(s)	Achievement Gap		List High and Low Sub-Groups with Percentages
Graduation Alert		List Sub-Group(s)			
<b>Principal's Signature:</b>				<b>Date:</b>	
<b>Title I Director's Signature:</b>				<b>Date:</b>	
<b>Superintendent's Signature:</b>				<b>Date:</b>	

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**SMART/Process GOALS:**

- PCMS will maintain 100% of GSE and GPS unit frameworks for all academic areas across grade levels by April 2016.
- PCMS will utilize formative/summative data to increase student achievement in all academic areas across grade levels.
- PCMS students will participate in effective student-centered technology at least twice a week for a minimum of 30 minutes in all academic areas during the 2015-2016 school year.
- 100% of PCMS students will participate in reading and/or math focus groups two times per week.
- At least 95% of teachers will receive a summative rating of at least Level III in delivering differentiated instruction according to the Teacher Keys Effectiveness System.
- PCMS will meet state targets for 2015-2016 Georgia Milestones EOG tests in all academic areas in Grades 6-8.

**STRATEGIC GOAL AREA I: Student Achievement-**

- Performance Objective A: Implement State Adopted Curriculum
- Performance Objective B: Utilize Formative and Summative Data
- Performance Objective C: Implement Differentiation and a Variety of Learning Strategies
- Performance Objective D: Improve Student Performance

Title I Components	School & TKES Strands/Keys	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
						Artifacts	Evidence

