

# School Improvement Plan

<b>School Name</b>	Weldon Middle School	School Number	318
<b>School Address</b>	4489 Highway 301, Halifax, NC 27839		
<b>Principal</b>	Mr. Andre' Stewart		
<b>District Name/State Local Education Agency (LEA) Number</b>	Weldon City Schools		
<b>Date of Initial School Staff Vote of Approval</b>	8/29/2014		
<b>Date of Last Review/Update</b>	12/10/15, 4/12/2016		
<b>Principal Signature</b>	_____		
<b>Board of Education Authority Signature</b>	_____		

School Vision and Mission Statement			
<b>Vision</b>			
The vision of Weldon Middle School is to improve students' learning experience through a disciplined environment that encourages rigorous instruction and individual student growth.			
<b>Mission Statement</b>			
Weldon Middle School students will remain actively engaged through technology, problem solving skills and character education. It is the mission of Weldon Middle School to produce productive young citizens in our community. They are also ready to enter high school and work toward college and career readiness.			
District and State Goal Alignment			
Strategic Priority #1: Student achievement outcomes which prepare students for the future - (Student Achievement)			
Strategic Priority #2: Accountability structures with monitoring systems that offer effective feedback - (Accountability, Monitor & Feedback)			
Strategic Priority #3: Effective communications throughout the district - (Effective Communication)			
School Improvement Team Membership	Name	Date Elected via Secret Ballot	Term (EX: 2014-15 and 2015-16)
Principal	Andre' Stewart	2014	2014-15, 2015-16
Co-Chairperson/Exploratory Representative	Robin Davis	2014	2014-15, 2015-16
Co-Chairperson	Johanna Parker	2014	2014-15, 2015-16
Media Specialist	Pamela Perry	2014	2014-15, 2015-16
Guidance Counselor	Shronda Smith	2014	2014-15, 2015-16
Support Staff	Cornelius Dickens	2014	2014-15, 2015-16
5th Grade Representative	Cynthia Garcia	2015	2015-16, 2016-17
6th Grade Representative	Hillary Braden	2015	2015-16, 2016-17
7th Grade Representative	Jacob Bradley	2015	2015-16
8th Grade Representative	Nathaniel Reisinger	2014	2014-15, 2015-16
Exceptional Children's Representative	Wilhelmina Britt	2016	2014-15, 2015-16
Elected Parent Representative			

School Improvement Plans are developed in accordance with NC General Statute 115C-105.27

# SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

## 1. What does an analysis of your school data and/or a comprehensive needs assessment tell you about the schools' strengths?

Based on CNA data, positive relationships exist between some staff members and the student body, allowing students to feel safe, supported, and connected to their school. Student support staff works with a variety of service providers to address the social and emotional needs of students. Students enjoy school. Attendance is high which increases opportunities for learning. Rubrics are incorporated into some classroom assignments, allowing students and parents to understand teacher expectations for given tasks. Staff members use a variety of media to communicate with families including written, verbal, and face-to-face interactions in order to keep parents informed of their children's work and behavior.

### 2014-15 EOG Data Areas of Strength

- 5th Grade ELA more than doubled EVAAS projections and grew by 19.7 percentage points from the year prior.
- 5th Grade Math more than doubled EVAAS projections and grew by 12.7 percentage points from the year prior.
- 8th Grade Science doubled EVAAS projections and grew by 19.6 percentage points from the year prior.
- 8th Grade ELA more than doubled EVAAS projections and grew by 25.3 percentage points from the year prior.

## 2. What does the data analysis and/or comprehensive needs assessment tell you about the school's gaps or opportunities for improvement?

The CNA tells us that we need to develop, implement, and monitor strategic and systematic, short- and long-range plans to maximize student growth by creating a sense of urgency in improving teaching and learning; a school-wide system to support data analysis that positively drives instruction; and a culture that is grounded in providing students with rigorous and challenging academic assignments. We need to provide teachers and students with high quality, targeted, and constructive feedback that drives the improvement of their practices and supports increased student learning. Another area of improvement is to define and clearly articulate a culture of high expectations, grounded in total school accountability that promotes exemplary, professional practices and quality student performance in an effort to improve the outcomes of Weldon Middle School. We need to incorporate a seamless integration of technology in classroom pedagogy allowing students the opportunity to interface with it across the school campus and vigorously monitor the instructional practices teachers use for fidelity of implementation, effectiveness, and ease in usability for both students and staff. A comprehensive plan needs to be developed for increasing parental engagement as a means of improving student achievement.

