



MBMS School Improvement Plan 2021-2022

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Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Provide high quality professional learning	Increase the number of gifted endorsed teachers	FY20:37 FY21:42 FY22:41 FY23:43 FY24:45	FY20:37 FY21:39	1) Job Embedded Professional Learning	a.Non-certified teachers will complete gifted certification courses through RESA with the goal of having all academic teachers and the majority of Connections teachers certified by 2024.	Administration; Teachers	2021-2022	Title II funds; School PL funds
	Increase the number of ESOL endorsed teachers (1 per grade level at ES and 1 per content area by grade level in MS)	FY20:9 FY21:10 FY22:9 FY23:10 FY24:11	FY20:9 FY21:8		b.Non-certified teachers will complete ESOL certification courses through RESA and/or graduate degree programs.	Administration; Teachers	2021-2022	Title III funds
	Evaluate and improve the effectiveness of professional learning	FY20:TBA FY21:TBA FY22:TBA FY23:TBA FY24:TBA	FY20:93.4 FY21:93.5		c.Create, implement, and evaluate a teacher induction program based on the district framework.	Administration; Teacher Leaders	2021-2022	MBMS teacher induction plan; OCS district framework; Agendas; Program evaluations
					d.Provide school-level professional learning to support instructional technology implementation and rollout of the new LMS.	Administration; Instructional Technology Specialist; Teacher Tech Representative	2021-2022	Agendas; Sign-in sheets; Technology resources

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				e.Support and encourage participation in and redelivery from county action team meetings and related professional learning.	Administration; Teachers; Director of Secondary Instruction	2021-2022	Agendas; Sign-in sheets; Content area resources
				f.Provide targeted professional learning for teachers of EL students.	Administration; ESOL-certified teachers; all teachers with EL students; Director of Federal Programs	2021-2022	Title III funds for substitutes; ESOL instructional resources; Agendas; Sign-in sheets
				g.Provide targeted professional learning for Special Education co-teaching teams.	Administration; Special Education Teacher Leaders; Special Education Instructional Specialist	2021-2022	School PL funds for substitutes; Agendas; Sign-in sheets
				h.Provide targeted professional learning for special education paraprofessionals.	Special Education Teacher Leaders; Director of Special Education; Special Education Instructional Specialist	2021-2022	RESA Paraprofessional Training; County Special Education funds; County Mindset Certification
				I. Provide targeted professional learning for teachers desiring to explore school leadership.	Administration; Teacher Leaders	2021-2022	Book study materials; PL funds for subs--shadowi

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					j. Evaluate and improve the effectiveness of school-level professional learning by seeking feedback after professional learning sessions.	Administration; Leadership Team	2021-2022	ng of other leaders Professional Learning Evaluation Form
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Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Prepare students for postsecondary and workforce options	Improve the % of at-risk students graduating in 4 years (Black, SWD, ED)	FY20:84 FY21:85 FY22:86 FY23:87 FY24:88	FY20:93.5 FY21:TBD	1) College and Career Opportunities	a. Utilize the RTI process to monitor progress of all students, identify low-performing students, and implement interventions as needed.	Content Area PLCs; Administration; RTI teacher leaders; RTI Team; Instructional extension teachers	2021-2022	Collaborative planning time; Electronic resources; PL funds for RTI team leaders to attend SSTAGE conference; PL funds for team leader meeting facilitation; PL funds for RTI team workday; Extended learning/Instructional extension funds
	Improve the % of all students graduating in 4 years	FY20:94.2 FY21:94.4 FY22:94.6 FY23:94.8 FY24:95	FY20:97.5 FY21:TBD					

