

INFORMATION ON PLANNED CHANGES AT BATES MIDDLE SCHOOL FOR 2010-2011 SCHOOL YEAR

Bates Middle School has not made Adequate Yearly Progress (AYP) for four of the last five years and is in Corrective Action in the state's School Improvement Process. The Maryland State Department of Education provides local school systems with multiple options to address schools in corrective action. They are:

- Replace the school staff who are relevant to the failure to make AYP.
- Institute and fully implement a new curriculum, including providing appropriate professional development for all relevant staff, that is based on scientifically based research and offers substantial promise of improving educational achievement for low-achieving students and enabling the school to make AYP.
- Significantly decrease management authority at the school level.
- Appoint an outside expert to advise the school on its progress toward making adequate yearly progress, based on its school plan.
- Extend the school year or school day for the school.
- Restructure the internal organizational structure of the school.

For Bates Middle School, Superintendent Kevin M. Maxwell has decided to implement a plan similar, but not identical to, the one that employed at Annapolis Middle School. Based on a thorough analysis of student performance data, demographic data, staffing, and instructional program information, AACPS will make changes to the current staff at Bates Middle School, which may include some staff being reassigned.

In preparing for the 2010-2011 school year and the requirements to reorganize Bates Middle School, these are the expectations for the staff members who will be assigned to the school.

- First and foremost, AACPS wants to ensure that all staff who remain at Bates Middle School **want** to be at Bates Middle School and are **committed** to continue the work to meet the needs of all of Bates Middle School students.
- Arts Integration and the Performing and Visual Magnet will continue to be the foundation for the instructional restructuring of the school. All staff must be willing to commit to that program.
- Instructional staff must commit to attend three specifically scheduled days of professional development (pending funding) – primarily in the areas of Arts Integration and team-building around a common vision. This training will occur during the week of August 9, 2010, and teachers and other ten-month employees will receive per diem pay. Participation in the professional development will be mandatory for instructional staff at Bates Middle School.
- Teachers in Core Academic Subjects, as defined by *No Child Left Behind*, should be eligible to be designated Highly Qualified.
- Instructional staff must have ratings no less than "satisfactory."

As the plan to improve performance moves forward at Bates, the thoughts of parents, community members, and staff relative to the manner in which Anne Arundel County Public Schools implements the replacement of some staff, Arts Integration, and the Performing and Visual Arts Magnet are critical. [Please submit your feedback by clicking here.](#)