

Patrick Marsh Middle School is a learning community where...

Our Vision: To be a high performing middle school that fosters and supports the academic, physical, social, emotional, and intellectual growth of all students.

Our Mission: Futures depend on us to inspire and prepare every child, every day by providing relevant, engaging, and innovative learning experiences in and out of the classroom



Patrick Marsh Middle School Balanced Scorecard 2016-17

Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations
<p>5 Year Goal: All students surpass their annual academic growth targets and graduate ready for success.</p>	<p>5 Year Goal: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>	<p>5 Year Goal: Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.</p>	<p>5 Year Goals: Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population and community.</p>

School Annual Goals

District Annual Action Plan

<p>Literacy Increase the number of students who are testing "At or Above the Benchmark" on STAR Reading from 60.33% to 64.33% by the spring assessment window, an increase of 4%.</p>	<p>Staff: The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 4.11 to 4.16.</p>	<p>Student: The overall mean on the Student Engagement Survey will increase by the end of the 2016-2017 school year from 3.75 to 3.85.</p>	<p>Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population.</p>
<p>Numeracy Increase the number of students who are testing "At or Above the Benchmark" on STAR Math from 74% to 78% by the spring assessment window, an increase of 4%.</p>		<p>Parent: The overall mean on the Parent Satisfaction Survey will increase by the end of the 2016-2017 school year from 4.05 to 4.10.</p>	
<p>Equity In the 2016-2017 school year, 55% of African American students will achieve their growth SGP from fall to spring in reading as measured by STAR Reading assessment.</p>			

Director Approval: Andrea Daniels and Curt Mould

Approval Date: August 22, 2016

Progress Monitoring Report

Progress Monitoring Report for each department will be collected, recorded, and reported in this document at mid and end of year.

Spotlight: Green = On track to meet goal; Yellow = In danger of not meeting goal; Red = Not likely to meet goal

Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations Goals
<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Literacy goal: STAR Reading Goal: 64.33% At or Above</p> <p>Numeracy goal: STAR Math Goal: 78% At or Above</p> <p>Equity goal: STAR Reading SGP Goal: 55% meet their SGP</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Employee Engagement Survey</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Parent Engagement Survey</p> <p>Student Engagement Survey</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p>
<p>Mid-Year Data Summit Report Winter STAR Reading: 65.5% of students were At or Above the Benchmark</p> <p>Winter STAR Math: 72.7% of students were At or Above the Benchmark</p> <p>Equity goal: STAR Reading SGP Winter SGP African Americans: 48%</p>	<p>Mid-Year Data Summit Report November Mean = 3.78 Mid-Year evaluation of Student Survey with BLC. Identified 3 highest, 3 lowest and developed action steps for 3 lowest.</p> <p><u>3 Highest:</u> #1 - 3.89 My supervisor provides me with resources to do my job. #5 - 3.96 My supervisor shows a genuine concern for my welfare. #8 - 3.84 My supervisor sets clear expectations to judge my performance.</p> <p><u>3 Lowest:</u> #3 - 3.61 Supervisor led staff meetings make effective use of time and are productive.</p>	<p>Mid-Year Data Summit Report Parent check-in with SCO parent group, sought feedback on 3 lowest questions from Spring survey.</p> <p>"I receive positive phone calls, notes, or emails about my child from the school." 3.13</p> <p>"I regularly receive feedback from school staff on how well my child is learning." 3.25</p> <p>"School rules/discipline plans are enforced consistently at this school. 3.91</p> <p>Student Mid-Year Dipstick Survey (281 responses): given to students on 3 lowest questions from Spring survey.</p> <p>"I set learning goals and track my progress." 3.13</p>	<p>Mid-Year Data Summit Report</p>