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<p>1 3</p>	<p>School Keys: CP-1 CP-2 CP-3</p> <p>TKES: IP 2.2 IP 2.3 IP 2.5 IP 2.6</p>	<p><b>Objective A Initiative:</b>  <b>Organize and sequence GSE and GPS for core content areas around what student should know, understand, and do.</b></p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Review the Georgia School Framework on a continuous basis.             <ol style="list-style-type: none"> <li>a) Hold discussions to clarify the purpose and expected use of curriculum maps.</li> </ol> </li> <li>(2) Review unit design and development continually. Tasks and assessment will clearly communicate what students should know and understand.</li> <li>(3) Align lesson/units with GSE and GPS (as appropriate) .</li> <li>(4) Vertical alignment meeting within PCMS and with sister school JMS.</li> <li>(5) Plan cross-curricular activities.</li> </ol>	<p>On-going 2015-2016 school year</p>	<p>No cost <a href="http://georgia.standards.org">georgia.standards.org</a></p>	<p>Administration  Grade-level and curriculum chairs  Teachers  Academic Coaches</p>	<p>Teachers' lesson plans  Collaborative weekly planning schedule  Grade-level meeting minutes  Curriculum minutes  Team documentation</p>	<p>Professional collaboration between and among core academic teachers, school administration, special education teachers, and connections teachers regarding Georgia unit frameworks</p> <p>Teachers can articulate the use of curriculum maps, units and frameworks can impact student engagement and achievement</p>
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<p>1 2 (a) 2 (b) 2 (c) 2 (d)  11 12</p>	<p>School Keys: A-1 A-2 A-3 A-4 A-5  TKES: AS 5.1 AS 5.3 AS 5.4 AS 5.6 AS 5.7</p>	<p><b>Objective B Initiative:</b>  <b>Increase achievement mark in assessment to promote student academic growth.</b></p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Use formative and summative test data to target students struggling (&lt;70) in content areas.</li> <li>(2) Use Georgia SLDS to access student data to specifically target areas of weakness for students who failed the Georgia Milestones (if data is available on SLDS).</li> <li>(3) Continue to implement Webb’s Depth of Knowledge school-wide in all subject areas.</li> <li>(4) Identify at-risk students in subject areas and set up RTI goals to ensure improvement.</li> <li>(5) Establish a protocol for which students identify and set personal goals during CARES period.</li> <li>(6) Use a universal screener to specifically target weaknesses in reading and math, and for progress monitoring for all students.</li> <li>(7) Progress monitor students with identified weaknesses in math and reading.</li> <li>(8) Students will monitor grades on Infinite Campus (if student portal becomes available)</li> </ol>	<p>On-going 2015-2016 school year</p>	<p><a href="http://georgiastandards.org">georgiastandards.org</a>          Georgia SLDS          Student Agendas (\$2,500)          Scholastic Reading Inventory          Scholastic Math Inventory          iReady (Math and Reading)</p>	<p>Administration          Grade-level and curriculum chairs          Teachers          Academic Coaches          RTI Coordinator</p>	<p>Teachers’ lesson plans          List of targeted students          SLDS usage report          List of students with academic weaknesses          List of Webb’s Depth of Knowledge terminology          Written protocol for student goal setting and charting          RTI documentation</p>	<p>Measured growth on individual student improvement charts</p>
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<p>2 2 (a) 2 (b) 2 (c) 2 (d) 3 4</p>	<p>School Keys: I-7</p> <p>TKES: IS 3.1 IS 3.4 IS 3.5</p>	<p><b>Objective C Initiatives:</b></p> <p>(1) Increase technological strategies used by teachers and students in the classroom.</p> <p>(2) Increase the % of faculty using differentiated instruction in all learning levels.</p> <p><b>Action Steps:</b></p> <p>(1) Utilize the updated technology weekly to enhance student instruction.</p> <p>(2) Utilize Instructional Technology Specialist as needed to maximize teacher effectiveness in student focused classroom technology strategies.</p> <p>(3) Instruct students on the use of Google Drive.</p> <p>(4) Post instructions for logging into Google in the student agenda</p> <p>(5) Collaboration among faculty Re: differentiation/RTI during common planning time.</p> <p>(6) Teachers will develop and provide appropriate content and skills which address individual learning differences.</p> <p>(7) Continue to implement gifted resource class one segment per week per grade level.</p> <p>(8) Continue to implement professional learning and training for RTI.</p>	<p>On-going 2015-2016 school year</p> <p>Common planning time</p> <p>RTI meetings</p> <p>Faculty and grade-level meetings</p>	<p>Teacher Technology Lab</p> <p>SPLOST funds set aside for technology</p> <p>Bring your own device</p> <p>iPad Carts and Chrome Book Carts</p> <p>Staff development or professional learning funds</p> <p>My BAASE</p>	<p>Instructional Technology Specialist</p> <p>Principal</p> <p>Teachers</p> <p>Students</p> <p>Grade level and curriculum chairs</p> <p>Academic Coaches</p> <p>Gifted Education Lead Teacher</p> <p>Special Education Lead Teacher</p>	<p>Teacher PL, faculty meeting, grade level meeting and curriculum meeting sign-in sheets</p> <p>Teacher generated lesson plans reflecting use of technology and differentiation</p> <p>Technology Specialist action plan and dates</p> <p>Student schedules</p> <p>Grade-level and curriculum meeting minutes</p> <p>Professional Learning Plan</p> <p>RTI plans</p>	<p>Participation by faculty in teacher technology training sessions</p> <p>Teachers can articulate how they effectively use student-centered technology</p> <p>100% teacher participation goal in technology training</p> <p>Evidence of student work that has been generated using technology</p> <p>100% participation in in-service training</p> <p>Lesson plans reflecting teacher usage of information learned in trainings</p> <p>Teachers can articulate effective differentiation</p>
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<p>7 8 (a) 8 (b) 8 (c) 9 (a) 9 (b) 9 (c)</p>	<p>School Keys: I-2 I-3 I-4 I-5 PO-4 PO-5 PO-6 FCE-3 FCE-5</p> <p>TKES: ACE 8.5 ACE 8.6 DI 4.4 DI 4.5 DI 4.6 IP 2.4 C 10.2 C 10.3 P 10.1 P 10.2 P 10.3 IS 3.5</p>	<p><b>Objective D Initiative:</b></p> <p>(1) Meet the state target for Students with Disabilities on the Georgia Milestones EOG Grades 6-8 in all academic areas.</p> <p>(2) Meet the state target for students on the Georgia Milestones EOG Grades 6-8 in all academic areas.</p> <p><b>Action Steps:</b></p> <p>(1) Identify individual deficiencies of each student for each low performing academic area by RTI group analysis (i.e., SLDS, GOFAR, Teacher Formative Assessments).</p> <p>(2) Maintain an effective home study program with parents to supplement instruction to help improve deficient areas.</p> <p>(3) Provide parents of Students with Disabilities with suggestions of supplemental activities to improve deficient areas. Core academic teachers and special education teacher will meet with parents as a team.</p> <p>(4) Core academic teachers will collaborate in grade-level and curriculum meetings with special education teachers and paraprofessionals on best practices and interventions in areas of special education student deficiencies.</p> <p>(5) Read for information using close reading strategies.</p> <p>(6) Increase use of student-centered instructional technology such as EduSmart, Study Island, BrainPop, etc.</p> <p>(7) Implement the STEM program to provide more hands-on learning opportunities.</p> <p>(8) Increase content vocabulary using research-based strategies.</p>	<p>Ongoing 2015-2016 school year</p> <p>Benchmark Tests</p> <p>Progress Monitoring</p> <p>Grade-level Meetings</p> <p>Curriculum Meetings</p>	<p>School System Special Education Funds (FTE)</p> <p>Internal School Funds</p> <p>Title I Funds and Parent Engagement/ Involvement activities</p> <p>Georgia SLDS</p> <p>GOFAR</p> <p>Universal screeners (i.e., iReady, iLearn)</p> <p>Georgia Milestones EOG data results</p> <p>Title I</p> <p>Study Island, BrainPop</p>	<p>School Administration</p> <p>Special education lead teacher</p> <p>Special education teachers and paraprofessionals</p> <p>Curriculum Chairs</p> <p>Academic Coaches</p> <p>Core Academic Teachers</p> <p>Gifted Education Lead Teacher</p>	<p>Georgia Milestones EOG test scores</p> <p>RTI analysis and documentation</p> <p>Documentation of parent involvement meetings</p> <p>Lexile Scores</p> <p>Department meeting minutes</p> <p>Shared lesson plans adjusted to reflect assessment data</p> <p>Student assessments</p> <p>Performance-based assessments</p> <p>Curriculum meeting minutes</p> <p>Formative and Summative assessments</p>	<p>Georgia Milestone EOG test scores</p> <p>Increase teacher participation of Georgia SLDS</p> <p>Maintain professional development participation</p> <p>Increase in benchmark scores</p> <p>Increase in progress monitoring scores for special education students</p> <p>Teachers will use system pacing guides</p> <p>Self reflection</p>
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**SMART/Process Goals GOALS:**

