Comprehensive School Improvement Plan

North Clayton Middle School
2016 –2017

Vision Statement
The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement
The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

District-Wide Expectations for Comprehensive School Improvement Plans

- Utilize the schools' pertinent data such as CCRPI data to make instructional decisions and prioritize strategic actions and monitoring protocols.

- Performance goals should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal setting formulas.

- Include action steps that deepen the school's implementation of the Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum**, **Numeracy Across the Curriculum**, **Integrating Technology**, and **Critical Thinking** in the comprehensive plan. The action steps should include training (professional development) that addresses S.T.A.R.T.S., Explicit Instruction, and the development of the teachers' content knowledge.

- A formative assessment system with data analysis should be included in the action steps for all applicable goals.

- Plan action steps for necessary interventions based on academic and behavioral data (i.e. subgroup data, placed or retained students, reading interventions, and the Behavior Big 7 Report).

- Consult the Technology Department before purchasing hardware or software to support an action step.

- Formatting: Times New Roman, 10 font, updated revision date

- In various school meetings such as administrative, leadership, data, grade level and collaborative planning sessions, schools should regularly review Comprehensive School Improvement Plans (CSIP) and make revisions as needed. District level reviews will occur periodically **– August/September 2016, January 2017, and May 2017.**

Principal: Shakira Brown Rice
Assistant Principal(s): Shakeria Chaney & Lawrence Yarbrough

School Leadership/Improvement Team	
Name	**Position**
Shakira Rice	**Principal**
Shakeria Chaney	**Assistant Principal**
Lawrence Yarbrough	**Assistant Principal**
Latoya McInnis	**Site Instructional Facilitator**
Laphenetra Allen	**Math Department Chair**
Maxine Williams	**ELA Department Chair**
Latonya McClendon	**Science Department Chair**
Chunda English	**Social Studies Department Chair**
Darrell Thomas	**DES Department Chair**
Tyra Sellers	**6th Grade Chairperson**
Monita Mitchell	**7th Grade Chairperson**
Loraine Smith	**8th Grade Chairperson**
Karla Barnes	**Gifted Lead**
Sandra Caughman	**ESOL Teacher**
Zenobia Johnson	**Counselor**
Gladys Perrin	**Media Specialist**
Lisa Walker	**Assistant Testing Coordinator**
David McFadgen	**Athletic Director**
Leavernard Jones	**Local School Council Representative**

North Clayton Middle School Data Profile

School Demographic Data			
	2014-2015	2015-2016	2016-2017
Total Enrollment	808	803	773
Asian	25	22	22
Black	694	708	683
Hispanic	57	57	56
Multiracial	25	13	11
White	5	3	1
English Language Learners	23	16	12
Gifted	47	46	35
Students with Disabilities	120	135	81

Language! Live Lexile Mean		
BOY 2016-2017	**MOY 2016-2017**	**EOY 2016-2017**
607		

Read 180 Lexile Mean		
BOY 2016-2017	**MOY 2016-2017**	**EOY 2016-2017**
584		

CCRPI Score

2014-2015	2015-2016	2016-2020 Goals
Overall CCRPI Score: 63.9	**Overall CCRPI Score:**	**2016 Goal:** **2019 Goal:** **2017 Goal:** **2020 Goal:** **2018 Goal:**
Achievement Points Earned: **22.3/50**	**Achievement Points Earned:** **/50**	**Overall CCRPI Goals based on the following formula:**
Progress Points Earned: **35.3/40**	**Progress Points Earned:** **/40**	**CCPRI Performance Goals** For each year during the five-year Strategic Waiver School System term, formerly the Investing in Educational Excellence (IE2), with the baseline year **2015-2016**, ____School will increase its College and Career Ready Performance Index (CCRPI) score with *Challenge Points* by 3% of the gap between the baseline year CCRPI score and 100.
Achievement Gap Points Earned: **5.8/10**	**Achievement Gap Points Earned:** **/10**	$$\textbf{\textit{IE2 Annual Growth}} = (100 - 2016\ \textit{CCRPI Score}\ (\textit{without Challenge Points})) \times 0.03$$
Challenge Points Earned: **.5/10**	**Challenge Points Earned:** **/10**	*Example*

Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5
65	(100 – 65)(.03)	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)
	1.05	66.05	67.1	68.15	69.2	70.25

2015-2016 Georgia Milestone Assessment Data																						
	ELA											Math										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
ALL Students	299	37.6	296	37.3	181	22.6	17	2	198	24.6	66.9	314	40.3	2	41.6	114	15	21	3	135	18	69.8
Black	272	38.3	257	37.3	155	22.6	15	2	170	24.6	54.3	287	41.6	277	41	98	15	18	3	116	18	55.2
Hispanic	19	33	25	41	16	26	0	0	16	26	59.5	18	34.6	27	48.6	9	14.6	1	2	10	16.6	63.9
Multiracial	3	0	5	0	2	0	1	0	3	0	71.3	3	0	6	0	1	0	1	0	2	0	72.9
White	1	0	1	0	0	0	0	0	0	0	77.4	1	0	1	0	0	0	0	0	0	0	81.0
Econ-Disadvantaged	299	37.6	296	37.3	181	22.6	17	2	198	24.6	56.3	314	40.3	318	41.6	114	15	21	3	135	18	59.4
English Learners	10	0	1	0	0	0	0	0	0	0	46.9	8	0	3	0	1	0	0	0	1	0	55.1
Students with Disabilities	67	80	14	16.3	3	3.3	0	0	3	3.3	43.0	64	76	17	20.3	3	3.3	0	0	3	3.3	47.5

2015-2016 Georgia Milestone Assessment Data																						
	SCIENCE											SOCIAL STUDIES										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
ALL Students	445	58.3	202	26.6	103	13.3	12	1.6	115	14.9	64.6	363	46.3	305	39.3	93	11.6	22	2.6	115	14.2	66.5
Black	406	60.3	169	25.3	92	13.6	8	1	100	14.6	49.0	334	48.3	257	37.6	81	12	17	2.3	98	14.3	52.9
Hispanic	30	56	17	31.3	7	11.3	1	1.3	8	12.6	56.9	22	38.6	30	49.6	6	9	2	2.6	8	11.6	59.3
Multiracial	3	0	5	0	2	0	1	0	3	0	69.6	2	0	5	0	3	0	1	0	4	0	70.2
White	1	0	1	0	0	0	0	0	0	0	77.5	0	0	2	0	0	0	0	0	0	0	77.6

2015-2016 Georgia Milestone Assessment Data																						
SCIENCE												SOCIAL STUDIES										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
Econ-Disadvantaged	445	58.3	202	26.6	103	13.3	12	1.6	115	14.9	54.1	363	46.3	305	39.3	93	11.6	22	2.6	115	14.2	55.9
English Learners	11	0	0	0	1	0	0	0	1	0	47.0	9	0	1	0	1	0	0	0	1	0	48.1
Students with Disabilities	67	81	15	17.6	1	1.3	0	0	1	1.3	46.8	69	82.3	15	17.6	0	0	0	0	0	0	47.5

2015-2016 Georgia Milestone Assessment Data																						
ALGEBRA I												PHYSICAL SCIENCE										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Performance Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
ALL Students	4	4	21	21	21	67	3	8	24	75	63.6	4	8	21	67	21	21	3	4	24	25	58.5
Black	1	6	5	28	11	61	1	6	12	67	48.7	2	11	12	67	4	22	0	0	4	22	42.5
Hispanic	0	0	0	0	4	0	0	0	4	0	56.5	0	0	3	0	1	0	0	0	1	0	54.3
Multiracial	0	0	0	0	0	0	0	0	0	0	68.3	0	0	0	0	0	0	0	0	0	0	62.5
White	0	0	0	0	0	0	0	0	0	0	75.7	0	0	0	0	0	0	0	0	0		69.6
Econ-Disadvantaged	4	4	21	21	21	67	3	8	24	75	52.1	4	8	21	67	21	21	3	4	24	25	48.6
English Learners	0	0	0	0	0	0	0	0	0	0	37.2	0	0	0	0	0	0	0	0	0	0	34.5
Students with Disabilities	0	0	0	0	0	0	0	0	0	0	34.4	0	0	0	0	0	0	0	0	0	0	34.5