	<p>#10 - 3.62 My supervisor provides feedback concerning areas of improving my performance.</p> <p># 7 - 3.64 My supervisor consults me on the decisions that affect my job.</p>	<p>"My teachers ask me how I learn best." 2.88</p> <p>"Students show respect for each other at this school. " 3.06</p>	
<p><u>End-of-Year Data Summary Report</u></p> <p>Overall from Fall to Spring Spring STAR Reading: 60.33% to <u>65.8%</u> were At or Above the Benchmark (Winter 65.5%, Goal 64.33%)</p> <p>Spring STAR Math: 74% to <u>73.3 %</u> of students were At or Above the Benchmark (Winter 72.7%, Goal 78%)</p> <p>Equity goal: STAR Reading SGP African American Students Spring SGP for African American Students: <u>50%</u> met their SGP (Winter 48%; Goal 55%)</p> <p><u>Spring STAR Reading Breakdown:</u> 5th grade reading: 97 tested students At/Above Benchmark: 59 students (62%) On Watch: 10 students (10%) Intervention: 16 students (16 %) Urgent Intervention: 12 students (12%)</p> <p>6th grade Reading: 310 tested students At/Above Benchmark: 203 students (66%) On Watch: 49 students (16%) Intervention: 35 students (11%) Urgent Intervention: 23 students (7%)</p> <p>7th grade Reading: 284 tested students At/Above Benchmark: 193 students (67%) On Watch: 36 students (13%) Intervention: 30 students (11%)</p>	<p><u>End-of-Year Data Summary Report</u></p> <p>Spring Mean = 3.67 November Mean = 3.78</p> <p><u>3 Highest from November:</u> #1 - 3.82 My supervisor provides me with resources to do my job. (Nov - 3.89). #5 - 4.23 My supervisor shows a genuine concern for my welfare. (Nov - 3.96). # 8 - 3.88 My supervisor sets clear expectations to judge my performance (Nov - 3.84).</p> <p><u>3 Lowest from November:</u> #3 - 3.61 Supervisor led staff meetings make effective use of time and are productive. (Nov - 3.61) #10 - 3.62 My supervisor provides feedback concerning areas of improving my performance. # 7 - 3.64 My supervisor consults me on the decisions that affect my job.</p>	<p><u>End-of-Year Data Summary Report</u></p> <p>Parent: Spring 2016 Mean: 4.05 Spring 2017 Mean: 3.53</p> <p>"I receive positive phone calls, notes, or emails about my child from the school." (Spring 2016 - 3.13)</p> <p>"I regularly receive feedback from school staff on how well my child is learning." (Spring 2016 - 3.25)</p> <p>"School rules/discipline plans are enforced consistently at this school. (Spring 2016 - 3.91)</p> <p><u>Student:</u> Spring 2016 Mean: 3.75 Spring 2017 Mean: 3.56</p> <p><u>3 Lowest</u> I set learning goals and track my progress" Spring 2016: 3.49 Midyear 3.13 Spring 3.32</p> <p>My teachers ask me how I learn best." Spring 2016: 3.46 Midyear 2.88 Spring 3.42</p> <p>Students show respect for each other at this school. Spring 2016: 3.05 Midyear 3.06 Spring: 2.67</p>	<p><u>End-of-Year Data Summary Report</u></p>

Urgent Intervention: 25 students (9%)

Spring STAR Math Breakdown:

5th grade math:

94 tested students

At/Above Benchmark: 72 students (77%)

On Watch: 5 students (5%)

Intervention: 6 students (6%)

Urgent Intervention: 11 students (12%)

6th grade math:

307 tested students

At/Above Benchmark: 220 students (72%)

On Watch: 35 students (11%)

Intervention: 32 students (10%)

Urgent Intervention: 20 students (7%)

7th grade math:

293 tested students

At/Above Benchmark: 217 students (74%)

On Watch: 22 students (8%)

Intervention: 27 students (9%)

Urgent Intervention: 27 students (9%)

Equity African American Reading SGP

Breakdown:

5th Grade Reading:

2 of 9 (22%) met SGP

6th Grade Reading:

19 of 32 (59%) met SGP

7th Grade Reading:

11 of 23 (48%) met SGP

Strategic Actions

Proposed Strategic Actions:

- Will be listed for each goal at the the beginning of the year,
- May be revised as a result of what is learned through progress monitoring, and
- Will be approved by the Assistant Superintendent.

