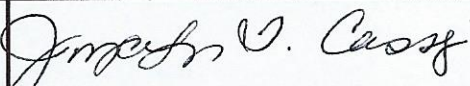
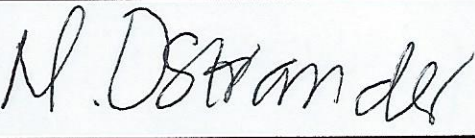
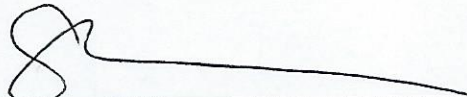




**Southwest Middle School
Regulatory & Assurance Statement
2018 – 2020
(2019 Update)**

Number of planning team members	18
Representatives of assistant principals, instructional personnel, instructional support personnel, and teacher assistants were elected (by secret ballot) by their respective groups to serve on the School Strategic Planning/Improvement Team. Indicate Yes or No	Yes
A secret ballot vote for staff (see note below) approval of the plan was conducted. Indicate Yes or No	Yes
Date of vote	9/19/2019
Percentage of total school staff approving plan	98%
Parents on the School Strategic Planning/Improvement Team were elected by parents of children enrolled in your school. Indicate Yes or No	Yes
Number of parents included on the School Strategic Planning/Improvement Team	3
The dates, times, locations, and agendas for meetings regarding our school strategic/improvement plans were publicized in accordance to the open meetings law. Indicate Yes or No	Yes
All local, state, and federal legislative regulations regarding school strategic/ improvement planning were implemented as outline in G.S. 115C. Indicate Yes or No	Yes

Principal Signature		Date	9/25/2019
Planning Team Chair Signature		Date	9/25/19
Parent Representative Signature		Date	9/25/2019

Note: Eligible voting staff include principal, assistant principal(s), licensed instructional personnel, support personnel, and teacher assistants.

ur Direction

Southwest Middle

Date of Report: 10/30/2019

Vision:

VISION- To inspire and empower **ALL** learners to lead

Values:

PURPOSE- Creating tomorrow's leaders, TODAY!

Mission:

MISSION- Southwest Middle School staff will empower all students to lead in a global society through academic achievement, college & career readiness, and compassionate choices in order to leave a legacy of significance.

Goals:

- Goal 1- Every student at Southwest Middle School will have a personalized education and graduate from high school prepared for work, further education and citizenship.

Performance Measure(s)

Performance Indicator: By June 2019, as measured by our performance composite scores, and as a TSI designation, SWMS will increase overall performance grade in the subgroup black by 3 SPG points from 39 to 42 percent. (B2.04) Target adjusted in response to actual student performance.		
Data Source: EOG Assessment	Baseline Year: 2017-2018	Baseline: 39
Target Date: 2018-2019	Target: 42	Actual: 46
Target Date: 2019-2020	Target: 49	Actual:

Performance Indicator: By June 2019, as measured by our performance composite scores, and as a TSI designation, SWMS will increase overall performance proficiency in the subgroup SWD by 21 points. (B2.04)		
Data Source: EOG Assessments	Baseline Year: 2017-2018	Baseline: 0.102
Target Date: 2018- 2019	Target: 0.32	Actual: 0.198

Performance Indicator: By June 2019, as measured by our performance composite scores, SWMS will increase overall performance grade in math by 3 percentage points from 39.1 to 42.1. (B2.04)		
Data Source: EOG Assessment	Baseline Year: 2017-2018	Baseline: 0.391
Target Date: 2018-2019	Target: 0.421	Actual: 0.448

Performance Indicator: By June 2019, as measured by our performance composite scores, SWMS will increase overall performance grade in reading by 3 percentage points from 53.5 to 56.5. (B2.04)		
Data Source: EOG assessment	Baseline Year: 2017-2018	Baseline: 0.535
Target Date: 2018-2019	Target: 0.565	Actual: 0.542

Performance Indicator: By June 2020, as measured by our performance composite scores, and as a TSI designation, SWMS will increase overall performance grade in the subgroup SWD from 32 to 40. (B2.04)		
Data Source: EOG assessment	Baseline Year: 2019	Baseline: 32
Target Date: 2020	Target: 40	Actual:

Performance Indicator: By June 2020, as measured by our performance composite scores, SWMS will increase overall performance proficiency in math by 3 percentage points from 44.0 to 47.0. (B2.04)		
Data Source: EOG assessment	Baseline Year: 2019	Baseline: 0.448
Target Date: 2020	Target: 0.478	Actual:

Performance Indicator: By June 2020, as measured by our performance composite scores, SWMS will increase overall performance proficiency in reading by 3 percentage points from 54.2 to 57.2. (B2.04)		
Data Source: EOG Assessments	Baseline Year: 2019	Baseline: 0.542
Target Date: 2020	Target: 0.572	Actual:

- Goal 2- Every student at Southwest Middle School will have excellent educators, everyday.