Georgia Milestone Assessment--Percent of FAY Students Meeting Typical/High Growth									
	Sixth Grade			Seventh Grade			Eighth Grade		
	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
ELA	63%								
Math	56%								
Social Studies	67%								
Science	63%								
Physical Sci. EOC									
Algebra 1 EOC									

GMAS Median Student Growth Percentile (SGP)									
	Sixth Grade			Seventh Grade			Eighth Grade		
	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
ELA	57.0			51.5			61.5		
Math	43.0			41.0			52.0		
Social Studies	52.0			70.0			59.5		
Science	47.5			36.5			38.0		
Physical Sci. EOC							51.0		
Algebra 1 EOC									

ESOL- Percent of Students Increasing to a Higher Performance Band on ACCESS			
	2014-2015	2015-2016	2016-2017
Sixth Grade	80%	0%	
Seventh Grade	67%	40%	
Eighth Grade	50%	33%	

Percent of Students Completing 2 or More Career Inventories and an Individual Graduation Plan	
First Semester Checkpoint	Second Semester Checkpoint

Student and Staff Attendance											
Student Attendance Rate			Percent of Students with 3-5 absences			Percent of Students with 6+ absences			Faculty and Staff Attendance Rate		
2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
95.68%	96.17%		21.6%	50%		48.3%	36.3%		95.52%	97.03%	

Failure Rate								
	First Quarter		Second Quarter		Third Quarter		Fourth Quarter	
	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks
ELA								
Math								
Social Studies								
Science								
Physical Science EOC								
Algebra I EOC								
Virtual Classes								

Student Discipline Data			
	2014-2015	2015-2016	2016-2017
Total OSS Days	839	1018	
Total OSS Incidents	297	373	
Total ISS Days	657	551	
Total ISS Incidents	357	341	

Student Discipline Data					
2014-2015		2015-2016		2016-2017	
Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage
1. Class Disruption	20.9%	1. Failure to Follow Instruction of School Personnel	18%		
2. Failure to Follow Instruction of School Personnel	9.5%	2. Fighting Mutual Participation	11.8%		
3. Fighting Mutual Participation	6.3%	3. Class Disruption	9.9%		
4. Horseplay/Wrestling/Scuffling	2.9%	4. School Disturbance	7.2%		
5. Disrespect of School Personal/Officer/Other Person	1.5%	5. Disrespect of School Personnel	5.2%		

SLDS Teacher Usage			
First Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Second Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Third Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Fourth Quarter: Percentage of teachers with monthly average of 50 or more page clicks

Certified Staff Attrition					
2014-2015		2015-2016		2016-2017	
Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY
46	46	43	40	37	

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
ELA Performance Goals: During the 2016 -2017 school year in the area of ELA a 5% increase will be obtained resulting in 65.4 % of all students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG Assessment by May 2017.				**CCRPI Alignment:** **MS Indicator 1:** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG (required participation rate ≥ 95%) **MS Indicator 7:** Percent of students in grade 8 achieving a Lexile measure equal to or greater than 1050 on the Georgia Milestones ELA EOG	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
ELA teachers will implement the Explicit Instruction Model using STARTS as a planning tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator ELA Teachers Administration	Explicit Instruction Framework STARTS Model	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visit (ISF & Admin) • Walk-Throughs; Formative and Summative Observations (TKES Timeline)	STARTS Model Training Sessions August 3, 2016 August 11, 2016 Deconstructing Standards Training Session August 17, 2016 Curriculum Support Training Session from Content Lead Teachers August 29, 2016