- PCMS will improve overall student daily attendance to 97% in 2016.
- PCMS will improve special education (SWD) subgroup attendance to less than 20% missing 10 or more days of school in 2016.
- PCMS will improve economically disadvantaged (ED) subgroup attendance to less than 20% missing 10 or more days of school in 2016.
- PCMS will improve overall student attendance to less than 15% missing 10 or more days of school in 2016.
- PCMS will improve teachers’ average daily attendance to 97% or better.
- PCMS will increase stakeholder and parent involvement by 10% as measured by parent involvement logs in 2016.

**STRATEGIC GOAL AREA II: Student and Stakeholder Involvement**

- Performance Objective A: Identify and Utilize Community Resources
- Performance Objective B: Foster Positive Relationships Among All Students and Stakeholders
- Performance Objective C: Provide Opportunities for Stakeholder Education
- Performance Objective D: Increase Stakeholder Communication

Title I Components	School & TKES Strands/Keys	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
						Artifacts	Evidence

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5	<p>School Keys: PO-4 SC-5</p> <p>TKES: AU 6.5 AU 6.7 ACE 8.1 C 10.2</p>	<p><b>Objective A Initiative:</b> Improve student attendance school-wide.</p> <p><b>Action Steps:</b> (1) Identify students with 10 or more daily absences and implement fun activity days for students who miss no more than 3 days per semester.</p>	On-going 2015-2016 school year	No resources  Free activities	School administration  Teachers  Students  Parents/Guardians  Leadership Team	Faculty meeting agendas  TKES professional attendance goals for teachers  Attendance records  List of students with 10 or more absences	97% Student averaged daily attendance  Less than 5% of students missing 15 or more days of school  Survey of students missing 10 or more days of school
	<p>School Keys: L-8 SC-4</p> <p>TKES: 9.2</p>	<p><b>Objective B Initiative:</b> Improve teacher attendance.</p> <p><b>Action Steps:</b> (1) Recognize teachers with perfect attendance, quarterly and yearly.</p>	Quarterly during faculty meetings	Local school funds, PTSA and community partners for local restaurant certificates for teachers with perfect attendance	Administration	Teacher attendance data  Documentation of recognitions	97% Teacher average daily attendance measured monthly



