

2022-2023 SCHOOL YEAR	FRANKLINTON MIDDLE SCHOOL		
SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE FOR MONITORING	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>**one goal must address the TSI-identified subgroup. See Goal 6.</p> <p>GOAL 1: Addressing Student Achievement and Closing Gaps</p> <p>By June of 2023, FMS students will meet or exceed growth and attain proficiency goals set in place for the 2022-2023 school year.</p> <p>PROFICIENCY GOALS 2022-2023 6-8 MATH 50% 6-8 ELA 50% SCIENCE 8 60%</p> <p>NC STAR Related Goals (from the 12 Key Indicators) A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level. A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. C2.01 The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.</p>	<p>*Learning Focused training is a program purchased by the district for all middle schools. For FMS, it dovetails nicely with the work we were doing last year.</p> <p>Learning Focused PD: all teachers will complete and implement strategies from Learning Focused training modules 1-8, complete district training sessions, participate in weekly facilitated Learning Focused PLCs, and implement the Learning Focused strategies in their classrooms.</p> <p>District Resources: where available, teachers will use district-developed and endorsed resources for instruction. Teachers will have their use of district resources monitored and documented.</p> <p>Lesson plans will be accessible in a consistent location in each classroom for easy access by classroom visitors for walkthroughs.</p> <p>Daily learning objectives are posted in student-friendly language in a highly visible area each day.</p> <p>Targeted Remediation: a special schedule will be used for targeted remediation time as scheduled throughout the school year.</p> <p>Expanded Multi-Tiered Systems of Support (MTSS) program in place with lunch meetings with grade level representatives for attendance concerns and planning period PLC meetings with grade level teams for academic and behavioral concerns.</p>	<p>August 2022- June 2023</p>	<p>EVIDENCE OF PROGRESS/GOAL MASTERY</p> <ul style="list-style-type: none"> - Completed online modules with downloaded certificates for CEU credits - Instructional Coach PLC notes - Walkthrough data - NCEES evaluation data. <ul style="list-style-type: none"> - Lesson Plans - Instructional Coach PLC notes - NCEES evaluation data <ul style="list-style-type: none"> - Walkthrough data - Google Classroom/Canvas data - Instructional Coach notes <ul style="list-style-type: none"> - Walkthrough data - NCEES evaluation data <ul style="list-style-type: none"> - Calendar schedule - Instructional Coach plans for remediation time use <ul style="list-style-type: none"> MTSS meeting notes and calendar dates

SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>GOAL 2: Use of Instructional Feedback as a Tool for School Improvement</p> <p>By June of 2023, 100% of FMS students will increase academic growth by a minimum of one year through the use of multiple instructional feedback tools used to improve teacher efficacy.</p> <p>NC STAR Related Goals (from the 12 Key Indicators) B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.</p> <p>B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.</p>	<p>Instructional Walkthroughs: the principal and the assistant principal will conduct classroom walkthroughs at least weekly that will focus on Focused Learning implementation, visible I Can statements, Standards, and Essential Questions, and what the teacher and students are doing in the classroom. The walkthrough tool will also incorporate classroom management and non-negotiables set in place for expected student behavior.</p>	<p>August 2022 - June 2023</p>	<p>Walkthrough instrument data</p>
	<p>Formal Observations: the principal will conduct a Super Observation on every teacher in the building for their first observation. The Super Observation will include an explanation of how observations for the year will be conducted. The second observation's post-observation will include a complete review of all parts of the rubric with an in-depth discussion of what areas need improvement. The third observation will be a final observation before the summative evaluation and will review the growth that the teacher may have seen over the year.</p>		<p>NCEES instrument data</p>
	<p>Instructional Coaching: The Instructional Coach (IC) will meet with team PLCs weekly (week one/team, week two/Learning Focused, week three/team, week four/Learning Focused/MTSS). The IC will meet with tested subject teachers for one planning period per week to review district resources, pacing guides, lesson plans, and assessments. An administrator will also be in attendance at team and individual PLCs.</p>		<p>Instructional Coach (IC) meeting notes</p>
	<p>Differentiated Monitoring and Support:</p> <ul style="list-style-type: none"> - All tested teachers will have weekly IC and principal/assistant principal support during one planning period to ensure they are using district resources and creating robust lesson plans. - All beginning teachers will have ongoing support from their Mentors (building and NC State) as well Master Teacher support and principal support in one on one meetings to ensure that they are using district resources, following FMS expectations for lesson planning and classroom management, and feeling supported in a positive manner. - All other teachers who need additional support will meet with the Instructional Coach during bi-weekly planning period meetings to ensure that they are following FMS expectations for lesson planning and classroom management. 		<p>IC meeting notes IC/Principal meeting calendar dates Mentor meeting minutes NC State coach/Master Teacher calendar dates</p>

SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>GOAL 3: Recruitment and Retention of High-Quality Staff</p> <p>By 2023, 100% of FMS students will increase academic growth by a minimum of one year in part by retaining 100% of highly qualified staff.</p> <p>NC STAR Related Goals (from the 12 Key Indicators) C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.</p> <p>B1.03 A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review the implementation of effective practices.</p> <p>B1.01 The LEA has an LEA Support & Improvement Team.</p>	<p>Survey Results: Results from the TWC and the Climate surveys showed that the area of need for Franklinton Middle School was to work on ensuring that all teachers upheld FMS rules for expected student behavior so that overall discipline issues for students are reduced. FMS will create and implement a non-negotiable classroom expectations list and work through the SIP and Leadership teams to make sure that it covers all aspects of classroom behavior expectations as well as teacher response to classroom misbehavior expectations. This will be incorporated into the walkthrough tool.</p>	<p>August 2022 - June 2023</p>	<p>walkthrough data discipline data</p>
	<p>Empowering Staff: a. The School Improvement team meets once a month to work on year-long goals. b. The Leadership Team meets once a month (SIP meeting #2) to work on day-to-day school processes and procedures. c. Teachers/staff also meet three times a month to work on MTSS concerns for students.</p>		<p>diagnostic data, testing data, discipline data, walkthrough data</p>
	<p>Regular Feedback: a. Tested teacher support: teachers in tested content areas will receive increased support through weekly support meetings attended by the Instructional Coach (IC) as well as the Principal or Assistant Principal. Feedback will be given through walkthroughs and classroom visits as well. b. Non-tested core teacher support: these teachers will have weekly support meetings attended by the IC as well as the Principal or Assistant Principal. Feedback will be given through walkthroughs and classroom visits as well. c. Beginning teacher support: beginning teachers will receive ongoing support through Master Teacher visits, NC State Coach visits, Mentor meetings, IC targeted support for use of district resources and teaching on standard, and Principal/Assistant Principal support. Feedback will be given through walkthroughs and classroom visits as well.</p>		<p>SIP/Leadership/MTSS meeting notes, calendar, next round of Climate data</p>
	<p>Celebrating staff: a. Quarterly awards celebrate staff Rams Choice character traits b. Shout-outs on the teacher RamPages celebrate teacher positives/teamwork/and teacher successes c. Student Rams Choice shout-outs allow students to celebrate what their teachers have done to help them. d. Parent Smore newsletters allow parents to do a shout-out for an FMS staff to celebrate their appreciation for their work with students.</p>		<p>awards, shout-out form</p>

SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>GOAL 4: Meaningful Parent and Family Engagement in School Program</p> <p>By June 2023, 100 % of FMS students will increase academic growth by a minimum of one year in part by pushing an increase in parental involvement through multiple avenues, which will lead to an increase in student academic success.</p> <p>NC STAR Related Goals (from the 12 Key Indicators) E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).</p>	<p>A Parent Smore Newsletter will be sent out to parents every two weeks during the 2022-2023 school year.</p>	<p>August 2022 - June 2023</p>	<p>Saved newsletters</p>
	<p>Teachers will keep a log of parent communication to share with the principal during evaluation meetings.</p>		<p>Teacher communication logs</p>
	<p>FMS will host a Parent Night that will focus on downloading and learning to operate the FCS app, how to navigate PowerSchool, understanding the changing responsibilities in middle school, and how parents can ensure that students are being responsible for their learning.</p>		<p>Parent Night attendance data</p>
	<p>FMS will host Parent/Teacher night before the end of each semester, where parents can schedule time with teachers to discuss student progress.</p>		<p>Parent/Teacher night attendance data</p>
	<p>Parents will be invited to become a SIP team parent member, a member of the FMS Parent Group, a DPAC member, and a school volunteer for tutoring.</p>		<p>Parent group membership data</p>
	<p>Parents will be invited to come to the Spring Celebration, which includes STEAM lab activities, an Art show, a Band concert, and more.</p>		<p>Spring Celebration attendance data</p>
	<p>Parents are invited to the 8th Grade Celebration at the end of the year to celebrate their students transitioning to high school.</p>		<p>8th Grade Celebration data</p>

SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>GOAL 5: Creating a Safe and Nurturing Environment for Students</p> <p>By June 2023, 100% of FMS students will increase academic growth by a minimum of one year in part by creating a safe and nurturing environment for all students.</p> <p>NC STAR Related Goals (from the 12 Key Indicators)</p> <p>A1.07 ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.</p> <p>A4.16 The school develops and implements consistent, intentional, and ongoing plans to support student transitions for grade-to-grade and level-to-level.</p> <p>A4.06 ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and interventions when necessary.</p>	<p>Eliminating Non-Academic Barriers to Student Success:</p> <ul style="list-style-type: none"> -MTSS meetings three times a month for attendance, academics, and behavior -Rams Choice behavior expectations posted for hallways, classrooms, cafeteria, and bathrooms. -Student RamPages updated weekly with a changing focus on different aspects of student behavioral expectations and school policy. -Teachers have a classroom expectation non-negotiable list that they are expected to follow at all times. -Clear processes and procedures in place for taking attendance, bathroom policy, grading, and teacher duties. -PBIS Rams Choice program implemented school-wide, incorporating quarterly awards for showing the character traits of the program. -Students give each other shout-outs for showing Rams Choice positive behaviors and positive teamwork. Staff also give students shout-outs for the same things. 	August 2022 - June 2023	<p>MTSS meeting notes, Rams Choice posters showing throughout the school, Student Rampages link, teacher classroom non-negotiable list, Student and Staff Handbooks, quarterly awards presentations, shout-outs form.</p>
	<p>Regular Review of Discipline Data:</p> <p>Reviewed weekly (Principal and Assistant Principal). Reviewed quarterly during SIP and Leadership meetings.</p>		<p>Calendar meetings, SIP and Leadership notes</p>
	<p>Maintaining School Safety:</p> <ul style="list-style-type: none"> -Adherence to Safety Drill expectations for when and how drills are executed and logged. -All doors are locked during the school day except two doors facing an interior courtyard. -The principal maintains close contact with Dr. Webb for all safety concerns that arise that are out of the everyday scope of the Principal. 		<p>Safety Drills spreadsheet, door checks data by area police and custodians, notes from interactions with Dr. Webb.</p>
	<p>The Second Step Program is implemented school-wide, encompassing all students. This is a social/emotional program that helps students to manage interpersonal relationships and emotional regulation.</p>		<p>Student work, teacher notes</p>

SCHOOL-SPECIFIC GOAL (MUST BE MEASURABLE)	STRATEGIES/ACTION STEPS	TIMELINE	EVIDENCE OF PROGRESS/GOAL MASTERY
<p>GOAL 6: Closing Academic Gaps for Students with Disabilities</p> <p>By June 2023, 100% of FMS students in the Exceptional Children program will increase academic growth by a minimum of one year through an expanded EC program.</p> <p>NC STAR Related Goals (from the 12 Key Indicators) A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.</p>	<p>Creating an inclusion model paired with an electives class to maximize student support for math and ELA.</p> <p>Now that FMS has two EC teachers, we worked with Windy Edwards to put together a program to maximize student support.</p> <p>One teacher focuses on math, providing inclusion support in math classrooms every other day, and providing math support for IEP goals through an Elective class that occurs every other day.</p> <p>One teacher focuses on ELA, providing inclusion support in ELA classrooms every other day, and providing ELA support for IEP goals through an Elective class that occurs every other day.</p>	<p>August 2022 - June 2023</p>	<p>Walkthrough data</p> <p>i-Ready diagnostic data</p> <p>NC Check-In data</p> <p>Quarter grades</p> <p>EOG data</p> <p>Class grades</p>