					Targeting Learning Targets Training Session September 26, 2016 Explicit Instruction Training Sessions August 24, 2016
ELA teachers will generate and administer bi-weekly probes to monitor students understanding of content standards and learning targets	Bi-Weekly	Instructional Site Facilitator ELA Teachers Administration	ELA Curriculum/ Current Unit of Study/Year at a Glance	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • NCMS Data Analysis Tool (submitted on Thursday after probe administration) • Student Charting My Journey Tool Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	
ELA teachers will engage in collaborative planning sessions to analyze data and develop common lesson plans to incorporate SLDS resources	Weekly (Every Thursday)	Instructional Site Facilitator ELA Teachers Administration	ELA Curriculum/ Current Unit of Study ELA Achievement Level Descriptors NCMS Student Performance Tracking Excel Document	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • Student Charting My Journey • NCMS Student Performance Tracking Tool • SLDS Usage Report Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	SLDS Training Session September 2016 Using Data Effectively Training Session October 31, 2016

ELA teachers will integrate technology in daily lessons as a tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator ELA Teachers Administration	Kahoot Plickers Edmodo	Related Artifacts & Evidence: • Lesson Plans/Flipped Lessons Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Kahoot Refresher Sessions September 2016 Plickers Training Sessions September 2016 Edmodo Refresher Session August 3, 2016 Using Data Effectively Training Session October 31, 2016
ELA teachers will implement the Wednesday Reading Protocol	Weekly	Instructional Site Facilitator Media Specialist ELA Teachers Administration	MyOn Accelerated Reader	Related Artifacts & Evidence: • AR Reading Logs • MyOn Progress Monitoring • Students' Lexile Levels Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	
ELA teachers will incorporate Socratic Seminar in their classroom instruction	Monthly	Instructional Site Facilitator ELA Teachers Administration	ELA Curriculum/ Current Unit of Study	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Socratic Seminar Training Session August 3, 2016
ELA teachers will implement Station Teaching as a tool for teaching and learning.	Weekly (every Friday)	Instructional Site Facilitator ELA Teachers	ELA Curriculum/ Current Unit of Study	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks	

		Administration	ELA Achievement Level Descriptors	• Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	

Academic Achievement

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
Math Performance Goals: During the 2016 -2017 school year in the area of Math a 5% increase will be obtained resulting in 62 % of all students scoring at Developing Learner or above on the Georgia Milestones Mathematics EOG Assessment by May 2017.				**CCRPI Alignment:** **MS Indicator 2:** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones mathematics EOG or EOC (required participation rate ≥ 95%) **HS Indicator 3:** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Algebra I/Coordinate Algebra EOC (required participation rate ≥ 95%) **Exceeding the Bar:** Percent of students earning at least one high school credit by the end of grade 8 (ELA, mathematics, science, social studies, world languages, fine arts, CTAE) and scoring at Proficient Learner or above on the required Georgia Milestones EOCs	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**

Math teachers will implement the Explicit Instruction Model using STARTS as a planning tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Math Teachers Administration	Explicit Instruction Framework STARTS Model	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • Standards of Mathematical Practice (Charts) Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visit (ISF & Admin) • Walk-Throughs; Formative and Summative Observations (TKES Timeline)	STARTS Model Training Sessions August 3, 2016 August 11, 2016 Deconstructing Standards Training Session August 17, 2016 Curriculum Support Training Session from Content Lead Teachers August 29, 2016 Targeting Learning Targets Training Session September 26, 2016 Explicit Instruction Training Sessions August 24, 2016
Math teachers will generate and administer bi-weekly probes to monitor students understanding of content standards and learning targets	Bi-Weekly	Instructional Site Facilitator Math Teachers Administration	Math Curriculum/ Current Unit of Study/Year at a Glance	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • NCMS Data Analysis Tool (submitted on Thursday after probe administration) • Student Charting My Journey Tool Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	

