

**Brooklyn Park Middle School
School Improvement Plan
2010 - 2012**



BPMS MISSION

It is the mission of BPMS to build positive relationships and improve learning for all students through highly effective teaching. In order to achieve our mission, we believe:

- ✓ Communicating is key in understanding how learning takes place and why behaviors occur
- ✓ Embracing diversity and inclusiveness enhances tolerance understanding and cooperation between students staff and community
- ✓ Creating a safe environment is essential in nurturing learning and risk taking
- ✓ Providing rigorous instruction challenges students to achieve their personal best
- ✓ Teaching and learning that has relevance produces greater life-long understanding
- ✓ The teacher has great power to influence and teach mutual respect, equity and fairness through positive relationships

Brooklyn Park Middle School

Preamble

Brooklyn Park Middle School has institutionalized many school improvement initiatives and strategies over the last several years. As these practices are now part of the fabric of our school they are not included in this improvement plan but are listed below so as to keep them in the forefront:

- ✓ Continue building the effectiveness of the team teaching model.
- ✓ Provide bi-weekly opportunities for job-embedded professional development which includes but not limited to Cultural proficiency, Thinking Maps, Art integration and Differentiated Instruction.
- ✓ Continue to build effective collaborative planning opportunities and progress monitoring of students.
- ✓ Continue to use the BIG 6 research processes and require student research projects that include synthesis and analysis (at least one per grade level).
- ✓ Continue to provide direct instruction in pre, during, and after reading strategies including the directed reading and reciprocal teaching models.
- ✓ Continue to look for ways to increase opportunities for minority students to participate in advanced coursework.
- ✓ Continue to incorporate and expand AVID strategies into all classes to develop consistency in organizational and study skills.
- ✓ Continue to utilize strategies of PBIS to support positive student choices and consequences.
- ✓ Utilize full time instructional department chairs in reading, mathematics, social studies, science and special education to support content and student performance.
- ✓ Continue supports for students utilizing the Advisory Period.
- ✓ Continue the use of Student Led Conferences.
- ✓ Continue daily collaborative planning sessions.
- ✓ Continue bimonthly meetings with the "neighbors" (police, senior center, CAC, AACC and External Diploma Program)
- ✓ Continue being an active participant at the North County Business Advisory Board meetings
- ✓ Participate in monthly Achievement Steering Committee Meetings
- ✓ Hold bi-monthly Leadership Team meetings

Brooklyn Park Middle School School Improvement Plan

Statement of Need: According to the data on the 2010 MSA administration, while 79.1% of White students, 73.9% of African-American students, 76.9% of Hispanic students and 100% of Asian/Pacific Islander students scored at proficient or advanced, the following student groups are in need of academic growth in **Reading:** FARMS (72.6%), Special Education (64.7%) and Limited English Proficient (20.0%).

According to the data on the 2010 MSA administration, while 80.0% of Limited English Proficient students, 73.7% of White students, 67.8% of African-American students, 76% of Hispanic students, 67.5% of FARMS and 100% of Asian/Pacific Islander students scored at proficient or advanced, the following student groups are in need of academic growth in **Mathematics:** Special Education (51.0%).

Annual Objective: By the end of 2010 - 2011 school year, at least 80.8% of all BPMS students, African-American students, Asian/Pacific Islander students, Hispanic students, White students, special education students and FARMS students will be proficient or advanced on the Reading MSA.

By the end of 2010 - 2011 school year, at least 71.4% of all BPMS students, African-American students, Asian/Pacific Islander students, Hispanic students, White students, special education students and FARMS students will be proficient or advanced on the Math MSA.

Brooklyn Park Middle School School Improvement Plan

Goal 1: Academic Achievement Committee

All BPMS students will reach high standards, as established by AACPS and state performance level standards in all content areas by the 2011/2012 school year. Achievement disparities among all NCLB groups of students will be eliminated.

Indicator 1: 100% of all BPMS students will pass the Maryland School Assessment in reading and math

Action Steps	EQ	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	Monitoring/ End Dates
All teachers will create a standards aligned gradebook	x	DCs	All faculty	Best way to create a standards-aligned gradebook	DCs will require teachers in their department to bring their copies of their electronic gradebook to department meetings	monthly
Conduct monthly walkthroughs that will focus on 3 look	x	Gillins	DCs	Data from walkthroughs to create	Drawing box with completed surveys Sharing feedback	monthly

fors that support the SIP				future walkthrough look fors. Discuss future professional development topics at leadership meetings.	with faculty during SIT meetings	
Parrot Academy - students are placed in a math, language arts and humanities group based on 2009 MSA scores. Students scoring low basic are in a research-based math intervention class. Students in math and language arts Parrot Academy focus on standards that are foundational skills for future learning	x	Leadership Team	Teachers Administration	Weekly collaborative planning is spent on discussing standards that will be taught in Parrot Academy	After a Unit Assessment and Benchmark assessment in all content areas, disaggregated data will be shared with departments and Achievement Steering Committee. Data will be looked at by Parrot Academy and overall student achievement.	After each Unit Assessment and Benchmark Assessment for the core areas.