Performance Measure(s)

Performance Indicator: By June 2019 as measured by End of Year Performance Data SWMS will increase the number of teachers meeting or exceeding growth by 10 percent from 50 to 55 (B2.04)		
Data Source: End of Year Performance Data	Baseline Year: 2017-2018	Baseline: 50
Target Date: 2018-2019	Target: 55	Actual:

Performance Indicator: By June 2019, SWMS will increase the percentage of teachers trained in AVID methodology by 10%, from 50 percent (13) of staff trained to 60 percent (21) of the staff trained or.(B2.04)		
Data Source: AVID CCI	Baseline Year: 2017-2018	Baseline: 13
Target Date: 2018-2019	Target: 21	Actual: 33

Performance Indicator: By June 2020 as measured by End of Year Performance Data SWMS will increase the number of teachers meeting or exceeding growth by 10 percent from 50 to 55 (B2.04)		
Data Source: End of Year Performance Data	Baseline Year: 2018-2019	Baseline: 50
Target Date: 2019-2020	Target: 55	Actual:

Performance Indicator: By June 2020, SWMS will increase the percentage of teachers trained in AVID methodology by 10%, from 75 percent (33) of staff trained to 85 percent (38) of the staff trained or.(B2.04)		
Data Source: AVID CCI	Baseline Year: 2019	Baseline: 33
Target Date: 2019-2020	Target: 38	Actual:

- Goal 3- Southwest Middle School will have up to date, effective and efficient financial, business, and technological systems to serve its students, parents, and educators.

Performance Measure(s)

Performance Indicator: June 2020, SWMS will provide opportunities (for students and parents) to participate in cross curricular instructional programs aligned with the state standards. SWMS will increase these opportunities from zero to 2. (A1.07, B2.04, E1.06)		
Data Source: Title I budget	Baseline Year: 2019	Baseline: 0
Target Date: 2020	Target: 2	Actual:

Performance Indicator: By June 2019, SWMS will provide instructional support to parents by increasing the number of opportunities by 25 percent from 4 community outreach activities to 6 community outreach activities. (A1.07, B2.04, E1.06)		
Data Source: Title I Budget	Baseline Year: 2018	Baseline: 4
Target Date: 2019	Target: 6	Actual: 6

- Goal 4- Every student at Southwest Middle School will be provided a healthy, safe, and responsible learning environment.

Performance Measure(s)

Performance Indicator: By June 2019, SWMS will decrease office level referral by 10 percent from 472 to 425. (A1.07)		
Data Source: 2019 Discipline Data	Baseline Year: 2018	Baseline: 472
Target Date: 2019	Target: 425	Actual: 419

Performance Indicator: By June 2020, SWMS will decrease office level referral by 10 percent from 419 to 378. (A1.07)		
Data Source: 2019 Discipline Data	Baseline Year: 2019	Baseline: 419
Target Date: 2020	Target: 378	Actual:

Comprehensive Progress Report



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		High expectations for all staff and students			
KEY	A1.07	ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>8-30-2019 SWMS utilizes the PBIS system to align classroom management systems across the campus. A school wide code of conduct is also in place.</p> <p>8/30/2018 SWMS utilizes the PBIS system to align classroom management systems across the campus. A school wide code of conduct is also in place.</p> <p>We have changed our PBIS system and implemented consistent positive behavior procedures. Our house system has just begun and the staff is beginning to understand the vision.</p>	Limited Development 10/21/2017		
		Priority Score: 3	Opportunity Score: 3	Index Score: 9	
<i>How it will look when fully met:</i>		8/30/2019 PBIS committee will be ongoing and will meet with HOUSE to connect positive behavior support and community- culture building within the school. Teacher will continue to use Minor Incidents to record Color Zones within Educators Handbook as a data source.		Curtis Conner	05/31/2020

Quarterly recognition will continue as well as the token economy.

8/30/2018 A PBIS committee will be created with representation from each grade level and department. An alignment for constant expectations and procedures will be practiced across the campus and school wide.

Teachers will know and understand how to effectively implement and carry out the PBIS and house systems. They will model positive behavior throughout the day, even in their house setting. Discipline referrals will decrease by 15% during the second semester.

Actions

5 of 7 (71%)

10/28/17 Maintain and document accurate records from the initial implementation of the new PBIS and House systems. Make recommendations for increasing the effectiveness of the two systems.

