

**Spring Hill Middle School
Longview, Texas**

**Middle School Improvement Plan
*2008-2009***

**SPRING HILL MIDDLE SCHOOL
Longview, Texas**

MISSION STATEMENT

Spring Hill Independent School District is committed to the premise that all students need to develop essential academic skills and to acquire a knowledge base on which to build lifelong learning. All students will be taught a core curriculum of English language arts, mathematics, science, social studies, fine arts, health, physical education, and technological literacy. All students will acquire a knowledge of citizenship and economic responsibilities and an appreciation of our common American heritage including its multicultural richness. To the full extent of their individual abilities, students will be provided the opportunity to develop the ability to think logically, independently, and creatively and to communicate effectively. Educating our children to be productive in a changing future necessitates an excellent educational system. A system that can accomplish this mission must be characterized by quality, equity, and accountability.

- σ Instruction must be provided at the highest levels of quality.
- σ Educational opportunities and resources must be distributed with equity for all students.
- σ The educational system must maintain accountability for demonstrated results and continuous improvement.

Spring Hill Independent School District will have the vitality to prepare our children for the changes and the challenges of the future, a future which will belong to the educated.

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GOALS FOR EDUCATION

Goal 1	Student Performance	All students will be encouraged and expected to meet or exceed educational performance standards.
Goal 2	Curriculum	A well-balanced curriculum will be taught so all students may realize their learning potential and prepare for productive lives.
Goal 3	Teachers and Teaching	Qualified and effective teachers will be attracted and retained.
Goal 4	Organization and Management	The organization and management of all levels of the educational system will be productive, efficient and accountable.
Goal 5	Finance	Financing public education will require a sound fiscal policy to assure a good educational program for all students.
Goal 6	Parent and Community Involvement	Parents and other members of the community will be partners in the improvement of schools.
Goal 7	Innovation	The instructional program will be improved by the development and use of more effective methods.
Goal 8	Communication	The public will be fully and promptly informed concerning the plans, activities and needs of the Campus. Information will be made available through timely news releases, informative publications and personal involvement by all public education interests.

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Goal 1: Student Performance

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Maintain and improve TAKS scores	A-1 Disaggregate student scores, TAKS benchmark tests, TAKS worksheets	Local Funds	Kelly Stansell & teachers	Jan-May 2009	DMAC
	A-2 Target Economically Disadvantaged students by using various strategies	Comp. Ed. enrichment workbooks, parent volunteers, peer tutoring	Comp. Ed., Teachers, Instructional Staff	Aug-May 2009	TAKS Scores
B. Provide instruction in basic reading skills	B-1 Target below grade level readers	Comp. Ed.	Kathy White	Aug-May 2009	TAKS/STAR Testing/Read Naturally®
C. Meet or exceed 2008 State Averages for students taking TAKS-A, TAKS-M, TAKS Alt.	C-1 Disaggregate student Scores	Local Funds	Special Ed Teacher	Jan-May 2009	Compare Scores with 2008 Performance Evaluation
D. Encourage high level thinking skills & problem solving	D-1 Incorporate higher level thinking strategies in the curriculum	Instructional Staff	Kelly Stansell & Teachers	Aug-May 2009	Teacher evaluation
E. Encourage student responsibility for schoolwork	E-1 Offer student incentives for honor roll	Activity Funds	Kelly Stansell & Teachers	End of each six weeks	Student Grades

F. Maintain high levels of attendance	F-1	Remind students of educational & financial advantages		Kelly Stansell & teachers	Aug-May 2009	Drop-out rate as reported on AEIS
	F-2	Continue to follow Campus policy in working with attendance problem areas		Kelly Stansell & teachers	Aug-May 2009	Copies on file
	F-3	Offer student incentives	Activity Funds	Kelly Stansell & teachers	End of each 6 weeks	Attendance records
	F-4	Communicate with parents after 8 absences per semester		Attendance Clerk & Kelly Stansell	Ongoing	Attendance reports
G. Character Education/ Student of Month	G-1	Students demonstrating character trait of month will be rewarded using Chick-Fil-A certificates/movie passes	Activity Funds	Teachers	Each Month	Teacher Nomination

