

Comprehensive Plan Report

A detailed report showing activity of the district or school team's work on the improvement plan including assessments, plans, tasks, monitoring, and implementation for selected time periods.

March 30, 2016

Marion Middle School NCES - 50939001428

Marion School District

School Success Indicators

Key Indicators are shown in **RED**.

School Leadership and Decision Making

Establishing a team structure with specific duties and time for instructional planning

Indicator ID01 - A team structure is officially incorporated into the school governance policy.(36) (All Schools,Focus,Priority)

Status Tasks completed: 1 of 2 (50%)

Assess	Level of Development:	Initial: Limited Development 09/24/2015	
	Index:	2	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	As a school we have a campus leadership team and departmental teams that meet on a regular basis. We are currently working on various ways to include and involve the parents of our current students. To address the school community council, we discussed a creation of a PTO. We will provide training and guide them to focus on the academics and give parents a voice by getting input on other items they think are important to the MMS student. Though we have limited implementation in our building there are not district policies mandating a school community council.	
Plan	Assigned to:	Jonnett Gammill	
	How it will look when fully met:	We will continue to work on the PTA materials. We will revisit this indicator in our December meeting because the District entities will have planned and discussed how the district will address this indicator.	
	Target Date:	12/18/2015	
	Tasks:		
	1. Once a description of the leadership team has been provided to the schools we will work on creating a team that fits that description. For the 2016-2017 year we will look at our current leadership team and determine who remains apart of the new leadership according to the district policy.		
	Assigned to:	Carissa Lacy	
	Added date:	03/30/2016	
	Target Completion Date:	08/19/2016	

		Comments:	
		2. The district will provide a description of what the school leadership team should look like.	
		Assigned to:	Carissa Lacy
		Added date:	03/30/2016
		Target Completion Date:	01/29/2016
		Comments:	
		Task Completed:	1/29/2016 12:00:00 AM
Implement	Percent Task Complete:		50%
Indicator	ID04 - All teams prepare agendas for their meetings.(39)(All Schools,Focus,Priority)		
Status	Objective Met 9/28/2015		
Assess	Level of Development:	Initial: Limited Development 09/03/2015	
		Objective Met - 09/28/2015	
	Index:	9	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Marion Middle School involves all building level instructional stakeholders through a campus leadership team and a professional learning community. The CLT meets monthly and consists of a representative from each grade/content level, 3 administrators, instructional facilitator, 2 SPED teachers, Counselor, and one auxiliary teacher. Agendas are created and disseminated prior to each meeting. Minutes are recorded and emailed to all faculty and staff at the conclusion of each meeting. Most content teachers have a common planning time which allows them to meet each week as a professional learning community. PLC's discuss topics centered around curriculum, instruction, assessment and professional practices. Agendas are developed for each meeting however, minutes are not recorded and maintained.	
Plan	Assigned to:	Jonnett Gammill	
	How it will look when fully met:	All CLT and PLC meetings will have agenda and recorded minutes that will be given to all faculty.	
	Target Date:	10/01/2015	
	Tasks:		
	1. Assign roles to members in each PLC.		
		Assigned to:	Jonnett Gammill
		Added date:	09/03/2015
		Target Completion Date:	09/17/2015
		Comments:	
		Task Completed:	9/17/2015 12:00:00 AM
	2. Create Agendas prior to each meeting each week to be given to all members of that PLC.		