Math teachers will engage in collaborative planning sessions to analyze data and develop common lesson plans to incorporate SLDS resources	Weekly (Every Thursday)	Instructional Site Facilitator Math Teachers Administration	Math Curriculum/ Current Unit of Study Math Achievement Level Descriptors NCMS Student Performance Tracking Excel Document	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • Student Charting My Journey • NCMS Student Performance Tracking Tool • SLDS Usage Reports Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	Using Data Effectively Training Session October 31, 2016 SLDS Training Session September 2016
Math teachers will integrate technology in daily lessons as a tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Math Teachers Administration	Kahoot Plickers Edmodo	Related Artifacts & Evidence: • Lesson Plans/Flipped Lessons Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Kahoot Refresher Sessions September 2016 Plickers Training Sessions September 2016 Edmodo Refresher Session August 3, 2016 Using Data Effectively Training Session October 31, 2016
Math teachers will implement the Wednesday Reading Protocol	Weekly	Instructional Site Facilitator Media Specialist Math Teachers Administration	MyOn Accelerated Reader	Related Artifacts & Evidence: • AR Reading Logs • MyOn Progress Monitoring • Students' Lexile Levels Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	

Math teachers will incorporate Socratic Seminar in their classroom instruction	Monthly	Instructional Site Facilitator Math Teachers Administration	Math Curriculum/ Current Unit of Study	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Socratic Seminar Training Session August 3, 2016
Math teachers will implement Station Teaching as a tool for teaching and learning.	Weekly (every Friday)	Instructional Site Facilitator Math Teachers Administration	Math Curriculum/ Current Unit of Study Math Achievement Level Descriptors	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.	
Science Performance Goals: During the 2016 -2017 school year in the area of science a 5% increase will be obtained resulting in 43.6 % of all students scoring at Developing Learner or above on the Georgia Milestones Science EOG Assessment by May 2017.	**CCRPI Alignment:** **MS Indicator 3**: Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones science EOG or EOC (required participation rate ≥ 95%) **HS Indicator 5:** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones Physical Science EOC (required participation rate ≥ 95%) **Exceeding the Bar:** Percent of students earning at least one high school credit by the end of grade 8 (ELA, mathematics, science, social studies, world languages, fine arts, CTAE) and scoring at Proficient Learner or above on the required Georgia Milestones EOCs

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Science teachers will implement the Explicit Instruction Model using STARTS as a planning tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Science Teachers Administration	Explicit Instruction Framework STARTS Model	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visit (ISF & Admin) • Walk-Throughs; Formative and Summative Observations (TKES Timeline) • Lab Verification Forms Submission (every 9wks)	STARTS Model Training Sessions August 3, 2016 August 11, 2016 Deconstructing Standards Training Session August 17, 2016 Curriculum Support Training Session from Content Lead Teachers August 29, 2016 Targeting Learning Targets Training Session September 26, 2016 Explicit Instruction Training Sessions August 24, 2016
Science teachers will generate and administer bi-weekly probes to monitor students understanding of content standards and learning targets	Bi-Weekly	Instructional Site Facilitator Science Teachers Administration	Science Curriculum/ Current Unit of Study/Year at a Glance	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • NCMS Data Analysis Tool (submitted on Thursday after probe administration) • Student Charting My Journey Tool Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	

Science teachers will engage in collaborative planning sessions to analyze data and develop common lesson plans to incorporate SLDS resources	Weekly (Every Thursday)	Instructional Site Facilitator Science Teachers Administration	Science Curriculum/ Current Unit of Study Science Achievement Level Descriptors NCMS Student Performance Tracking Excel Document	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • Student Charting My Journey • NCMS Student Performance Tracking Tool • SLDS Usage Reports Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	Using Data Effectively Training Session October 31, 2016 SLDS Training Session September 2016
Science teachers will integrate technology in daily lessons as a tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Science Teachers Administration	Kahoot Plickers Edmodo	Related Artifacts & Evidence: • Lesson Plans/Flipped Lessons Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Kahoot Refresher Sessions September 2016 Plickers Training Sessions September 2016 Edmodo Refresher Session August 3, 2016 Using Data Effectively Training Session October 31, 2016