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13 14 15 16 17 18	<p>School Keys: FCE-1 FCE-2 FCE-3 FCE-4 FCE-5</p> <p>TKES: C 10.2 C 10.3 C 10.4 C 10.6 C 10.7 IS 3.8</p>	<p><b>Objective C Initiative:</b> Increase stakeholder and parent involvement.</p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Maintain active School Advisory Council</li> <li>(2) Promote the use of Infinite Campus parent portal and student portal, teacher websites, school website and PCMS Facebook page</li> <li>(3) Expand the Learning Academy to include more community partnerships</li> <li>(4) Maintain communication for SIP to parents</li> <li>(5) Create opportunities for teacher-parent collaboration for Study Island opportunities for at-risk students via our parent engagement compact.</li> <li>(6) Implement academic/connections nights.</li> <li>(7) Utilize Infinite Campus communication system</li> </ol>	<p>3-4 SAC meetings per year</p> <p>Grade level newsletters</p> <p>Quarterly Learning Academy activities</p> <p>Fall 2015</p>	<p>Local school funds for parent portal and teacher websites</p> <p>Title I funds for parent engagement efforts</p> <p>Youth Enrichment funds for Learning Academy</p>	<p>Administration</p> <p>School Improvement Leadership Team</p> <p>Teachers</p> <p>School Advisory Council</p> <p>PTSA</p>	<p>Parent surveys</p> <p>CCRPI school climate surveys</p> <p>School Advisory Council minutes</p> <p>Number of hits on PCMS Parent Portal and websites</p> <p>List of Learning Academy partnerships</p> <p>Revised Parent Involvement Plan</p> <p>Documentation of Study Island home study efforts</p>	<p>Quantified improvement on parent surveys</p> <p>Increase in the number of hits from 2014-2015 to 2015-2016.</p>
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<p>5 10 14</p>	<p>School Keys: FCE-1 FCE-3 FCE-4 FCE-5</p> <p>TKES: C 10.2 C 10.4 C 10.7 C 10.8 C 10.9</p>	<p><b>Objective D Initiative:</b> Ensure that parents receive up-to-date information.</p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Utilize Infinite Campus mass communication system</li> <li>(2) Post announcements on marquee sign in front of school</li> <li>(3) Information provided on PCMS website and Facebook page</li> <li>(4) Continue use of newsletters home</li> <li>(5) Maintain teacher websites with current information</li> <li>(6) Implement curriculum/connections nights</li> <li>(7) Continue use of parent/teacher conferences</li> </ol>	<p>On-going 2015-2016 school year</p>	<p>Local school funds for parent portal and teacher websites</p> <p>Title I funds for parent engagement efforts</p>	<p>Administration  Teachers  Parents/Guardians</p>	<p>Hard copy of announcements made using mass communication system</p> <p>Hard copy of announcements posted on marquee sign, website and Facebook page</p> <p>Copies of newsletters</p> <p>Weekly check of teacher web pages</p> <p>Agendas from curriculum/connections nights</p> <p>Documentation of parent conferences held</p>	<p>Increase in parent/guardian attendance at school activities as evidenced by sign-in sheet documentation</p>
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**SMART/Process Goals GOALS:**

Ninety-five percent of eligible certified staff will rate proficient in the summative TKES evaluation system.

**STRATEGIC GOAL AREA III: Organizational Growth and Improvement**

Performance Objective A: Develop a School-wide Professional Development Plan

Performance Objective B: Provide Professional Learning Opportunities for Certified Staff/Professional Staff

Performance Objective C: Provide Training for Classified Staff

Title I Components	School & TKES Strands/Keys	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
						Artifacts	Evidence
3 (a) 4	School Keys: L-3 L-5 L-6 L-8 PL-1 PL-3  TKES: P 9.5	<b>Objective A Initiative:</b> Develop a Professional Learning Plan  <b>Action Steps:</b> (1) All staff complete a Professional Needs Assessment. (2) Review and revise the Professional Learning Plan semi-annually. (3) Adhere to the systems professional learning forms and process.	Spring 2015  Fall 2015  On-going 2015-2016 school year	System Professional Learning Plan	Principal  School Leadership Team	PL Plan for PCMS  Committee meeting minutes	PL plan for PCMS is implemented  Evidence of effective PL is found in classroom observations and job assessments