### EOG Data Areas of Weakness (Negative Growth Proficiency)

- 6th Grade Math
- 6th Grade ELA
- 7th Grade Math
- 7th Grade ELA

## 3. What data is missing, and how will you go about collecting this information for future use?

Family Engagement Data via Social Media/School Website

Title 1 Parent/School/Student Compact

# SUMMARY OF SCHOOL DATA ANALYSIS AND/OR COMPREHENSIVE NEEDS ASSESSMENT

4. Based upon the data analysis conducted and/or the comprehensive needs assessment, what priorities emerge for your school?

**Priority Area 1: Literacy**

Literacy

**Priority Area 2: Student Achievement**

Improved student achievement

**Priority Area 3: Accountability, Monitor, & Feedback**

Hold all accountable as well as monitoring and providing constructive feedback

**Priority Area 4: Effective Communication**

Developing effective communication processes

## PRIORITY AREA 1 AND ASSOCIATED STRATEGIES

**Priority Area 1: Literacy**

**SMART Goal: By June 2017, ELA performance school-wide will increase from 23.5% to 50% as measured by the 2016 READY End of Grade Reading Comprehension Test.**

Target Goal (What goal must be reached to be on target to meet SMART goal?): By June 2016, ELA performance school-wide will increase from 23.5% to 40% as measured by the 2016 READY End of Grade Reading Comprehension Test.

**Weldon City Schools Strategic Plan Alignment**

### IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step	Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1. Analyze data obtained from EOG, formative, and summative assessments.	Title I Literacy Plan			
2. Utilize data to identify and address students' academic needs and readiness	Low Performing District Plan			
3. Engage students in data analysis process using student data tracking and conferencing				
4. Academic conferencing with students to discuss growth and areas for improvement				
5. Reading Across the Curriculum	Schoolwide with literacy block			

6. Identify and employ appropriate research-based best practices including Marzano's Direct Vocabulary Instruction and	Low Performing District Plan			
7 Celebrate benchmark and classroom academic gains	Inhouse funding			3000
8 Purchase of Common Core Resources	State Priority Plan		~\$10,000	
9 Saturday Academies				\$7,500
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step	Supplemental Title I Funding Budgeted to		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10. Monthly Focused Professional Development (Literacy, Reading Across the Curriculum)				
11. Schoolwide Data PLC				
12. Literacy Block Restructuring				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step	Supplemental Title I Funding Budgeted to		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
13. Title 1 Parent Nights (Literacy)		\$	\$300	
14 Saturday Academies (3 times 4 hours each)			\$7,500	
15				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
Priority 1: Benchmark Data, Student Work Samples, Lesson Plans, Professional Development Documentation (Information Presented and Feedback Surveys)				
How will you determine whether the strategies led to progress toward the SMART Goal?				
Priority 1: Benchmark Data Analysis				
What does the data/evidence show regarding the results of the implemented strategies?				
Review 1 - We have baseline data for all students. Based on projections 8th grade met their benchmark goals and 5th and 6th				
Review 2 - For Benchmark #2 that was taken in February, 7th grade increased from 16% to 21%. 5th and 8th grades decreased by				
Review 3				
Based upon identified results, should/how should strategies be changed?				
Review 1 - Students are reading across the curriculum and teacher collaboration is improving. Students will take the Gates				
Review 2 - Based on this data we restructured literacy block around the focus standards from the EOG testing specifications.				