Science teachers will implement the Wednesday Reading Protocol	Weekly	Instructional Site Facilitator Media Specialist Science Teachers Administration	MyOn Accelerated Reader	Related Artifacts & Evidence: • AR Reading Logs • MyOn Progress Monitoring • Students' Lexile Levels Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	
Science teachers will incorporate Socratic Seminar in their classroom instruction	Monthly	Instructional Site Facilitator Science Teachers Administration	Science Curriculum/ Current Unit of Study	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Socratic Seminar Training Session August 3, 2016
Science teachers will implement Station Teaching as a tool for teaching and learning.	Weekly (every Friday)	Instructional Site Facilitator Science Teachers Administration	Science Curriculum/ Current Unit of Study Science Achievement Level Descriptors	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
Social Studies Performance Goals: During the 2016 -2017 school year in the area of Social Studies a 5% increase will be obtained resulting in 56.3 % of all students scoring at Developing Learner or above on the Georgia Milestones Social Studies EOG Assessment by May 2017.				**CCRPI Alignment:** **MS Indicator 4:** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones social studies EOG (required participation rate ≥ 95%)	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Social Studies teachers will implement the Explicit Instruction Model using STARTS as a planning tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Social Studies Teachers Administration	Explicit Instruction Framework STARTS Model Teacher Notes	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visit (ISF & Admin) • Walk-Throughs; Formative and Summative Observations (TKES Timeline) • DBQs Submissions	STARTS Model Training Sessions August 3, 2016 August 11, 2016 Deconstructing Standards Training Session August 17, 2016 Curriculum Support Training Session from Content Lead Teachers August 29, 2016 Targeting Learning Targets Training Session September 26, 2016 Explicit Instruction Training Sessions August 24, 2016

Social Studies teachers will generate and administer bi-weekly probes to monitor students understanding of content standards and learning targets	Bi-Weekly	Instructional Site Facilitator Social Studies Teachers Administration	Social Studies Curriculum/ Current Unit of Study/Year at a Glance Teacher Notes	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • NCMS Data Analysis Tool (submitted on Thursday after probe administration) • Student Charting My Journey Tool Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	
Social Studies teachers will engage in collaborative planning sessions to analyze data and develop common lesson plans to incorporate SLDS resources	Weekly (Every Thursday)	Instructional Site Facilitator Social Studies Teachers Administration	Social Studies Curriculum/ Current Unit of Study Social Studies Achievement Level Descriptors Teacher Notes NCMS Student Performance Tracking Excel Document	Related Artifacts & Evidence: • Lesson Plans • Student Work Samples • Student Charting My Journey • NCMS Student Performance Tracking Tool • SLDS Usage Report Checkpoints: • Weekly Lesson Plan Check • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walk-Throughs; Formative & Summative Observations (TKES Timeline)	SLDS Training Session September 2016 Using Data Effectively Training Session October 31, 2016

Social Studies teachers will integrate technology in daily lessons as a tool for teaching and learning.	Weekly August 2016 May 2016	Instructional Site Facilitator Social Studies Teachers Administration	Kahoot Plickers Edmodo	Related Artifacts & Evidence: • Lesson Plans/Flipped Lessons Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Kahoot Refresher Sessions September 2016 Plickers Training Sessions September 2016 Edmodo Refresher Session August 3, 2016 Using Data Effectively Training Session October 31, 2016
Social Studies teachers will implement the Wednesday Reading Protocol	Weekly	Instructional Site Facilitator Media Specialist Social Studies Teachers Administration	MyOn Accelerated Reader	Related Artifacts & Evidence: • AR Reading Logs • MyOn Progress Monitoring • Students' Lexile Levels Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	
Social Studies teachers will incorporate Socratic Seminar in their classroom instruction	Monthly	Instructional Site Facilitator Social Studies Teachers Administration	Social Studies Curriculum/ Current Unit of Study	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	Socratic Seminar Training Session August 3, 2016