Complete 05/10/2018

Jennifer Hardy

06/08/2018

Notes: Examples of evidence may include, but not limited to; pictures, videos, agendas, lesson plans, house cards, monthly discipline reports, etc.

10/31/17 A collaborative team will be established to monitor the implementation of the house and PBIS systems. The behavior support system will be adjusted based upon discipline referrals, student and staff incentives, and regular feedback through staff, student, and parent surveys.

Complete 05/10/2018

Catharine Knapp

06/08/2018

Notes: House lessons and PBIS systems were discussed monthly and adjusted to fit the school's demographic diversity. The entire staff was trained throughout the year on the House procedures and PBIS guidelines.

8/30/18 PBIS committee will meet monthly to review current practices.

Complete 04/26/2019

Jennifer Hardy

05/31/2019

Notes:

10/17/18 A quarterly school wide event will take place for those students who demonstrate consistent appropriate behavior.

Complete 04/26/2019

Jennifer Hardy

06/06/2019

Notes:

10/12/18 A reward system for students demonstrating appropriate behavior (Green all week) will be demonstrated via token economy system (colt bucks)

Complete 04/26/2019

Jennifer Hardy

06/08/2019

Notes:

8/20/19 Staff will implement a new digital tracking system for PBIS and HOUSE.

Curtis Conner

05/31/2020

Notes:

8/30/18 Teachers will submit minor incidents based on color zone infractions

Curtis Conner

05/31/2020

into Educators Handbook.

Notes:

Implementation:

08/20/2019

Evidence

4-26-2019
Evidence includes:
PBIS Color Zone requirements and Explanation
Colt Ticket Requirements
School Store
Meeting Notes and Agendas
House Lesson Plans
Professional Development Agenda and Meeting Notes

5/10/2018
5/10/2018-Evidence includes examples of House lessons, PBIS requirements, photos of student interaction and engagement, and House celebration videos.

Experience

4-26-2019
All components of the PBIS system have been updated and implemented.
Monthly meeting have taken place to review and revise practices as indicated by teacher input, plan events, and monitor behavior practices.
PBIS color zones have been imputed into the Educators Handbook discipline system. This has allowed the team to collect data and present updated to the staff periodically, analyze areas of concern and revise practices to meet the needs of our students and staff.
Colt Ticket system has been implemented as well as a school store where students can spend their Colt Tickets.

5/10/2018
5/10/2018- Pursuing this objective has been one of the most unique challenges for the staff. The concept of implementing a new and exciting behavior support plan has been well received by the staff and students.

Sustainability

4/26/2019
Continued professional development will need to be provided for all staff.
Continue Colt Tickets as well as data collection through Educator handbook.

5/10/2018
 5/10/2018- We need to make efforts to increase the rewards program to keep the interest of the students and staff. The character education piece needs to be revamped to include more team building activities.

Core Function: Dimension A - Instructional Excellence and Alignment

Effective Practice: Curriculum and instructional alignment

KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
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<i>Initial Assessment:</i>	<p>8/30/2019 SWMS will move to school wide implementation of AVID strategies to support a more rigorous curriculum. A more formalized and structured PLC has been developed to support the implementation of the district Instructional Framework. Ongoing professional development will be provided for teacher support. The i Ready Math program will be introduced with teachers receiving professional development throughout the year.</p> <p>8/30/2018 SWMS will move to school wide implementation of AVID strategies to support a more rigorous curriculum.</p> <p>8/30/2018 Through the data team process teachers will be able to analyze and identify students who need additional support.</p> <p>8/30/2018 A more formalized and structured PLC has been developed to support the implementation of the district Instructional Framework. Ongoing professional development will be provided for teacher support.</p> <p>Our school has designed a meaningful and intensive PLC structure which focuses on common instruction for all subjects and grades. The PLCs meet weekly to plan daily instruction and long-term units.</p>	Limited Development 10/10/2017		
	<p>Priority Score: 3</p> <p>Opportunity Score: 2</p> <p>Index Score: 6</p>			

<i>How it will look when fully met:</i>	<p>8/30/2019 SWMS will move to school wide implementation of AVID strategies to support a more rigorous curriculum. The continuation of AVID site team meetings will take place for the purpose of preparing for the re-validation process. Data Teams and PLC's will continue to meet weekly for the purpose of evaluating and analyzing data from various</p>		Natalie Ostrander	05/31/2020
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sources (iReady Math, Benchmark data). Ongoing professional development will be provided for teacher support (Ruby Payne, TSI, Ready iReady Math). The i Ready Math program will be introduced with teachers receiving professional development throughout the year.