					b.Decrease % of failures in the high school physical science course through the use of data teaming, digital tools, extended learning time, and instructional extension.	Science Teachers	2021-2022	newsELA; USA Test Prep; Extended learning/instructional extension funds
					c.Utilize the PBIS process to motivate, provide interventions, and to track data for all students.	Teachers; Administration; PBIS Teacher Leaders; PBIS Team	2021-2022	Resources for rewards; SWIS data system; PBIS app
	Increase the % of students that are college and career ready	FY20:84.4 FY21:85.8 FY22:87.2 FY23:88.6 FY24:90			d.Continue implementation of a schoolwide Teachers-as-Advisors program to address students' needs and prepare for high school/college/career transition.	Teachers; Administration; TAA Teacher Leaders; TAA Team	2021-2022	TAA resources and materials
					e.Refine and continue to implement a high school transition course to assist students while preparing for high school.	Teachers; Administration	2021-2022	Collaborative planning time; High school resources; Field trip opportunities
					f.Administer YouScience and work with students to develop individual graduation plans.	Counselors	2021-2022	YouScience resources; Student chromebooks

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	Increase the % of students in grades 6-8 demonstrating reading comprehension at or above the midpoint of the College & Career Ready "Stretch" Lexile Band for each grade level	FY20:81.5 FY21:84 FY22:86.5 FY23:89 FY24:91	FY20:NA FY21:77.7		g.Vertically/cross-curricularly implement close reading strategies for fiction and non-fiction texts (ex: common annotation strategy, previewing, close reading, chunking).	ELA, Science, and Social Studies teachers; Administration	2021-2022	Professional learning time for learning strategies and planning for implementation; PL funds for consultant and/or substitutes for teachers to lead PL
					h.Utilize MAP data to set goals, design interventions, and inform instructional practices.	ELA, Science, and Social Studies teachers; RTI team	2021-2022	MAP resources; Collaborative planning time; PL funds for consultant and/or substitutes for teachers to lead PL on using MAP data across content areas

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					i.Continue to utilize reading interventions for at-risk students (Read 180, Edmentum, Extended Learning Time, Instructional Extension, and Study Skills).	ELA Teachers; Special Ed Teachers; Read 180 Teacher; RTI Team	2021-2022	Read 180 program; Edmentum; LLI; Extended learning/instructional Extension funds
					j. Integrate literacy into Science and Social Studies instruction through cross-curricular novel studies and writing.	ELA, Science, and Social Studies Teachers; Media Specialist	2021-2022	Instructional resources (novels, Newsela, Junior Scholastic); Collaborative planning time within content and with ELA; PL funds for consultant and/or substitutes for teachers to lead PL
					k. Media specialist will participate in RESA Media Collaborative and redeliver information to teachers.	Teachers; Media Specialist	2021-2022	PL funds for substitute; time for redelivery
	Increase % of Middle School English Learners with positive movement from	FY20:62 FY21:65 FY22:68 FY23:71 FY24:75	FY20:50 FY21:24		l.Provide targeted professional learning for EL-certified teacher team.	Administration; ESOL-certified teachers; Director of Federal	2021-2022	ESOL resources; Agendas

	one performance band to a higher performance band as measured by the ACCESS				m.Provide professional learning for all teachers on strategies for engaging ELs.	Programs Administration; ESOL teacher leaders	2021-2022	PL funds for substitutes; ESOL resources; Agendas
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Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
III. Improve student achievement and growth	Increase the % of students scoring Level 3 and Level 4 on Middle School Math EOG Achievement Level	FY20:79.5	FY20:NA		a.Explore new math standards in preparation for integration in 2022-2023.	Math Teachers; Administration; Director of Secondary Instruction; RESA personnel	2021-2022	County funds for substitutes; Curriculum resources; Planning and vertical time for collaboration
		FY21:82	FY21:75		b.Continue to integrate Utah Math curriculum into math units and instruction.			
		FY22:84.5			c.Utilize word problems and vocabulary in unit lessons.			
		FY23:87						
		FY24:90						