Social Studies teachers will implement Station Teaching as a tool for teaching and learning.	Weekly (every Friday)	Instructional Site Facilitator Social Studies Teachers Administration	Social Studies Curriculum/ Current Unit of Study Teacher Notes Social Studies Achievement Level Descriptors	Related Artifacts & Evidence: • Lesson Plans • Informal Classroom Observations Checkpoints: • Weekly Lesson Plan Checks • Collaborative Planning (every Thursday) • Informal Classroom Visits (ISF & Admin) • Walkthroughs; Formative & Summative Observations (TKES Timeline)	

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.	
Performance Goals: During the 2016-2017 school year, NCMS will decrease the number of Office Discipline Referrals by 25% from 1,000 to 750 by implementing the Positive Behavioral Intervention & Supports framework. Additionally, 100% of faculty and staff will implement the practices, procedures and protocols to sustain a safe, orderly learning environment.	**CCRPI Alignment:** **Exceeding the Bar #6:** School or LEA **Research/Evidence-based Program/Practice** designed to facilitate a **personalized climate** in the school: examples include but are not limited to Teachers as Advisors program; mentoring program; Positive Behavioral Interventions & Supports (PBIS); service-learning program; peer mediation; conflict mediation.

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
All faculty and staff will implement the school-wide Positive Behavioral Intervention & Supports framework to address student behaviors.	August 2016 May 2017	PBIS Team Members Classroom Teachers Parent Liaison Behavior Intervention Specialist Administration	PBIS Budget	Related Artifacts/Evidence • Progressive Discipline Chart • School Wide Behavior Expectations poster • Behavior Matrix • Discipline Documentation Forms • Big 5 Data Guiding Questions • Benchmarks of Quality (BOQ) • Team Implementation Checklist (TIC) • PBIS Monthly Meetings Agendas • Discipline Data • Quarterly PBIS Celebrations Checkpoints: • Informal Classroom Visits (ISF & Admin) Walkthroughs; Formative & Summative Observations (TKES Timeline)	PBIS Training Session August 1, 2016 PBIS Coaches Booster Training August 3, 2016 PBIS Training Session August 4, 2016 (custodians, bus drivers, cafeteria staff) PBIS Refreshers Monthly
All faculty and staff will follow established effective RTI procedures.	August 2016 May 2017	Classroom Teachers School Physiologist SST Chairpersons Administration		Related Artifacts/Evidence: • Meeting Agendas • Progress Monitoring Data Checkpoints: • SST Meetings • SST Audits (monthly) • SST File Review (3 times a year) *School Physiologist and SST Chairpersons will review SST files 3 times a year to review folders to check progress monitoring, intervention implementation fidelity, and student progress*	RTI/SST Training Session August 16, 2016 RTI/SST Training Session for SST Chairperson August 19, 2016

School has a current and effective safety plan for the facility that includes regularly unannounced safety drills.	August 2016 May 2017	SRO Administration		Related Artifacts/Evidence: • Emergency Preparedness Plan • Evacuation Maps Checkpoints: • Safety Drills (monthly)	

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.

Performance Goals: During the 2016-2017 school year, NCMS will increase stakeholder involvement as indicated by sign-in sheet to show attendance.				**CCRPI Alignment:** **School Climate--** The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
NCMS will ensure community partners are made aware of tangible immediate and long range needs of the school.	Semi-Annually	Administration Parent Liaison		Related Artifacts/Evidence: • Meeting Agendas	Local School Council Training
NCMS will promote parental involvement by offering scheduled sessions related to student focused activities & academic strategies.	August 2016-May 2017	Teachers Parent Liaison Administration	Local School Funds	Related Artifacts/Evidence • Agenda • Sign-In Sheets • Flyers and Invitations	Parent University

Effective Communication

Goal 4: To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.