## PRIORITY AREA 2 AND ASSOCIATED STRATEGIES

### Priority Area 2: Student Achievement

**SMART Goal: By June 2017, Math performance school-wide on the READY End of Grade Test will increase from 14% to 40% as measured by the 2016 READY End of Grade Math Test.**

Target Goal (What goal must be reached to be on target to meet SMART goal?): By June 2016, Math performance school-wide on the READY End of Grade Test will increase from 14% to 23% as measured by the 2016 READY End of Grade Math Test.

### Weldon City Schools Strategic Plan Alignment

### IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step	Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1 Adjust instruction to accommodate individual students' needs	Title I Literacy Plan			
2 Analyze data obtained from EOG, formative, and summative assessments.	Low Performing District Plan			
3 Utilize data to identify and address students' academic needs and readiness				
4. Engage students in data analysis process using student data tracking and conferencing				
5 Academic conferencing with students to discuss growth and areas for improvement				
6 Celebrate benchmark and classroom academic gains	Inhouse funding			3000
7 Engage students using Cooperative Learning Groups and Marzano's Direct Vocabulary Instruction	Low Performing District Plan			
8 Online acceleration and remedial lessons		\$5,947		
9 Upgraded Math Resources (Calculators and Batteries)			\$7,000	
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10. Monthly Focused Professional Development (Math Best Practices)				

<b>11 Math Data Days (October and February)</b>		\$238	\$800	
<b>12. Math Tutors</b>	105 Budget		1500	
<b>Action Steps to Implement Associated Parental Involvement</b>	<b>Additional Improvement Plan(s) that this Action Step</b>	<b>Supplemental Title I Funding Budgeted to</b>		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
<b>13</b>				
<b>14</b>				
<b>15</b>				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
<b>Priority 2: Benchmark Data, Student Work Samples, Lesson Plans, Professional Development Documentation (Information Presented and Feedback Surveys)</b>				
How will you determine whether the strategies led to progress toward the SMART Goal?				
<b>Priority 2: Benchmark Data Analysis</b>				
What does the data/evidence show regarding the results of the implemented strategies?				
Review 1 - Academic Conferencing is occurring in all grade levels. Celebrations for students who are growing and achieving are going				
Review 2 - We have hired a math tutor for the 8th grade with assistance in the 7th grade as well. We also have Ohio State tutors				
Review 3				
Based upon identified results, should/how should strategies be changed?				
Review 1 - Based on benchmark data, changes are being made to our Literacy Block at the end of the day. Time will be divided				
Review 2 - Based on benchmark #2 data, all math teachers are using differentiated Study Island activities during class time and they				
Review 3				

## PRIORITY AREA 3 AND ASSOCIATED STRATEGIES

### Priority Area 3: Accountability, Monitor, and Feedback

**SMART Goal:** By June 2017, 100% of teachers at Weldon Middle School will have the opportunity to facilitate a collaborative effort to enhance teacher capacity.

**Target Goal (What goal must be reached to be on target to meet SMART goal?):** By June 2016, 50% off teachers at Weldon Middle School whill have the opportunity to facilitate a collaborative effort to enhance teacher capacity.

**Strategic Priority #2: Accountability structures with m**

### IMPROVEMENT STRATEGIES

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1. Administrators monitor instructional practices and resources				
2. Use data from walk-throughs and lesson plans to determine alignment to curriculum and implementation.				
3. Feedback via Google Docs from Peer Walkthroughs				
4. Utilize formal and informal observations to provide timely	<b>Low Performing District Plan</b>			
5. Peer Lesson Plan Review during grade level and content area PLCs				
6. Build educators capacity for leadership and developement				
7				
8				
9				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step Supports	Supplemental Title I Funding Budgeted to Support Action Step		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10. Monthly Focused Professional Development (Tech Talk and Follow Up, Reading Across the Curriculum and Follow Up)				
11. Math Data Day (October and February)		\$238	\$800	
12				

Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step	Supplemental Title I Funding Budgeted to		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
<b>13. Title 1 Parent Night (Reading, Technology)</b>		\$500		
<b>14. Saturday Academies (February, April, May)</b>			7500	
15				
What data will be used to determine whether the improvement strategies were deployed with fidelity?				
<b>Priority 3: Walkthrough Data, Professional Development Calendar, Benchmark Data</b>				
How will you determine whether the strategies led to progress toward the SMART Goal?				
<b>Teacher Feedback and Informal/Formal Observation Data</b>				
What does the data/evidence show regarding the results of the implemented strategies?				
Review 1 - Four teachers have presented "Tech Talks" to the staff. Teachers have completed "Tuning Rounds" and provided				
<b>Review 2 - Eight teachers have presented "Tech Talks" to the staff. Teachers also worked in teams to plan April Saturday Academy</b>				
Review 3				
Based upon identified results, should/how should strategies be changed?				
<b>Review 1 - Progress is being made, teacher capacity and collaboration is improving. The new literacy schedule will assist with this as teachers will have to take a leadership role.</b>				
<b>Review 2 - Teacher capacity and collaboration is improving. Teachers are taking leadership roles in planning/executing academic eve</b>				
Review 3				
<b>PRIORITY AREA 4 AND ASSOCIATED STRATEGIES</b>				
<b>Priority Area 4: Effective Communication</b>				
<b>SMART Goal: By June 2017, Weldon Middle School will increase communication with all stakeholders from monthly engagement to daily communication via social media platforms.</b>				
Target Goal (What goal must be reached to be on target to meet SMART goal? By June 2016, Weldon Middle School will increase communication with all stakeholders from monthly to weekly engagement.				



**Strategic Priority #3: Effective communications through**

**IMPROVEMENT STRATEGIES**

Action Steps to Implement Improvement Strategy	Additional Improvement Plan(s) that this Action Step	Support Action Step		
	Improvement Plans	Title I	Title I State Priority	Title I State Focus
1. Increase communication among students, parents, staff, and community	<b>Low Performing District Plan</b>			
2. Weekly updates to the monthly calendar sent to the school faculty and staff				
3. Grade Level teams communicate with parents via newsletter, school website, or email bi-weekly				
4. Build and maintain partnerships with all stakeholders including business and community leaders				
5. All staff will check email daily and respond in a timely fashion.				
6. Faculty developed websites to post subject-specific information				
7. Utilize a variety of media to maximize awareness that supports WMS goals, objectives, and programs				
8. Parent Resource Center			\$50	
9. Maintain an updated school website and social media accounts to keep stakeholders engaged and informed				
Action Steps to Implement Associated Professional Development	Additional Improvement Plan(s) that this Action Step	Supplemental Title I Funding Budgeted to		
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end	Improvement Plans	Title I	Title I State Priority	Title I State Focus
10 Tech Talk Montly Professional Development				
11				
12				
Action Steps to Implement Associated Parental Involvement	Additional Improvement Plan(s) that this Action Step	Supplemental Title I Funding Budgeted to		
Identify parental involvement activities, providers, and the dates activities will begin and end.	Improvement Plans	Title I	Title I State Priority	Title I State Focus
13 Parent Tech Night (February)		\$100		
14. Saturday Academy				
15				

What data will be used to determine whether the improvement strategies were deployed with fidelity?

**Priority 4: Sign In Data, Social Media Analysis**

How will you determine whether the strategies led to progress toward the SMART Goal?

**Priority 4: Increased engagement and event attendance**

What does the data/evidence show regarding the results of the implemented strategies?

**Review 1 - Parents are engaging via social media and school event attendance has improved.**

**Review 2 - Students and their families are engaging more via social media and event attendance has improved. Our first Saturday**

Review 3

Based upon identified results, should/how should strategies be changed?