<p>or pre-teaching standards. Students in the Humanities class scored high proficient or advanced. They will focus on extension activities.</p>						
<p>Teachers will deliver an arts integrated lesson each marking period.</p>		<p>Wanda McBride Gillins</p>	<p>Teachers</p>	<p>Staff development on arts integration Art Form teachers and Art Integration Specialist as resources</p>	<p>Teachers submit a formal arts integration lesson. Administration and arts integration specialist visit classrooms when lessons are delivered. Lesson plans are reviewed by arts integration specialist.</p>	<p>Quarterly</p>

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Indicator 2: 25% of BPMS students will be enrolled in advanced level classes. Student groups will be represented in advanced level classes proportionate to the student body.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	Monitoring/End Dates
Determine % of students currently enrolled in advanced classes	<input checked="" type="checkbox"/>	J. Meaney	Administration Patti Butler	Common Planning Time	Collection of school data; comparison of student groups to class enrollment	End of first Marking Period
Provide clarification for students as to pre-requisites for advanced class options through goal setting and academic tracking (advisory classes)	<input checked="" type="checkbox"/>	Maura Shea	Student Services, DC's, Advisory Teachers	Student services/DC's provide information to staff during Prof. Development	Addition of "talking points" in advisory lessons to focus on advanced classes at end of marking periods (goal setting)	Nov. 15 (all report card dates)
Provide more vertical dialogue in math between middle school and grade 5 teachers to set expectations for advanced placement	<input checked="" type="checkbox"/>	Mike Labino	Math DC Math Teachers	Development of skill sets (Math DC)	Vertical Meeting agenda	End of first semester

Encourage an increase in the use of AVID strategies used in the classroom; increase student participation in the AVID program	☑	AVID site coordinator and DC's	AVID site coordinator/ DC's and classroom teachers	Common planning time to meet and organize strategies	Professional Development/Colaborative Planning	Quarterly 6/12
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Indicator 3: 85 % of BPMS students will have a Grade Point Average (GPA) of 2.0 or above.

Indicator 4: 100% of all BPMS students will earn promotion to the next grade.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/ Evidence	Monitoring/ End Dates
Identify students who fall below the 2.0 GPA	x	Student Services	Academic Achievement Committee	Access to SASI /Student Services	Report card data	End of each Marking period
Obligatory office hours for students with a 75% class average or less	x	All teachers DC's/ Admin	Teachers	Parent Permission is necessary. An activity bus is provided.	Quarterly failure list Invitations Benchmarks Interims Report Cards	After each Benchmark, Quarterly
Implement the Collaborative Decision Making process for referring students		Student Services	IDTs	Professional Development on the CDM process	CDM paperwork and quarterly failure list (due to attendance)	Quarterly

					or academics)	
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**Brooklyn Park Middle School
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Goal 2: Safe & Orderly Committee

All BPMS students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

Indicator 1: 20% fewer students will receive a referral based on the 2009 - 2010 school year. There will be a 10% decrease in the disproportionately among student groups.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/ Staff Development Needed	Monitoring Procedure/ Evidence	Monitoring/ End Dates
<p>Review discipline data Individual data for teachers; look at time of day, etc.</p> <p>Focus on student groups: African American, FARMS, Special Education</p> <p>Review data with individual students and parents/ guardians (for high flyers)</p> <p>Present data monthly at faculty meetings</p>	X	Safe School Committee and Administration	<p>All Teachers</p> <p>SIT</p> <p>Steering Achievement Committee</p>	Committee and Faculty meetings to discuss	<p>Discipline Data</p> <p>Agendas</p> <p>Minutes</p> <p>Review ethnicity report at Safe School monthly meetings</p> <p>Reduction in discipline referrals</p>	Monthly,
<p>Energizing PBIS</p> <p>Continue posting</p>		Safe School Committee	All Teachers Administration	Money	PRIDE cash turned in	Quarterly

<p>PBIS posters; make sure they are hung in all areas of the school</p> <p>Review PBIS matrix at interim and report card time during advisory</p> <p>Look at us compared to other schools' data</p> <p>Use P.R.I.D.E. cash to purchase items such as food coupons, pencils, silly bands, etc.</p> <p>Incentives for students with no referrals: Movie, basketball time at the end of</p>				<p>Fundraisers</p> <p>Venues</p> <p>Student and Staff</p> <p>Participation</p>	<p>Meeting minutes</p> <p>Reduction in referrals</p> <p>Reduction in suspensions and expulsions</p>	
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the school day, admissions to Game Night						
<p>Culture Proficiency Training</p> <ul style="list-style-type: none"> • Through Professional Development 	X	<p>Professional Development Team</p> <p>Equity Liaison</p> <p>Administration</p>	All Staff	<p>MOI</p> <p>Professional Development Time</p>	<p>Training Minutes and Materials Review</p> <p>Discipline data</p>	Monthly
Peer Observations on a voluntary basis. Look fors would include classroom management techniques, formative assessments practices, etc.	X	Teachers, Right Start Advisor, and Administration	Teachers and Administration	<p>Volunteers for Peer Observation</p> <p>Release Time and Substitutes</p> <p>Observation Check List</p>	<p>Schedule of observations</p> <p>Observation Check List</p>	Quarterly

Brooklyn Park Middle School School Improvement Plan

Goal 2: Safe & Orderly Committee

All BPMS students will be educated in a safe, positive, and supportive learning environment with a focus on security enhancements that support system-wide safety and discipline standards.