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Goal 2: Curriculum

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Continue to align local curriculum with state objectives and Texas Essential Knowledge and Skills by using C-SCOPE	A-1 Inservice for staff	Local Funds	Penny Fleet	2009	Copies on file
	A-2 Provide Bully Prevention Curriculum	Local Funds	Kelly Stansell	Aug 2008	Names in Bully Box
B. Make curriculum a working tool	B-1 Mold curriculum: Stated-taught-tested		Gary Nash & Kelly Stansell	On-going	Copies on file
	B-2 Staff development in curriculum development	Local Funds	Penny Fleet	May 2009	Copies on file
C. Disaggregate TAKS scores	C-1 Provide data or computer software		Penny Fleet	May 2009	Copies on file
	C-2 Provide staff development days for TAKS disaggregation	Title II, Part A Funds (\$1500)	Kelly Stansell	Jan. 2009/ Aug. 2009 (Preplanning)	Campus level use
D. Compensatory education	D-1 Direct policy to meet state guidelines	Comp Ed.	Penny Fleet	August 2008	Completed plan
	D-2 Identify students meeting at risk		Kelly Stansell	October 2008	Copies of file

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	D-3	Begin serving students upon identification		Kelly Stansell, Teachers	October 2008	Copies of file
E. Remedial education	E-1	Student Support Teams will identify students needing remedial learning activities (i.e. at risk, Special Ed. & ESL students)		SST & Kelly Stansell	August 2008/ on-going	Results of survey
	E-2	Provide remedial instruction as needed	Comp Ed (\$2000)	Kelly Stansell	June 2009	Copies on file
	E-3	Evaluate each component		Kelly Stansell, Teachers	July 2009	Survey of teachers
	E-4	Provide accelerated instruction for all students who were not successful on TAKS	Local	Kelly Stansell	August 2008	TAKS Scores
F. Gifted and Talented	F-1	Provide gifted and talented staff training	Title II, Part A	Kelly Stansell	Sept. 2008	Staff development records
	F-2	Coordinate gifted and talented program		Lesle Williams	Sept. 2008	Selected activities on file
G. Dyslexia	G-1	Ensure policies and practices meet needs of students having been screened as dyslexic		Kathy White	Ongoing	Review of application of policies

	G-2 Provide staff tools and methods to assist dyslexic students in the regular classroom	Local Funds	Kathy White, Kelly Stansell	Yearly	End of study report
H. Technology	H-1 Continue to acquire computers capable of internet access to be placed in Computer Lab	Local	Gary Nash, Kelly Stansell	Ongoing	Acquisition of computer
	H-2 Use school website to inform community about class activities		Kelly Stansell	Ongoing	Staff development records
	H-3 Implement wireless mobile computer lab for in classroom research	Ed. Foundation	Kelly Stansell, Sharon Gathright	Ongoing	Record lab use

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Goal 3: Teachers and Teaching

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Continue to employ teachers with exemplary credentials and/or potential	A-1 Review applications	Local Funds	Kelly Stansell	August 2008	Teacher evaluation PDAS evaluations College transcripts
B. Continue to initiate campus based and district site-base decision making	B-1 Work with Site-Based Decision Making Committee and teacher panel to establish parameters	Local Funds	Penny Fleet, Kelly Stansell	Ongoing	Teacher evaluation, agendas, minutes
	B-2 Inservice for members of Site-based Decision Making Committee	Region VII	Penny Fleet, Kelly Stansell	Ongoing	Evaluate process and outcomes
	B-3 Site-based committee and faculty will communicate to provide feedback, suggestions, and solutions		Kelly Stansell, Site-based committee	Quarterly	Teacher survey

C. Make relevant staff development training available as appropriate	C-1	Communicate schedules to teachers		Kelly Stansell	On-going	Memos, minutes, files
	C-2	Provide opportunities to participate in various staff development activities	Title II, Part A Funds	Kelly Stansell, Site-based Decision Making Committee	On-going	Record of Staff Development opportunities attended by staff
	C-3	Provide Subs for teachers to attend workshops	Local Funds	Kelly Stansell	May 2009	Record of substitutes for staff workshops

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Goal 4: Organization and Management of School Environment

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Increase organizational efficiency	A-1 Encourage flow of communication		Kelly Stansell and Staff	Ongoing	Check information sharing practices, surveys
	A-2 Use current technology to make management more efficient	Title V Funds	Kelly Stansell and Staff	May 2009	Check management training available and utilized
	A-3 Communication system between all classrooms and office		Kelly Stansell, Office	Ongoing	Maintenance logs
B. Maintenance	B-1 Maintain facilities In safe and attractive appearance		Billy Miller	Ongoing	Monthly evaluation
C. Buildings and Grounds	C-1 Safety checks of playgrounds and grounds		Kelly Stansell, Graham Good, Rodney Riley, Leigh Vickery	Monthly	Surveys, building use schedules, maintenance reports. Safety form
	C-2 Create a more beautiful campus	Donations & Activity Fund	Kelly Stansell, Student Organizations	May 2009	Completed projects