Performance Goals: During the 2016-2017 school year communication between NCMS, parents, and community is consistent, two-way, and meaningful focusing on student achievement as measured by stakeholder surveys and feedback.				**CCRPI Alignment:** **School Climate--** The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
School establishes a communication network between parents and community to support student learning.	August 2016 May 2017	Teachers Parent Liaison Counselors Administration	Calling Post Remind 101 Edmodo Teacher Webpages	Related Artifacts/Evidence: • Infinite Campus contact log • School Messenger postings • School Website Checkpoints: Progress Report and Report Card windows	
School implements use of social network(s) as a form of communication to stakeholders.	August 2016- May 2017	Administration Parent Liaison	Remind 101 Edmodo	Related Artifacts/Evidence • Flyers and Invitations • Infinite Campus Contact Log • TKES Uploads Check Points • Open House • Curriculum Night • Progress Report and Report Card windows	
School efficiently utilizes Infinite Campus to document parent communication.	August 2016 May 2017	Classroom Teachers Parent Liaison Counselors Administration	Infinite Campus Portal	Related Artifacts/Evidence • Infinite Campus contact log • TKES Upload Check Points • Progress Report and Report Card windows	Infinite Campus for Parents September 8, 2016

Organizational Processes

Goal 5: To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.

Performance Goals: During the 2016-2017 school year, collaborative planning involvement at the school level and district are present in all aspects of fiscal management. In addition, the school works to allocate funds for professional learning in order to improve student achievement.

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Resources are provided for the staff and faculty to participate in job-embedded professional development.	August 2016 May 2017	Administration Bookkeeper	Title I Funds PL Funds	Related Artifacts/Evidence: • School staff can articulate how the professional learning takes place during the school day.	Various Instructional Trainings
School leaders collaborate to allocate funds.	August 2016 May 2017	Principal Bookkeeper		Related Artifacts/Evidence: • The bookkeeper and principal are able to describe how available funds are utilized to increase student achievement. • The school leaders can articulate the expense of funds toward student achievement. Checkpoints: • Monthly Bookkeeper Meetings	
The principal and bookkeeper work collaboratively with district personnel to allocate financial resources.	August 2016 May 2017	Principal Bookkeeper		Related Artifacts/Evidence: • The principal and bookkeeper are able to identify all areas of expenditures from school budgets. Checkpoints: • Monthly Bookkeeper Meetings	

Counseling Department provides information to students and parents on the System of Care	August 2016 May 2017	Counseling Department Social Worker	District Funding	Related Artifacts/Evidence: • Quarterly Reports	System of Care Training Sessions

Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.	
Performance Goals: During the 2016-2017 school year, NCMS will retain 95% of highly qualified teachers at the end of the FY2017 as measured by the rate of highly qualified teachers accepting contracts for the 2017-2018 school year.	**CCRPI Alignment:** **School Climate--** The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
NCMS will provide new teachers with mentors and implement the North Clayton Middle School mentor program in which all new teachers are required to participate in. NCMS will provide opportunities for teachers to participate in on-going Professional Development (site based- CCPS Professional Learning Department, as well as Professional Development Opportunities provided at Metro & Griffin RESA, etc…)	August 2016 May 2017	Latisia Jones	PL funds	Related Artifacts/Evidence: • Agenda • Sign-In Sheets • Mentoring Log • Flyers and Invitations Checkpoints: • Monthly Mentoring Meetings	District Mentor/Protégé Training Mentoring Meetings Monthly 2016 - 2017
NCMS will recognize and celebrate accomplishments of staff members.	Aug. 2016 May 2017	Administration	General School funds	Related Artifacts/Evidence • Agenda • Certificates • Game Changer of the Week Check Points • Monthly Faculty Meetings • End of the Week Announcements	