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					d. Continue to update formative/summative assessments to include constructed response, critical thinking, and tiered questions that require students to explain their thinking.	Math Teachers	2021-2022	Collaborative planning/vertical meeting time to discuss/implementation
					e. Utilize MAP data to set goals, design interventions, and improve instructional practices.	Math Teachers; RTI Team	2021-2022	MAP resources; Collaborative planning time; PL funds for consultant and/or substitutes for teachers to lead PL on using MAP data across content areas
	Decrease the % of students scoring Level 1 on Middle School Math EOG Student Growth Percentile	FY20:TBA FY21:TBA FY22:TBA FY23:TBA FY24:TBA	FY20:NA FY21:NA	2) Coherent Instructional System	a. Identify math deficiencies/needs for targeted students.	Math Teachers; RTI Team	2021-2022	Data (formative, summative, interventions); Collaborative planning time
b. Continue to utilize ELT and instructional extension with targeted students and evaluate data for instructional decision-making.					Math Teachers; RTI Team	2021-2022	Data (formative, summative, interventions); Collaborative planning time; Extended learning/instructional	

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					c.Continue use of IXL and Edmentum to spiral foundational concepts in order to access current curriculum.	Math Teachers	2021-2022	extension funds IXL; Edmentum; Collaborative planning time
	Increase the % of students scoring Level 3 and Level 4 on Middle School ELA EOG Achievement Level	FY20:70.5 FY21:73 FY22:75.5 FY23:78 FY24:80.5	FY20:NA FY21:70		d. Utilize paired texts (informational to accompany literary) to build students' background knowledge before reading complex texts.	ELA Teachers	2021-2022	Collaborative planning time; Textual resources
					e. Continue implementation of student reading and writing conferencing.	ELA Teachers	2021-2022	Collaborative and vertical planning time
	Decrease the % of students scoring Level 1 on Middle School ELA EOG Student Growth Percentile	FY20:TBA FY21:TBA FY22:TBA FY23:TBA FY24:TBA	FY20:NA FY21:NA		f.Continue to utilize the Read 180 program with targeted students and analyze data to plan additional interventions.	Teachers; Administratio n	2021-2022	Read 180 resources; Collaborative time for planning/data analysis
					g. Utilize extended learning time and instructional extension to target student weaknesses.	Teachers; Administratio n	2021-2022	Collaborative planning time; Funds for extended learning/instru ctional extension funds
					h.Utilize digital tools (i.e.ReadTheory, Newsela, Cowriter, IXL) to ensure	ELA, Science, and Social Studies		Digital tools; Collaborative planning and

					students are reading within their individual "stretch" Lexile range and practicing skills at an appropriate level of difficulty.	Teachers; Media Specialist		vertical time
	Increase the % of students scoring Level 3 and Level 4 on High School Math EOC Achievement Level	FY20:100 FY21:100 FY22:100 FY23:100 FY24:100	FY20:NA FY21:100	3) Data Used to Inform Instructional Practices	a.Use the data team process to monitor student need and progress; discuss and analyze assessments, instructional strategies, and flexible groups for students.	Math Content Teams	2021-2022	County professional learning; Collaborative planning and vertical time
	Decrease the % of students scoring Level 1 on High School Math EOC Student Growth Percentile	FY20:0 FY21:0 FY22:0 FY23:0 FY24:0	FY20:0 FY21:0					
	Increase the % of students scoring Level 2 and 3 on 6-8 ELA Milestones Writing and Language (Domain 2)	FY20:75.5 FY21:78 FY22:80.5 FY23:83 FY24:85.5	FY20:NA FY21:77		b.Establish and utilize common writing practices (set of brainstorming and outlining strategies, common writing rubric, consistent grading practices) that will be implemented throughout the building.	All teachers; ELA action team members	2021-2022	Writing resources; Collaborative planning and vertical time

Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Support the well-being of students	Increase the % of students involved in a school-based organized extracurricular activity outside of the school day (7-12)	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD	1) Advisement Curriculum	a.Utilize the Teachers-as-Advisors program to encourage and promote student involvement in extracurricular activities.	TAA Committee; Advisors	2021-2022	TAA materials
				b. Facilitate new student/parent activities to promote student involvement in extracurricular activities.	Sixth Grade Teachers; Administration; Counselors	2021-2022	Materials for Bolt Camp, Materials for new student orientation
				c.Communicate with the community via the school website, itslearning, Blackboard, and Twitter about extracurricular activities	All Teachers	2021-2022	Technology resources
	Increase the % of middle school students absent less than 10% of enrolled days	FY20:94 FY21:95 FY22:96 FY23:97 FY24:97		d. Provide weekly incentive (PBIS Golden Buck) for students with perfect weekly attendance	PBIS team; Counselors	2021-2022	
	Increase the % of 6-12 students who report having an adult they can talk to if they need help (GSHS #91)	FY20:83 FY21:88 FY22:92 FY23:97 FY24:98	2) Wraparound Services	a.Continue implementation of a schoolwide Teachers-as-Advisors program to connect each student in the building to a caring adult	Teachers; TAA committee	2021-2022	TAA resources

				b. Provide beginning-of-year counselor introductions to each classroom to familiarize students with counselors and teach students how to access counseling services	Counselors	2021-2022	
				c. Provide an online request form for student access to counseling services	Counselors	2021-2022	Google form
				d. Counselors will make regular classroom visits to maintain visibility and accessibility	Counselors	2021-2022	
				e. Counselors attend GSCA Annual Conference to gain strategies for working with students	Counselors	2021-2022	PL funds
	100% of all schools will participate in emergency drills: yes or no	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes		f. Collaborate with Oconee Sheriff's department and Director of Student Services to plan and execute lockdown drills	Administration; Oconee Sheriff's Department; Director of Student Services	2021-2022	
				g. Plan and execute monthly fire drills			
	Increase the number of student mentors through the OCS/OARC partnership	FY20:20 FY21:22 FY22:24 FY23:26		h. Collaborate with OARC to identify potential parents and community members who could	Counselors	2021-2022	

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		FY24:28		serve as mentors			
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Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Create and maintain an inclusive and student-centered environment	Decrease the % of office referrals resulting in ISS or OSS in 6-12	FY20:23	1) Behavior Frameworks	a.Utilize the PBIS process to motivate, provide interventions, and to track data for all students	Teachers; PBIS team; Administration	2021-2022	PBIS resources for rewards; PL funds for teachers to attend GAPBS conference; SWIS data system
		FY21:22		b. Utilize the RTI process to intervene with and set goals for students who move to Tier II/III behaviorally			
		FY22:21		c. Facilitate conversation at faculty meetings about Mindset de-escalation strategies and positive parental communication strategies	Administration	2021-2022	Mindset curriculum
	FY23:20						
		FY24:19					
	Increase the % of 6-12 students who report feeling connected at school (GSHS #5)	FY20:88		d.Continue implementation of a schoolwide Teachers-as-Advisors program to build student and adult relationships	Teachers; TAA committee	2021-2022	TAA resources
		FY21:90		e.Support and promote involvement in after-school events (i.e. athletic events, club activities)			
		FY22:92					
		FY23:94					
		FY24:96					

		2) Teacher Involvement				
		3) Community Involvement				
		4) Safety and Security				

Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Increase meaningful partnerships with business, nonprofit, higher education	Increase dollar amount of monetary donations	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD	1) Oconee Schools Partners in Education Program	a. Develop a Partners in Education program (structure, level of partnerships, and team)	Directors of Communications and CTAE; Administration	2021-2022	List of procedures, time to research other successful programs and create
				b. Collaborate with PTO to increase number of donors/amount of donations	Administration; PTO	2021-2022	
	Increase dollar amount of in-kind donations	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD		c. Develop a system to collect record of in-kind donations	Administration	2021-2022	
				d. Use Partners in Education to solicit in-kind donations	Administration; Teachers	2021-2022	