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Goal 5: Finance

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Cost containment	A-1 Evaluate cost of each program		Kelly Stansell	On-going	Outcome of each evaluation
	A-2 Evaluate budget sheet monthly	Budget print-out	Kelly Stansell, Gary Nash	Monthly	Budget Sheet
B. Revenue enhancing	B-1 Support fund raising activities		Kelly Stansell, Site-based committee	Yearly	Funds raised

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Goal 6: Parent and Community Involvement

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Inform parents of Campus policies	A-1 Inform Parents that the handbook is on-line/Distribute handbooks when requested	Local Funds	Kelly Stansell	On-going	Parent signature on record
	A-2 Encourage participation in open house activities		Kelly Stansell	On-going	Open House Sign-In sheet
	A-3 Offer orientation for for each grade level at beginning of year		Kelly Stansell	August 2008	Sign-In sheet
	A-4 Every student maintain a student planner/calendar as communication tool		Teachers	On-going	Teacher records
	A-5 Inform Parents that the Code of Conduct is on-line/Distribute Code of Conduct when requested		Kelly Stansell	August 2008	Parent Signature on record

B. Inform parents of student academic and behavioral progress	B-1 Notify parents of student grades and progress		Kelly Stansell, teachers	3 weeks Progress Reports, 6 weeks Report Cards	Reports on record
	B-2 Post grades on-line Using Lynx.net		Teachers	On-going	Web-based grade history
	B-3 Send discipline notes home as appropriate		Kelly Stansell	Within 3 working days of incident	Notes on record
C. Increase effectiveness of volunteer program	C-1 Provide yearly training	Local Funds	Chenena Martin	On-going	Volunteer sign-in sheets
	C-2 Place volunteers in area of expertise/interest		Chenena Martin	Sept. 2008	Interest Survey
D. Increase community/corporate participation	D-1 Campus participation in the Adopt-A-School program		Kelly Stansell & Darlene Von Allmen	Aug. 2008	Adopt-A-School annual report
	D-2 Forever Friends volunteer program		Joyce Duvall Kelly Stansell Chenena Martin	Sept.-May 2009	Notes of file
	D-3 Appointment of a parent to the site-based decision making committee		Kelly Stansell,	August 2008	Minutes from site based meeting.
	D-4 Encourage parent membership in PTA	PTA	PTA President/Staff	August 2008	Notes on file

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Goal 7: Innovation

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Incorporate the use of computers in instruction and administration	A-1 Update Technology Plan for district		Gary Nash, Kelly Stansell	On-going	Current plan available
	A-2 Staff development for on-site and new equipment and software	Technology Funds	Kelly Stansell	On-going	Type and number of sessions at end of year
	A-3 Continue use of technology in all instructional areas	Technology Funds	Kelly Stansell	On-going	End of year evaluation
B. Provide Internet training for students and staff	B-1 Encourage Internet, and other sources to be used for instruction and administration	Technology Funds	Gary Nash, Kelly Stansell	On-going	List the types and frequency of programs used
	B-2 Increase accessibility to Internet for student and staff use	Technology Funds	Gary Nash, Kelly Stansell	Spring 2009	Completed

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Goal 8: Communication

Objectives	Strategies	Resources	Persons Responsible	Time Lines	Evaluation
A. Communicate from school to home	A-1 Letters, notes	Local Funds	Kelly Stansell, Teachers		Notes on file
	A-2 5 th & 6 th Grade Orientations		Kelly Stansell, Teachers	August 2008	Evaluation at campus level
	A-3 Website		Sharon Gathright/ Teachers	On-going	Site visits on record
B. Communications from home to school	B-1 Open door policy for all personnel		Kelly Stansell, Staff	On-going	Response to inquiries
	B-2 Facilitate correspondence and conferences from parents		Kelly Stansell, Staff	On-going	Response to inquiries
	B-3 Encourage constructive input		Kelly Stansell, Staff	On-going	Response to inquiries
C. Interschool communication	C-1 Continue weekly bulletins		Kelly Stansell, Central office	On-going	Evaluate weekly responses
	C-2 Staff meeting - set day/time for staff		Kelly Stansell	As Needed	Notes on file

meetings

Budgeted Amounts

Comp Ed	1 FTE Approx 40,000
GT	.35 FTE \$18,000
Spec ED	1 FTE teacher .5 FTE support
Staff Dev	NCLB - \$3000