



Durham Middle School 2018-2019 Strategic Plan

Board Goal 1: *Vary learning experiences to increase success in college and career pathways.*

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Simplify the foundation of teaching and learning to prepare for innovation.	<i>Ensure all teachers prioritize standards.</i>	<p>Attend admin training on protocols for prioritizing standards at L&L meetings and Guiding Coalition professional development in August 2018.</p> <p>Re-deliver training on prioritizing standards during grade level meetings in early October.</p> <p>Utilize October Early Release Day for guided practice prioritizing standards for upcoming units.</p> <p>Continue the practice of prioritizing standards for all instructional units throughout the year.</p>	<i>Professional learning agendas, collaborative team agendas, unit plans, observations, and the creation of a list of prioritized standards for each unit</i>	N/A
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	<p>Protect 2 days each week for the purpose of collaboration (Mondays and Thursdays).</p> <p>Provide professional learning during pre-planning and throughout the year regarding expectations for collaboration around the 4 questions.</p> <p>Use Class Notebook in Office 365 to house all agendas, team notes, data charts, and plans created by each collaborative team.</p> <p>Assign specific teacher roles – facilitator, data analyst, recorder, reporter, etc. for collaborative meetings.</p>		<i>Professional learning presentations, collaborative team agendas, unit plans, observations and/or notes, data charts with common assessment data</i>

Board Goal 2: *Differentiate resources for students based on needs.*

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Use data to make decisions.	<i>Utilize CTLS to assess, develop, deliver, and analyze common formative assessments in all core content areas.</i>	<p>Provide "CTLS Booster" training to all staff in August and September.</p> <p>Require the use of Touchstones in all subject areas.</p> <p>Include questions from CTLS on frequent formative checks and assessments</p>	<i>Reports in CTLS ASSESS, generated by admin and teachers</i>	Goal in progress. All team utilize CTLS Teach and Assess; CTLS Assess is being used at a higher rate than other schools in the district. All collaborative teams utilize common formative and summative assessments.
	<i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i>	<p>Provide results of RI assessments to all teachers in September, 2018. Continue to update data when new screeners are given.</p> <p>Use "Success Block" class for focused interventions in all grade levels in reading and math based on data from RI/MI and other assessments (Iowa, etc.)</p>	<i>RI and MI data, RTI data</i>	N/A
	<i>Increase percentage of students performing at grade level in reading and math.</i>	<p>Provide Reading and Math Interventions at all 3 grade levels for students not on grade level through "Success Block" classes – Read 180 and Math Support.</p> <p>Offer morning tutoring and use 20-Day money to support students in Reading and Math.</p> <p>Implement ZAP Time (Zeroes Aren't Permitted) to require students to complete work.</p>	<i>CCRPI data, RTI data, and number of retention candidates</i>	Goal in progress. All students in Reading intervention class showed growth throughout the year.

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Board Goal 3: *Develop stakeholder involvement to promote student success.*

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (<u>Due September 1</u>)
Make Cobb the best place to teach, lead, and learn.	<i>Utilize stakeholder input to improve school processes.</i>	<p>Clearly communicate Durham's mission and vision throughout the school and community. Use morning broadcast, website, in-person meetings, etc.</p> <p>Develop shared leadership through teacher leadership team, requiring application.</p> <p>Increase resilience in students through implementation of Sources of Strength program.</p> <p>Formalize and communicate the morning and afternoon carpool procedures and share these with school community.</p> <p>Increase number of business sponsors who work with Durham.</p>	<i>GA Climate Survey data</i>	Awaiting climate survey data (expected in October 2018)
	<i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i>	<p>Increase the number of parent learning opportunities</p> <ul style="list-style-type: none"> • College Planning • Human Trafficking <p>Implement Fun Fridays weekly</p> <p>Increase ParentVue usage</p>	<i>Local school data including attendance at learning opportunities, disciplinary instances, ParentVue usage reports, etc.</i>	<p>Disciplinary incidents decreased by 4% last year over previous year.</p> <p>Dress code has been relaxed a bit to reflect student/parent input</p> <p>Consistent communication has been established in a variety of media (Twitter, Sunday PTSA eblasts, Wednesday Principal eblasts, Remind 101 from teachers, blogs, etc.</p> <p>Schedules were provided to families during Meet and Greet to reflect parent/student input.</p>



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Board Goal 4: *Recruit, hire, support and retain employees for the highest level of excellence.*

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Make Cobb the best place to teach, lead, and learn.	<i>Develop teacher leaders.</i>	<p>Implement application process for Teacher Leader Action Team (Guiding Coalition) to develop teacher leadership capacity throughout the building.</p> <p>Visit Stevenson HS in Illinois as a PLC model school</p> <p>Utilize Mentor teachers, PBIS committee, and Technology Team to deliver professional learning to staff members</p> <p>Encourage participation in Cobb Teacher Leader Academies, Cobb Tank applications, etc.</p>	<i>Teacher Leader Self-Assessment Survey, PBIS survey and walkthrough data, number of teachers participating in CTLA and Cobb Tank applications</i>	N/A
	<i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i>	<p>Conduct meetings for pre- and mid-year conferences in collaborative teams this year in order to tailor professional learning to team needs.</p> <p>Participate as a Proof of Concept school for TKES, using growth measure from the same year for Non-SGP teachers.</p>	<i>Results from TKES and LKES evaluations</i>	<p>Ongoing results based on this year's goals.</p> <p>By the end of the 2017-18 school year, all teachers/administrators completed their certification as Microsoft Innovative Educators; continuing this year with "Beyond MIE" trainings. All staff utilize Class Notebook for professional collaboration.</p>



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