Stoplight: Green = Completed; Yellow = In Progress; Red = Not Started

Teaching & Learning School Annual Goals: All students surpass their annual academic growth targets and graduate ready for success.

1. Increase the number of students who are testing “At or Above the Benchmark” on STAR Reading from 60.33% to 64.33% by the spring assessment window, an increase of 4%.
2. Increase the number of students who are testing “At or Above the Benchmark” on STAR Math from 74% to 78% by the spring assessment window, an increase of 4%.
3. In the 2016-2017 school year, 55% of African American students will achieve their growth SGP from fall to spring in reading as measured by STAR Reading assessment.

Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
<u>Related to Literacy and Equity Goal:</u> Ensure best practice in literacy instruction related to the implementation of the readers’ and writers’ workshop model (conferring as this year’s focus).	Building Principals	2016-2017	Walkthrough fidelity checklist data	1st Semester Fidelity Checks Complete	
<u>Related to Literacy, Numeracy and Equity Goal:</u> Continuous improvement of the Data Summit process (Analysis of data: STAR data and use of common assessments outside of STAR, and use of data for goal-setting in curricular teams).	Building Principals & All Teachers	2016-2017 school year	Curricular team goals set each quarter on the Data Summit Action Plans	In Progress	
<u>Related to Literacy, Numeracy and Equity Goal:</u> Implement action plan with inside and outside the classroom strategies to provide responsive classrooms.	All staff	2016-2017 school year	-Team problem solving log documentation -Parent meeting log -Club participation	In Progress	
<u>Related to Numeracy Goal:</u> Opportunities for lesson extensions on various topics,	Math Faculty and Staff	2016-2017 school year	Participation records (to include beginning of year and end of year STAR Math scores)	In Progress	Acceleration group limited this for ½ the year due to

through flexible grouping.					ALPS teacher schedule
Related to Literacy, Numeracy and Equity Goal: Ongoing staff development of STAR Assessment and reporting tools for all teachers including elective teachers.	Building Principals and Teachers	2016-2017	Use of data in data summits and team PLC's (Quarterly LLT Tracking Tool)	In Progress	

Workforce Focus School Annual Goal: Increase the mean on the Employee Engagement Survey from 4.11 to 4.16. Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.					
Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Participate in recruitment events with Human Resource Department.	HR office, Building Principals	2016-2017 school year	Principal attendance at recruitment fair(s) throughout the 2016-2017 school year		
Implement action plan to increase mean on Employee Engagement from 4.11 to 4.16.	Building Principals	2016-2017 school year	Feedback Survey Results: 2016 Mean: 4.11 2017 Mean: 3.67	In Progress November Studer Mean 3.78	Team meetings inconsistently attended by admin/student services
Administrative team will complete the onboard checklist within 30 days of hire.	Building Principals	2016-2017 school year	Completion of new hire checklists		

Community Engagement School Annual Goal:

Increase the mean on the Student Engagement Survey from 3.75 to 3.85.

Increase the mean on the Parent Satisfaction Survey from 4.05 to 4.10.

Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Implement action plan to increase mean on Student Engagement Survey from 3.75 to 3.85	Building Principals	2016-2017	Feedback Survey Results: 2016 Mean: 3.75 2017 Mean: 3.56	Mid-Year Check on 3 Questions:	3.56
Implement action plan to increase mean on Parent Satisfaction Survey from 4.05 to 4.10.	Building Principals	2016-2017	Feedback Survey Results: 2016 Mean: 4.05 2017 Mean: 3.53	SCO meeting	3.53

Facilities & Operations Annual Goal:

Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population and community.

Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Use building and district resources to effectively and efficiently support our 5th, 6th, and 7th grade students, teachers, and staff.	Building Principals and BLC	2016-2017	Observe day-to-day activities in various school settings All classes are adequately staffed All classes have adequate classroom space to meet student and teacher needs Stay within budget limits	In Progress	