Indicator 2: 95% of BPMS students will attend school each day.

Indicator 3: 95% of BPMS students will be on time to school each day.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	Monitoring/End Dates
Examine trends in attendance data (e.g., holidays, weather, etc)		PPW Attendance Secretary	Attendance Committee	Training staff members to run queries in SASI	Attendance data	Monthly
Analyze data from climate survey/ bullying survey to determine whether students feel safe at school		School Psychologist	Student Services Administration	Make strong push for all stakeholders to complete surveys! Provide access to computers for parents and time for teachers to complete.	Climate survey Bullying survey	December 2010
Develop and implement Attendance contracts		Counselors	Counselors Administration	Template for Attendance Contract	Weekly attendance Monthly attendance StIPs	Monthly
Truancy Court with targeted students		PPW	PPW Counselors	Univ. of MD Law School	Teacher checklists	Monthly

Intervene early for students who are in danger of earning all Es for the marking period for attendance		Teachers	Attendance Committee	Attendance Policy	Compare number of students being E'd out from quarter to quarter	Each quarter
Incorporate goals regarding attendance into advisory lessons at interim and report card time		Advisory Team	Advisors	Common Meeting Time	Attendance data before and after interims/report cards	Every 9 weeks (interim time, report card time)/June 2010
Provide PRIDE cash, tangible rewards, and/or coupons for food as positive reinforcement for attendance/on-time arrival		Principal or AP make random announcements during homeroom	Homeroom Teachers	Money for incentives (PRIDE cash, food, other rewards)	Attendance data before rewards are started and after	Quarterly
Keep accurate data on students' attendance		Homeroom Teacher	Teachers/staff	SASI	Daily attendance data	Daily

Brooklyn Park Middle School School Improvement Plan

Goal 3: Community Collaboration

The BPMS staff, students and community will create and expand activities that support the primary academic function of the school. We will create a positive school climate for all members of the BPMS Community.

Indicator 1: By June 2011, 90% of BPMS parents and community members will indicate that BPMS communicates effectively and is a welcoming environment.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	Monitoring/End Dates
Implement use of parent/volunteer questionnaire, so that faculty/staff will have feedback concerning the quality of communication and welcoming environment at BPMS.		Betsy Whetstone	All faculty	Feedback forms Collection box	Collection box in the main office. Sharing feedback with faculty during SIT meetings.	Monthly
Conduct a drawing for	X	Content area	PBIS	Survey forms	Drawing box	Yearly

completing surveys at BPMS night to ensure an equitable amount of feedback.		DCs	facilitators	Prizes	with completed surveys Sharing feedback with faculty during SIT meetings	
Utilize communication within student agendas during morning announcements and advisory periods, in order to keep families informed about school events.		Homeroom teachers and advisors	Homeroom teachers and advisors	Student agendas Updates on dates/events in the weekly newsletter	Random agenda checks	Monthly
Implement monitoring Class XP, so that grade books will be updated regularly.		Administration	All teachers	Class XP software and online access	Department and SIT meetings	Quarterly

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Indicator 2: By June 2011, BPMS will increase its community partnership and volunteer members by 10% from 2009 - 2010 baseline data to directly support the academic environment.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	Monitoring/End Dates
Email letters to businesses and corporations to recruit volunteers to participate supporting our academic goals—Just Lunch and Career Day			All Staff	Letter and E-Invite templates	Response of volunteers	Ongoing
Solicit businesses to donate materials to enhance instruction and/or support instruction financially			All Staff	Letter and E-Invite templates	Donation of materials/funds utilized within the	Quarterly

					classroom	
Tap into businesses for prize drawings			All Staff	Letter and E-Invite templates	Donations for kids—wish list	Quarterly

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Indicator 3: By 2011, BPMS will host a minimum of two activities, meetings, parent-teacher conferences, etc. in the community.

Action Steps	EQ	Person Responsible	Implementation Team	Resources/Staff Development Needed	Monitoring Procedure/Evidence	Monitoring/End Dates
During American Education Week parents will be invited to meet with the principal in the morning then they will visit classrooms.		Community Collaboration Committee	Faculty and Staff	Funds for breakfast	Sign-in sheets to look at parent participation	November 14 - 20
Parents will be given multiple opportunities to sign the PRIDE commitment during		Administration	Secretarial Staff	None	Most of the border of the PRIDE commitment	Ongoing

American Education Week, Muffins for Moms, Donuts for Dads, Student-led Conferences, Parent Night MSA/IB/STEM, Celebrate BPMS and Read Across America					is filled in.	
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