

Executive Summary for **Safety Harbor Middle's School** Improvement Plan for 2015-16

Safety Harbor Middle School has 1,241 students' grades 6th-8th, four administrators, 76 teachers, and 35 support staff members. The mission of Safety Harbor Middle is to educate and prepare each student for college, career, and life.

To accomplish this mission, Safety Harbor Middle has 7 Goals:

- 1) Reading: The number of students meeting proficiency will exceed the state proficiency rates by a minimum of 10%.
- 2) Mathematics: Number of students meeting proficiency will exceed the state proficiency rates by a minimum of 10%.
- 3) Science: Increase 8th grade proficiency on FCAT to 62% and 5% on cycle assessments for all grade levels.
- 4) Writing: The number of students meeting proficiency will exceed the state proficiency rates by a minimum of 10%.
- 5) Display a growth in black student achievement levels by 5% across all core subject areas as measured through applicable testing data. Increase percentage of black students in higher level courses;
- 6) Reduce the number and percent of discipline incidents for black students by 14%.
- 7) Increase parent involvement hours by 30% for a goal of 5,000 hours. Ensure all volunteers are trained in entering hours.

The core instructional strategies included in our action plans are:

- The organization of core teachers in common planning time by grade level subject area. Core teachers meet at least once a week to collaborate on lesson planning, assessments, review of data and to create goals and scales.
- PLC leaders and department heads meet monthly with administration and are working to build capacity and instructional leadership throughout the building.
- Each subject area, grade level PLC has created posters of encouragement which include the vision and mission for the current school year. Each vision and mission will be visible to students, teachers and parents on a daily basis.
- Utilize data to differentiate and scaffold instruction using research-based strategies in core instruction (5E, gradual release, text dependent questioning, collaborative structures, accountable talk, and highly effective engagement in the classrooms).
- Administration has a plan for ongoing Marzano training with modeling of collaborative structure protocols.

- Assistant principals to attend professional development to allow them the opportunities to identify and support teachers with proven teaching strategies.
- A process with using data and identifying our “bubble kids” has been rolled out. Teachers were provided lists of students on the cusp of the next achievement level and trained on strategies to meet their needs. Ongoing monitoring will happen in professional learning communities.
- Each teacher will monitor black student achievement data and bubble students as part of their deliberate practice. Individualized support will be provided to increase achievement by 5%.
- Each grade level has prepared a list of black students who have the capabilities to move to advanced coursework. Counselors analyze the data, place students and monitor their progress; reporting data to administration.
- Every child at Safety Harbor MS has an adult mentor. These adults meet in their NEST groups (Nurture Every Student Today) to work with their students on various topics which include: success, grades, behavior, peer-resolution, goal setting and monitoring.
- Kiddos for Character is a tier 1 intervention which celebrates students exhibiting positive character outside of the classroom. Students will have their names posted on a marquee in the courtyard for all to see.
- Peer-observation protocols-Teachers will be assigned to observe other teachers as part of our peer observation program. Teachers will write reflections on the form and share it with their administrator four times per year.
- Principal, assistant principals and respective department heads meet weekly to review data provided by the following programs: Carnegie, Achieve 3000 and Think through Math (TTM). Discussions, review and student/teacher attention is the result of each meeting.
- Assignment of assistant principals to the core subject areas to act as direct facilitators. In result administrators are better able to serve teachers with instructional leadership practices.
- Ongoing training and review of teacher lessons plans with feedback. A lesson plan collection schedule of every two weeks was provided at the beginning of the year.
- Parent involvement efforts include providing volunteer registration information at open houses, on the school website, Discovery Night, Summer Seahawk Camp and at PTSA/SAC meetings.
- A SAC project where students are able to visit 10 departments in the city of Safety Harbor. Students experience and learn the various aspects of running a city.

For more information about Safety Harbor Middle’s School Improvement Plan, please go to our website at

<http://sh-ms.sites.pcsb.org/>