

Strategic Plan - Working Copy

COUNTY/SCHOOL: MERCER/BLUEFIELD INTERMEDIATE SCHOOL

ACCOUNTABILITY DESIGNATION: FOCUS

SECTION I - MISSION STATEMENT - What are your beliefs about learning? What is your mission?

What are your core beliefs?

Bluefield Intermediate School believes: 1..in fostering the lifelong love of learning 2..that success is a cooperative effort between the school, home, and community 3..in providing the opportunity for students to accept responsibility for their decisions and behaviors 4..in providing opportunities for developing appropriate social skills 5..in providing opportunities for the engagement of problem solving abilities 6..in providing a safe environment that is nurturing, secure, and conducive to learning 7..that high expectations in learning result in high achievement 8..inclusive classrooms provide the least restrictive environment for our special education students. Support is also given by using small flexible group instruction for intervention 9..in striving for the maximum success of all students while respecting individual differences 10..that the development of technology skills is vital in producing a competitive adult in the global community

In a few compelling words and phrases, what is the mission of your school?

Bluefield Intermediate School strives to provide a safe, caring, and enriching learning environment for all students in order to provide equitable opportunities to achieve 21st century skills. The school, home, and community will work together to ensure the maximum success of all students academically, socially, and emotionally.

SECTION II - GOALS - What are your goals? What evidence will you use to determine success?

GOALS: After the study of student performance data, high quality learning conditions, management efficiency (and considering county priorities), what are your school's SMART(specific, measurable, attainable, realistic and timely) goals for improvement?

MEASUREMENT EVIDENCE (ME): For each goal you have set, what evidence will you use to determine that your actions are effective and that progress is being made?

Goal1. During the 2016-2017 school year, require and demonstrate high expectations in academic performance and classroom behavior as demonstrated by a three percent (3%) reduction in the number of suspensions and an increase in academic achievement, work ethic and graduation rate.

ME1. WVEIS, WVEIS WOW, WV Summative Assessments (Interims and Diagnostics), STAR Assessments, FastForward, Read Naturally, BIS Student Handbook Agreement, PBIS

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Participate in county and school based collaborations to increase knowledge and understanding of WV College and Career Readiness Standards and strategies and to provide appropriate staff training sessions to ensure implementation of standards	August 2016 and Continuing	Administration, Teachers, RESA, Title I Super	Title I, Title II, County, RESA, WVDE	Evaluation Forms, Surveys, Implementation Monitoring, Data Talks
Provide students with opportunities for higher levels of rigor to include standards-based and differentiated instruction.	August 2016 and continuing	Classroom teachers, Sp. Ed. and Title I Teachers	County, Title I	Formative Assessments, State Testing, Targeted instruction, Title I pull-outs
Integrate individual technology devices to implement individualized learning and support WV College and Career Readiness Standards	August 2016 and continuing	Classroom teachers, Sp. Ed. and Title I Teachers	County, Title I	Star Data, Observations, and walk-throughs,
Use small group instruction to improve the identified areas of weakness with students.	August 2016 and continuing	Classroom teachers, Sp. Ed. and Title I Teachers	County, Title I	Walk throughs, observations, Star, Title I schedules, and evaluations
** Engage students in age-appropriate leadership opportunities that develop self-direction and a sense of responsibility for improving self, school, and community (school newsletter, safety patrol, recycling program, CKH Social Contracts, etc)	August 2016 and Continuing	Administration, Teachers	Title I, Title II, County, RESA, WVDE	WVEIS WOW, School Climate Surveys