	Increase number of volunteer hours	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD		e. Collect running list of volunteers (classroom, clubs, athletics, other school activities) f. Collaborate with PTO to brainstorm additional volunteer opportunities for parents	Administration Administration; PTO	2021-2022 2021-2022	
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Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Increase family engagement	Increase the percentage of parent-teacher conferences	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD	1) Parent/Teacher Conferences	a.Receptionist will maintain MBMS Google conference calendar to record conferences b.Offer alternate choices for conferencing, such as virtual conferences or before/after school timeslots	Administration; Receptionist	2021-2022	Google calendar
	Increase the percentage of parent-teacher conferences with at-risk families	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD		c.Meet with families of all Tier 3 students	Teachers; RTI Team; Administration	2021-2022	
	Expand the percentage of student-led conferences	FY20:TBD FY21:TBD FY22:TBD FY23:TBD FY24:TBD		d. Continue to utilize the ASPIRE initiative for student-led IEP meetings e.Explore students leading 504 and RTI meetings by piloting the process with 8th grade students	Special Education Teachers Teachers; Administration	2021-2022 2021-2022	
			2) Family Outreach Program				

Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
III. Improve effectiveness of communication and branding	Increase number of social media followers at the school and district levels	FY20:505	1) Rollout of itslearning Parent Portal	a.Publicize social media information on website, publications, and at parent events	Teachers; Administration	2021-2022	Social media accounts
		FY21:530		b.Encourage individuals/clubs/sports with social media accounts to update frequently	Administration	2021-2022	Social media accounts
		FY22:558		c.Update MBMS Twitter account regularly	Administration; Communications Ambassador	2021-2022	Social media accounts
	FY23:591						
	Increase monthly parent log-ins in itslearning	FY24:625					
		FY20:TBD		c.Promote itslearning parent portal at parent events	Teachers; Administration	2021-2022	Itslearning parent portal
		FY21:TBD		d.Promote itslearning parent portal in teacher and admin weekly newsletters	Teachers; Administration	2021-2022	Itslearning parent portal
		FY22:TBD					
		FY23:TBD					
		FY24:TBD					

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Ensure safe, efficient, and effective environments	Reduce energy consumption (Kilowatt per 1000 square foot per day)	FY20:24.79	1) Operational Processes	a.Frequent building checks by administration	Administration	2021-2022	
		FY21:24.03		b. Require use of common appliances among teachers to prevent use of individual classroom appliances	Administration	2021-2022	
		FY22:23.27		c. Frequent check-ins with cafeteria manager	Administration	2021-2022	
	FY23:22.51	d. Frequent checks with head custodian		Administration	2021-2022		
	FY24:21.75	e.. Regular collaboration with Athens Janitorial		Administration	2021-2022		
		f. Admin attend monthly head custodian meetings		Administration	2021-2022		
	Ensure health inspection score of 95 at all school cafeterias	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes					
	Maintain or improve overall annual custodial scorecard percentage	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes					
			2) Ensure Safe and Healthy Environments for Students and Staff				

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Acquire, support, and retain high performing staff	Ensure all teachers hold certification or otherwise meet professional qualifications as defined by OCS	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes	1) High-Performing Staff	a. Review Applitrack information thoroughly as decisions are made regarding interviews for open positions	Administration	2021-2022	Applitrack
	Ensure all certified teaching positions are fully staffed at the start of the school year	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes	2) HR Training Sessions	b. Attend HR professional development sessions and review information at building level prior to hiring season c. Review building allotments and personnel changes to develop a staffing plan prior to scheduling and hiring	Administration	2021-2022	Allotment information; Human resources information; Applitrack

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
IV. Ensure continued stewardship of resources through effective and efficient practices	Conduct timely and unmodified audits	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes	1) Ensure Effective and Efficient Financial Processes	a.Bookkeeper collaboration with administration on all school accounts	Bookkeeper; Administration	2021-2022	Munis
	Align budget resources with OCS goals	FY20: yes FY21: yes FY22: yes FY23: yes FY24: yes		b.Collaboration with leadership team to align instructional expenses to school improvement goals	Leadership Team; Administration	2021-2022	School budgets and account information
				c. Collaboration with all staff to plan for expenses related to program needs	Administration; Coaches; Club Sponsors	2021-2022	
			2) Budget Process				