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<p>9</p>	<p>School Keys: L-2 PL-5 PL-6</p> <p>TKES: P 9.4 P 9.5 P 9.6</p>	<p><b>Objective B Initiative:</b> 100% of support staff will attend mandated system training.</p>	<p>On-going 2015-2016 school year</p>	<p>System PL notices Staff development monies Coordinated system PL</p>	<p>School administration Academic Coaches SPED Lead Teacher Gifted Ed Lead Teacher</p>	<p>Sign-in rosters List of Professional Learning offerings</p>	<p>Increase in support staff knowledge and effective implementation of professional learning.  Support staff can articulate how participation in trainings enhanced their job performance.</p>
<p>4</p>	<p>School Keys: L-2 L-5 PL-3 PL-4 PL-5</p> <p>TKES: P 9.4 P 9.5 P 9.6</p>	<p><b>Objective C Initiative:</b> PCMS will participate in and provide PL opportunities based on district professional learning survey for Certified Professional staff.</p>	<p>On-going 2015-2016 school year</p>	<p>PL webinars PL workshops PL videos</p>	<p>School Administration Instructional Technology Specialist Special Education Lead Teacher Gifted Education Leader Teacher Academic Coaches</p>	<p>Sign-in rosters Agendas Schedule of PL opportunities</p>	<p>Effective implementation as measured during classroom observations and job assessments.  Professional staff can articulate how participation in trainings enhanced their job performance.</p>

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**SMART/Process Goals GOALS:**

PCMS will decrease accidents occurring at PCMS by 10% from 2014-2015 to 2015-2016.

**STRATEGIC GOAL AREA IV: Internal Processes**

- Performance Objective A: Improve Technology Infrastructure
- Performance Objective B: Increase Student Participation in School Meals Programs
- Performance Objective C: Maintain Facilities
- Performance Objective D: Ensure a Safe School Environment
- Performance Objective E: Transport Students in a Safe Efficient Manner
- Performance Objective F: Operate in a Fiscally Responsible Manner
- Performance Objective G: Recruit and Retain HiQ Staff

Title I Components	School & TKES Strands/Keys	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
						Artifacts	Evidence

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1	School Keys: I-1 PO-1  TKES: PLE 7.7	<b>Objective A Initiative:</b> Improve PCMS facilities.  <b>Action Steps:</b> (1) Repair faulty facilities and equipment (2) Ladders for teacher use will be stored in teacher workrooms (3) Establish Safety Team to inspect campus each semester for items that may need to be repaired/ replaced. (4) Safety Team will meet quarterly to discuss concerns and improvements	On-going 2015-2016 school year	District funds from allotted accounts	Director of Operations  School Administration	Completed projects  Safety Team meeting minutes	Increased pride in facilities  Fewer incidents on school campus as evidenced by school accident reports
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<p>1</p>	<p>School Keys: I-1 PO-1 SC-1 SC-2</p> <p>TKES: PLE 7.1 PLE 7.2 PLE 7.4 PLE 7.8</p>	<p><b>Objective B Initiative:</b> Ensure a safe environment.</p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Update PCMS Emergency Preparedness and Safety Plan on a yearly basis.</li> <li>(2) Provide all staff with professional learning and safety training.</li> <li>(3) Establish staff training and student instruction on different safety issues such as fire drills, severe weather drills, intruder on campus and bomb threats.</li> <li>(4) Increase number of staff members certified in CPR and First Aid to 50% of staff.</li> <li>(5) Conduct quarterly facility inspections to insure all safety equipment and signage is in good working order.</li> <li>(6) Instruct students on the use of the internal server for filtering web content.</li> </ol>	<p>On-going 2015-2016 school year</p>	<p>Staff development monies for emergency preparedness and safety plan</p>	<p>Administration  Faculty  Director of Operations</p>	<p>Monthly Fire Drills  Quarterly severe weather drills  Twice yearly intruder on campus drills  Inspections notes and recommendations</p>	<p>10% decrease in accidents at PCMS  Teachers and students can accurately articulate appropriate procedures for fire drills, severe weather drills, intruders and bomb threats.</p>
<p>1</p>	<p>School Keys: SC-1 SC-2 SC-5</p> <p>TKES: PLE 7.2 PLE 7.5</p>	<p><b>Objective C Initiative:</b> Conduct school safety training through PBIS.</p> <p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) Implement anti-bullying program for students.</li> <li>(2) Continue implementation of PBIS system.</li> </ol>	<p>On-going 2015-2016 school year</p>	<p>Funding for assemblies/guest speakers  Building level funds for PBIS celebrations</p>	<p>School administration  School counselor</p>	<p>Anti-bullying lesson plans  PBIS team meeting minutes</p>	<p>Decrease in discipline referrals for bullying as evidenced by Educators Handbook.</p>

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