8/30/2018 Students will receive a more rigorous instruction through the use of AVID strategies school wide.

8/30/2018 Data analysis through the Data Team process will be utilized in all core subject areas and will be gradually released into Encore areas.

All teachers will have common instructional framework and know what to teach, when to teach it, and what method works best for their students.

Actions

6 of 10 (60%)

10/28/17 The team will schedule and plan appropriate training for PLC meetings which will create rigorous CFAs and quality instruction using a systematic platform for lesson planning and curriculum development. We will track the attendance in these grade, content, and district level PLCs by providing collecting agendas.

Complete 05/09/2018

Joseph Sarrero

06/08/2018

Notes: PLC meetings were restructured and rigorous content was added to the meetings. Commons planning sessions were implemented and Data Teams training was also done for all teachers. All teachers were expected to attend these PLC meetings unless other obligations arose.

10/31/17 Provide quality data training for teachers to increase their understanding of how to identify the most critical subgroups and how to adjust instruction to meet the needs of every student.

Complete 05/09/2018

Michelle Baker

06/08/2018

Notes: Teachers were given the opportunity to attend Data Teams training and a select group will be afforded the chance to train our teachers. The data training is held on alternating Wednesdays and the focus is on delivering quality instruct to the right students at the right time.

8/30/18 Subject area PLC's will meet weekly to process data, create CFA's, design instruction and intervention strategies to impact student achievement.

Complete 04/26/2019

Natalie Orstrander

05/31/2019

Notes:

8/30/18 The Data Team leader will facilitate and coach subject and grade level

Complete 04/26/2019

Natalie Orstrander

05/31/2019

	departments through the data process.			
<i>Notes:</i>				
10/12/18	AVID site team members will provide coaching and professional development throughout the school year.	Complete 04/26/2019	Amy Evans	05/31/2019
<i>Notes:</i>				
10/12/18	Staff members will submit documentation of AVID strategies used within the classroom.	Complete 04/26/2019	Amy Evans	05/31/2019
<i>Notes:</i>				
8/20/19	Continuation of AVID site team meeting for the purpose of SWMS re-validation school wide.		Emily Fanning	01/31/2020
<i>Notes:</i>				
8/20/19	Ready iReady Math will be introduced and professional development provided throughout the year.		Natalie Ostrander	05/31/2020
<i>Notes:</i>				
8/20/19	TSI Professional development provided to key staff members		Joycelyn Cassidy	05/31/2020
<i>Notes:</i> This includes Ruby Payne				
8/20/19	Continuation of PLC's for the purpose of common planning by contend area with instructional coach.		Natalie Ostrander	05/31/2020
<i>Notes:</i>				
Implementation:		04/26/2019		
Evidence	4-26-19 Training Logs Reflection Form Lesson plans AVID Agenda Professional Development Agenda Instruction Support Team Agenda Contend Planning Agenda 5/9/2018 5/9/2018- The process for PLCs and Data Teams have been put in place			

	<p>and the structure for quality planning meetings is now measurable. Weekly meetings are now established as the norm and are on the school calendar each week.</p>			
Experience	<p>4-26-2019 SWMS will move to school wide implementation of AVID strategies to support a more rigorous curriculum. We participated in two Nation AVID Demo School Coaching visits. Feedback was provided and those areas of need were addressed through professional development activities provided monthly and informal walk through data.</p> <p>Through the data team process teachers were able to analyze and identify students who need additional support. Additional staff was trained through the year as courses were offered through Onslow County.</p> <p>A more formalized and structured PLC has been developed and implemented to support the implementation of the district Instructional Framework. Professional development was provided for teacher support.</p> <p>Our school has designed a meaningful and intensive PLC structure which focuses on common instruction for all subjects and grades. The PLCs meet weekly to plan daily instruction and long-term units.</p> <p>5/9/2018 5/9/2018- The PLC and Data Teams structure at SWMS was weak and now the teachers understand the importance of meeting regularly and meeting with purpose. They understand how to analyze data and then how to use that data to develop quality plans. The collaborative nature among the teachers is developing into a powerful tool for student achievement.</p>			
Sustainability	<p>4-26-2019 Ongoing training will be required for the Data Teams, the Instructional Framework as well as AVID as new staff join out team. Continue the reflective process with EOG/EVAAS informal data analysis will continue as well as reviewing and revising PLC practices to focus on teaching and learning.</p> <p>5/9/2018 5/9/2018- The PLC & Data Teams process needs to be strengthened with more deliberate planning and conversations. Priority standards must be addressed in a timely manner and chances for student growth</p>			

should be maximized.