		Assigned to:	Agenda creator
		Added date:	09/03/2015
		Target Completion Date:	09/24/2015
		Frequency:	weekly
		Comments:	
		Task Completed:	9/24/2015 12:00:00 AM
	3. Record minutes of each PLC meeting to be given to all members of that PLC.		
		Assigned to:	Recorder
		Added date:	09/03/2015
		Target Completion Date:	09/24/2015
		Frequency:	weekly
		Comments:	
		Task Completed:	9/24/2015 12:00:00 AM
	4. The recorder will upload the meeting minutes to the MMS Dropbox.		
		Assigned to:	Recorder
		Added date:	09/03/2015
		Target Completion Date:	09/24/2015
		Frequency:	weekly
		Comments:	
		Task Completed:	9/24/2015 12:00:00 AM
	5. Agenda creator will upload the meeting agenda to MMS Dropbox.		
		Assigned to:	Agenda Creator
		Added date:	09/03/2015
		Target Completion Date:	09/24/2015
		Frequency:	weekly
		Comments:	
		Task Completed:	9/24/2015 12:00:00 AM
Implement	Percent Task Complete:		100%
	Objective Met:		9/28/2015
	Experience:		9/28/2015 This objective wasn't difficult for the faculty to fulfill because we, as a campus, were doing this in an informal fashion. We just needed to come together to create a formal agenda and minutes format for every department to follow and turn in.
	Sustain:		9/28/2015 Ms. Gammill will continuously check weekly agendas and minutes for compliance.
	Evidence:		9/28/2015 We can upload copies of agendas and minutes when needed.
Indicator	ID07 - A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other key professional staff meets regularly (twice a month or more for an hour each meeting).(42)(All Schools,Focus,Priority)		

Status	Full Implementation		
Assess	Level of Development:	Initial: Full Implementation 10/15/2015	
	Evidence:	The team meets twice a month to discuss indicators and important school business. We have minutes of each meeting posted and distributed.	
		Added date:	
School Leadership and Decision Making			
Aligning classroom observations with evaluation criteria and professional development			
Indicator	IF02 - The Leadership Team reviews the principal's summary reports of classroom observations and takes them into account in planning professional development.(66) (All Schools,Focus,Priority)		
Status	Full Implementation		
Assess	Level of Development:	Initial: Full Implementation 10/15/2015	
	Evidence:	All building administrators rotate observations on each of the 3 Marion Middle School halls. Through their observations they report "GLOWS"-practices our educators are on target implementing and "GROWS"-practices our educators need to improve. The team reports back to their respective departments during PLCs to let all staff members where improvement is needed. The building administrators will report during future CLT meetings the "GROWS" the have turned into "GLOWS" as they continue to make observations. They will also continue to give the team other "GROWS" for educators to continue improvements.	
		Added date:	
Indicator	IF06 - Teachers are required to make individual professional development plans based on classroom observations.(70)(All Schools,Focus,Priority)		
Status	Full Implementation		
Assess	Level of Development:	Initial: Full Implementation 10/15/2015	
	Evidence:	Each year, the building administrators meet with every educator to develop a PGP (professional growth plan) based on classroom observations. Each PGP is completed in May for the following school year. During the school year each PGP can be changed when needed.	
		Added date:	
Indicator	IF11 - The school provides all staff high quality, ongoing, job-embedded, and differentiated professional development.(3984)(All Schools,Focus,Priority)		
Status	Full Implementation		
Assess	Level of Development:	Initial: Full Implementation 11/05/2015	

	Evidence:	The team decided since the district provides this for all faculty and staff on every campus that this is in full implementation. Our building will, however, look at other ways to make PD more individualized in our building since standards and goals change as the education field changes with the state departments mandates. One item we are looking at is AtomicLearning. As other ideas are presented we will look at those by sharing and exploring them to see if it is a fit for our faculty and staff.	
	Added date:		
School Leadership and Decision Making			
Expanded time for student learning and teacher collaboration			
Indicator	IG01 - The school monitors progress of the extended learning time programs and other strategies related to school improvement.(3981)(All Schools,Focus,Priority)		
Status	Tasks completed: 0 of 1 (0%)		
Assess	Level of Development:	Initial: Limited Development 11/19/2015	
	Index:	2	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	The current strategies that Marion Middle School uses are enrichment classes, ability grouping, study hall, and ELA block scheduling. The middle school will look into starting an after school tutoring program for the 2016-2017 school year since it will require additional funding. The plan discussed will include student data, categorize deficit, formulate a list of students with the greatest need, teachers will be given PD, resources structured and uniform.	
Plan	Assigned to:	Carissa Lacy	
	How it will look when fully met:	Ms. Lacy will look into starting an after school tutoring program for the 2016-2017 school year because it will require funding to pay teachers. Student selection will be based on academic data and will be selected based on who has the greatest need. Teachers will be trained in using resources so each tutoring session will be structured and uniform.	
	Target Date:	05/02/2016	
	Tasks:		
	1. Ms. Lacy will start the planning process for the 2016-2017 school year.		
	Assigned to:	Carissa Lacy	
	Added date:	03/30/2016	
	Target Completion Date:	08/31/2016	
	Comments:		
Implement	Percent Task Complete:	0%	