**Design long and short term instructional plans for guiding student mastery of the WV College and Career Readiness Standards and Objectives based on the needs, interests and performance levels of their students (planbook.com, Administrator/teacher data conferencing, etc.)	August 2016 and Continuing	Administration, Teachers	Title I, Title II, County, RESA, WVDE	Walk throughs, observations, admin conferences, and evaluations
**Facilitate engaging instructional experiences that enhance individual student progress in mastery of the curriculum using multiple strategies, appropriate assessments, learning resources, digital tools, and processes aligned with instructional targets. (TIS trainings, etc)	August 2016 and Continuing	Administration, Teachers	Title I, Title II, County, RESA, WVDE	Walk throughs, observations and evaluations
Monitor and update student progress weekly in Live Grades in order to increase student achievement	August 2016 and continuing	Teacher, Administration, Parents	County	Administration, Teachers, and Parents
Use WVEIS EWS to target potential dropouts and truant students, to identify students at risk, and offer focused instruction for bottom 25.	August 2016 and Continuing	Administration, Teachers, RESA, Title I Supervisor	RESA, State, County, IZ Grant	Generated Reports, WVEIS
Provide up to date information, student scores and resources for students, staff and community using Mercer County Public Schools APP, Live Grades and Class Dojo	August 2016 and Continuing	Administration, Teachers, County Administrators	Title I, County, WVDE	Surveys, Collaborations, Title I Parent Nights

Goal2. Goal 2: During the 2016-17 school year, provide resources and support for teachers to implement formative assessments during and at the conclusion of an instructional lesson, unit, and module as measured by a ten percent increase in the use of county, state, and teacher-made formative assessments.

ME2. WV Summative Assessment Scores, Interims and diagnostics, teacher-made assessments, Star, Comprehensive assessments

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Implement a data folder to monitor student progress, data spreadsheet, and administrator/teacher conference.	August 2016 and continuing	Classroom Teachers, Sp. Ed. + Title I	School, Title I	Data Folders, spreadsheet, and admin/teacher conferences
Provide instruction based on needs assessments (Odyssey, Star, Read Naturally, Eureka Math)	August 2016 and continuing	Classroom, Title I and Sp Ed Teachers	County, Title I	Odyssey, Star Data, State tests, Interims
Allow for collaborative planning at school level in order to discuss student achievement on formative assessments.	August 2016 and continuing	Administration and Teachers	Title I, County, RESA, State, Title II	Collaboration, Formative Assessments
Participate in training on Policy 2419 in order to increase knowledge and understanding of testing requirements for Special Education on formative assessments.	August 2016 and continuing	Administration, Special Education Teachers	County, State	Documentation of Training
Communicate with parents and students concerning individual progress	August 2016 and continuing	Administration, Teachers	School and County	Live Grades, Student Calendar, Handbooks, One Drive, MCPS App, School Messenger

Goal3. Goal 3: During 2016-17 school year,(1) implement research based professional practices that emphasize reading comprehension across the curriculum and standards based math practices, (2) implement reading comprehension strategies and ensure one hundred percent of teachers are teaching argumentative, informative and narrative writing lessons cross the curriculum in order to in increase Summative ELA and Summative Math scores by three percentage points (3%).

ME3. STAR Assessment, WV Summative Assessment, Diagnostics and Interims Assessments, Teacher Assessments

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Utilize writing across the curriculum (workbooks, cursive writing, project-based writing)	August 2016 and continuing	Classroom Teachers	County, School	Documentation of progress, Live Grades
Utilize Read Naturally, FastForward, and Star assessment results to assist students reading below grade level	August 2016 and continuing	Classroom, Title I and Special Ed Teachers, Admini	County	Generated Reports
Provide and participate in staff development related to ELA skills (Writing, Comprehension) and Standards based Math practices (Eureka, Hands-on)	August 2016 and continuing	Administration, Teachers	State, County, Title I	Documentation of Training, Test Scores, Data Analysis, and Interims and Diagnostics
Utilize Media Center for reading materials to increase and enhance literacy and research skills	August 2016 and continuing	Classroom teacher	County	Administration, Classroom teachers
Implement Eureka math to supplement Everyday Math	August 2016 and continuing	Classroom Teacher, Title I teacher	County, Title I	Star Assessment, Interims and Diagnostics, Classroom formative assessments
Participate in Math and Technology Professional Development Sessions	August 2016 and Continuing	Administration, Teachers	State, County, Title I, Title II	Schedule of training, progress reports, Interims, assessments, Star data
Monitor and update student progress in Live Grades in order to increase student achievement	August 2016 and Continuing	Classroom Teachers, Parents, Administration	County	Administration, Teachers, Parents
Purchase technology devices for use by students to implement individualized learning and support implementation of WV College and Career Readiness Standards	August 2016 and Continuing	Administration	Title I	Monitoring Student Progress
Participate in teacher- principal data conferencing to increase Summative Math and Summative ELA scores.	August 2016 and continuing	Administrator and teachers	County	Star Data, Summative Assessments, Interims and Diagnostics, student assessments