Core Function: Dimension A - Instructional Excellence and Alignment

Effective Practice: Data analysis and instructional planning

A3.10		All teachers use assessment data and match instruction and supports to individual student needs. (6827)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		8/30/2019 Teachers will continue to meet weekly in Data Teams for the purpose of creating common assessments. Professional development and coaching will be provided by key staff- Data Teams Teacher Leaders as well as the Data Leader for SWMS campus.	Limited Development 08/20/2019		
<i>How it will look when fully met:</i>		8/30/2019 Teachers will meet weekly to assess and analyze data collected through common formative assessment. Professional development and coaching will be provided throughout the year. Benchmark and Ready iReady Math assessments will also be used as data sources.		Michelle Baker	05/31/2020
Actions			0 of 2 (0%)		
8/20/19	Teachers will meet weekly for the purpose of analyzing data (including Ready iReady Math and Benchmark data) and creating common formative assessments.			Michelle Baker	05/31/2020
<i>Notes:</i>					
8/20/19	Teachers will participate in year long content professional development, provided by district to support instructional framework.			Joycelyn Cassidy	05/31/2020
<i>Notes:</i>					

Core Function: Dimension E - Families and Community

Effective Practice: Family Engagement

KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
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Initial Assessment:	<p>08/30/2019 SWMS stakeholders receive weekly communication about curriculum and suggestions on how to support their child.</p> <p>Processes for frequent communication with parents are in place, but teachers and administration are not consistent with these processes.</p> <p>8/30/2018 SWMS stakeholders receive weekly communication about curriculum and suggestions on how to support their child.</p> <p>Processes for frequent communication with parents are in place, but teachers and administration are not consistent with these processes.</p>	Limited Development 10/21/2017		
	Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	<p>8/30/2019 SWMS stakeholders receive weekly communication about curriculum and suggestions on how to support their child. SWMS will increase from 2 to 4 curriculum based activities that invite parents and community members to share in student learning.</p> <p>8/30/2018 SWMS stakeholders receive weekly communication about curriculum and suggestions on how to support their child.</p> <p>Parents/guardians are receiving frequent and consistent communications from teachers and administration. The school website is update regularly and information is correct and easy to access. Parents and guardians are frequent participants in the daily happenings in the school.</p>		Joycelyn Cassidy	05/31/2020
Actions		3 of 5 (60%)		
10/28/17	Schedule monthly parent nights which focus on improving student achievement and adolescent growth.	Complete 04/06/2018	Amy Evans	06/08/2018
<i>Notes:</i>				
10/28/17	Increase parent communication by providing frequent all calls to keep them informed about upcoming events and tips for academic success.	Complete 04/06/2018	Jerome Gidrey	06/08/2018
<i>Notes:</i> Make call a minimum of every two weeks.				
10/28/17	Post monthly newsletter on the school website which highlights	Complete 04/06/2018	Stephanie Peedin	06/08/2018

	monthly events and tips for increasing student achievement.			
	<i>Notes:</i> The newsletter should be student led and designed.			
8/20/19	SWMS will increase from 2 to 4 curriculum based activities that invite parents and community members to share in student learning.		Sachelle Dorencamp	05/31/2020
	<i>Notes:</i>			
8/30/18	SWMS stakeholders receive weekly communication about curriculum and suggestions on how to support their child.		Joycelyn Cassidy	06/15/2020
	<i>Notes:</i>			
Implementation:		04/26/2019		
Evidence	<p>4-26-2019 Sample messages from Principal- recorded by students Flyers from community events- Tech Night and Culture Night</p> <p>4/6/2018 4/6/2018- The evidences collected will show the dates for the calls home to parents and the nights for our parent information nights. Our school website will show evidence of the monthly happenings.</p>			
Experience	<p>4-26-2019 Parents/guardians are receiving frequent and consistent communications from teachers and administration. The school website is update regularly and information is correct and easy to access. Parents and guardians are frequent participants in the daily happenings in the school.</p> <p>4/6/2018- This objective was difficult to complete. Even though each of the objectives were carried out there was very little support from the parents. The turn out for the monthly parent information meetings was extremely low. Each meeting, except the one held on a science fair night, was less than 10 parents in attendance.</p>			
Sustainability	<p>4-26-19 Parents/guardians will continue to receiving frequent and consistent communications from teachers and administration. The school website is update regularly and information is correct and easy to access. Parents and guardians are frequent participants in the daily happenings in the school.</p>			

4/6/2018

4/6/2018- We need to continue to offer these supports to the parents and stress how important it is to have everyone on the same page. We need to do a better job of promoting our willingness to form a partnership with the community.

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