School Leadership and Decision Making

Ensuring High Quality Staff - Recruitment, Evaluation, and Retention

Indicator **IH01 - The school works collaboratively with the district to recruit and retain highly-qualified teachers to support school improvement.(3982)(All Schools,Focus,Priority)**

Status **Full Implementation**

Assess Level of Development: Initial: **Full Implementation** 12/14/2015

Evidence: The district visits many college campuses to recruit highly qualified teachers. In addition, the district also provides many incentives to retain highly-qualified teachers, all outlined in the human resources section of our website at msd3.org.

Added date:

Opportunity to Learn

Post-Secondary School Options

Indicator **VA01 - The school provides all students with guidance and supports (academic, financial, etc.) to prepare them for college and career.(4541)(All Schools,Focus,Priority)**

Status **Full Implementation**

Assess Level of Development: Initial: **Full Implementation** 12/14/2015

Evidence: The Marion Middle School counselor meets with every 5th and 6th grader to provide them with information about the core and smart core class sign up and how important GPA will be in the coming years. She also visits with the students at Marion Middle School to give them information about the scholarships available in Arkansas. The Marion Junior High counselors come to the middle school in the spring to help the 7th graders sign up for their junior high course work and provide them with information to prepare them to think about graduation credits.

Added date:

Curriculum, Assessment, and Instructional Planning

Engaging teachers in aligning instruction with standards and benchmarks

Indicator **IIA01 - Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(88)(All Schools,Focus,Priority)**

Status **Full Implementation**

Assess Level of Development: Initial: **Full Implementation** 12/14/2015

Evidence: The teachers at Marion Middle school meet weekly in their PLC's to plan units of instructions that align with common core standards. In addition to building PLCs the teachers in the district meet during the summer to vertically align curriculum to ensure common core standards are implemented.

Added date:

Curriculum, Assessment, and Instructional Planning

Assessing student learning frequently with standards-based assessments

Indicator IID02 - The school tests each student at least 3 times each year to determine progress toward standards-based objectives.(100)(All Schools,Focus,Priority)

Status Full Implementation

Assess	Level of Development:	Initial: Full Implementation 12/14/2015
	Evidence:	Marion Middle School uses TLI testing and 9 weeks tests to determine progress toward standards-based objectives. As we move to ACT Aspire we will monitor and adjust by using interim assessment they provide in order to be successful on the Aspire test.
	Added date:	

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes

Indicator IIIA01 - All teachers are guided by a document that aligns standards, curriculum, instruction, and assessment.(110)(All Schools,Focus,Priority)

Status Full Implementation

Assess	Level of Development:	Initial: Full Implementation 12/14/2015
	Evidence:	All teachers at Marion Middle School follow the Common Core Standards document provided by the Arkansas Department of Education. Teachers also indicate which objectives they cover in their weekly lesson plans.
	Added date:	

Family Community Engagement

Defining the purpose, policies, and practices of a school community

Indicator IVA01 - The school's Title I Compact (Or Non-Title I schools roles and expectations for parents, students, and teachers) includes responsibilities (expectations) that communicate what parents (families) can do to support their students' learning at home (curriculum of the home, with learning opportunities for families to develop their curriculum of the home). (3983)(All Schools,Focus,Priority)

Status Full Implementation

Assess	Level of Development:	Initial: Full Implementation 12/14/2015
	Evidence:	Our building provides many avenues for teachers and parents to stay in contact. The Marion Middle School faculty uses Remind.com in every classroom, our new website provides an up-to-date information and a campus calendar of events, Facebook to provide information on social media, in addition to our parent resource center in our building. Our department faculty also hosts content family nights to engage parents with their students with fun activities using materials learned throughout the school year.
	Added date:	