Utilize Reading Specialist, Instructional Interventionist, Math Interventionist for small group instruction in order to target areas of weakness and enrichment.	August 2016 and Continuing	Title I Staff	Title I, County	Star, Interims and Diagnostics, Summative Assessments
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Goal4. Goal 4: During August and continuing throughout the 2016-17 school year, in order to help students become life-long learners, support teacher initiatives to deliver lessons emphasizing critical thinking, communication, collaboration, and problem-solving core competencies as evidenced through administrative review and observation.

ME4. Professional Training Schedule, Collaborations, and Principal-teacher Data Conferences

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Implement strategies to help students develop problem-solving and critical skills needed to be personally responsible for their actions. (Capturing Kids Hearts, P.B.I.S)	August 2016 and continuing	Principal, Counselor, Educators and Staff	County	WVEIS, Student Assessment, Live Grades
Participate in Professional Development Sessions and Teacher Collaboration Sessions to develop skills necessary to teach students to be life-long learners and "how to learn	August 2016 and continuing	Administration, Teachers	County, State, Title I, Title II	Schedule of Training, Progress Reports, Interims, Assessments, Star Data
Implement Reading Series - Journeys - to meet the instructional needs of the students	August 2016 and continuing	Administration and Teachers	County, State, Title I	Lesson Plans, Collaborations, Student Assessments
Use technology to assist with mastering research strategies and techniques to increase appropriate and effective use of technology	August 2016 and continuing	Administration, Classroom, Title I & SPED Teachers	State, County, Title I, Title II	Assessment Scores, Walk-throughs, Lesson Plans, Live Grades
Use instructional strategies to increase student reading comprehension and develop higher level thinking skills (character maps, questioning)	August 2016 and continuing	Administration, Teachers	State, County, Title I	Assessment Scores, Walk-throughs, Live Grades
Implement Eureka math as a supplement to Everyday Math	August 2016 and continuing	Teachers	County, Title I	Star, Interims and Diagnostics, Evaluations, Data Conferences

Goal5. Goal 5: During the 2016-17 school year, provide appropriate staff development sessions related to the achievement of county goals for one hundred percent of county and school administrators.

ME5. Professional Training Schedule, Collaborations, Second Saturday Trainings

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Provide assistance to teachers through mentors and county supervisors and to identify and support staff development needs	August 2016 and Continuing	County Office, Administration	State Grants, Title II, County, State	Assessment of individual student progress and skills, staff development surveys

Offer staff development sessions to increase educators' knowledge of Microsoft Office 365 in order to increase communication between administrators, faculty, staff and students	August 2016 and Continuing	RESA, State, County, Schools	State	State, County Administrators, Administrations, Teachers
Observe all staff members through weekly walkthroughs to monitor teaching of and acquisition of standards based practices including all content areas	August 2016 and Continuing	Administration, County Office	County, School	County, Administrators
Attend staff development for principals on WV College and Career Readiness Standards and strategies	August 2016	County Office, Administrators	County, State, Title I	Documentation of Trainings, Reports

NOTE: Red background for goal indicates no action items recorded for that goal.

SECTION III - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

PROFESSIONAL DEVELOPMENT:

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Professional Development

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Participate in embedded support to model Best Practices and Strategies with the classroom (classroom management techniques, effective questioning, instructional and comprehension strategies, etc.)	August 2016 and Continuing	3-5 Teachers	Face to Face	Title I, Title II, WVDE, County
Participate and provide technology support to assist and support usage of enhanced technology instruction and instructional planning (Second Saturday Sessions, I.E.P. Development and Implementation, etc.)	July 2016 and Continuing	3 - 5 Educators	Face to Face	County, Title I, Special Education, Title II, RESA, WVDE
Participate in ongoing trainer-led continuing education opportunities and professional development sessions provided by county personnel, RESA/State personnel, hired consultants, regional and national education conferences to support educational growth opportunities (LDC, MDC, PLCs, School Improvement, Best Practices, etc.)	August 2015 and Continuing	3-5 Teachers	Face to Face	Title I, Title II, WVDE, County