**Review 1 - Social Media websites and school website are updated once a week. There has been an increase in traffic to our social m**

**Review 2 - Continue to update social media at least once a week. Implement a challenge or contest on Facebook to increase parent**

Review 3

# SCHOOL SAFETY CHECKLIST

School Name

School Number

School Address

Principal

Task	Staff Responsible for Completing Task	Frequency	Completion Date (s)
Update School Crisis Kit	Inez Bullock	Tri-Annually	9/1/2015,
Pre-Crisis Checklist	Andre' Stewart & Inez Bullock	Annually	8/26/2015
After Hours Emergency Contact List	Joyce Harris & Inez Bullock	Annually	8/26/2015
Register Principal for Sex-Offender Registry Notifications	Andre' Stewart	Annually	10/8/2015
Diabetic Training for Staff	School Nurse	Annually	September Faculty
Distribute/Explain Crisis Plan to Staff	Andre' Stewart	Annually	8/17/2015
Distribute/Explain Code of Conduct	Andre' Stewart	Annually	8/27/2015
Tornado Drill	Andre' Stewart	Annually	3/9/2016
Conduct Student Safety Perception Survey	SIT	Annually	
Lock-Down Drills	Andre' Stewart	4 times a year	9/17/2015, 3/18/16
Safety Inspection	Stewart & Richardson	Bi-Annually	
Alternate Route Fire Drill	Andre' Stewart	Bi-Annually	10/20/2015
Playground Inspection	WCS Maintainance	Bi-Annually	
Fire Drill/Sanitation Inspection	Evelyn Hines & Andre' Stewart	Monthly	8/28/15, 09/01/15, 10/13/15,
Fire Extinguishers Inspection	Fire Marshall and Custodians	Monthly	12/14/2015
Review In-School Suspeinsion (ISS) and Out-of-School Suspension (OSS) Incidents	Andre' Stewart & Frank Hunter	Weekly	11/2/2015, 4/5/16
Automated External Defibrillator (AED) Inspection	N/A	Monthly	
Discipline Incidents in PowerSchool	Inez Bullock	Ongoing	12/15/2015
Volunteer Background Checks	Andre' Stewart	Ongoing	additions each sports seasons
Monitor Visitor Check-In	Joyce Harris & Inez Bullock	Ongoing	daily
Monitor Arrival and Dismissal of Students	and assigned teachers.	Ongoing	daily
Monitor Sex Offender Registry	SRO Tamika Richardson	Ongoing	monthly
Out-of-State and Overnight Field Trip Approval by Superintendent's Designee	Robin Davis	Ongoing	March 16-18th

## RESOURCE MATERIALS

North Carolina School Improvement Planning Implementation Guide <http://www.ncpublicschools.org/docs/councils/lea/previous/templates/sip-guide.pdf>

assignments most effectively address identified needs. Number and percentage of teachers Non-HQT ([www.ncreportcards.org](http://www.ncreportcards.org) Click on High Quality Teachers

End-of-Grade (EOG) Results disaggregated: ([www.ncpublicschools.org/accountability/reporting](http://www.ncpublicschools.org/accountability/reporting) Click on Greenbook, then State Testing Results)

End-of-Course (EOC) Results disaggregated: ([www.ncpublicschools.org/accountability/reporting](http://www.ncpublicschools.org/accountability/reporting) Click on Greenbook, then State Testing Results)

North Carolina Teacher Working Conditions Survey (<http://ncteachingconditions.org>)

School Report Card results: ([www.ncreportcards.org](http://www.ncreportcards.org))

School Demographic Information related to student discipline: (e.g. total office referrals, long-and short-term suspensions, expulsions, alternative school

School Demographic Information related to drop-out information and graduation rate data (<http://www.ncpublicschools.org/research/dropout/reports>)

Ready Schools Inventory/Ready Schools Plan (<http://www.ncreadyschools.org>)

Title I AYP (<http://ayp.ncpublicschools.org>)

Healthy Active Children Initiative (<http://www.nchealthyschools.org>)

EVAAS (<https://ncdpi.sas.com/>)

2013 School Safety Act - North Carolina Senate Bill 589 (<http://www.ncleg.net/Sessions/2013/Bills/Senate/PDF/S589v1.pdf>)

North Carolina General Statute 115C-105.27 Scroll down to 115C-105.27 - Development and approval of school improvement plans.



new section for benchmark.







Strategic Priority #1: Student achievement outcomes which prepare students for the future - (Student Achievement)

Strategic Priority #2: Accountability structures with monitoring systems that offer effective feedback - (Accountability, Monitor & Feedback)

Strategic Priority #3: Effective communications throughout the district - (Effective Communication)

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