



APS MANAGEMENT PLAN
90-Day PROGRESSIVE PLAN FORMAT
FIRST SEMESTER ACTION PLAN: 2019-2020
Performance Priorities and Actions to be Taken to
Address Student Achievement
2018-2024 APS Strategic Plan

Department: Dorothy Hamm Middle School

School Principal: _____

Ellen Y. Smith

PERFORMANCE PRIORITIES (Based on Summative Performance Data)	ANNUAL PERFORMANCE GOALS	ALIGNMENT WITH STRATEGIC PLANNING GOALS	ACTIONS TO PRIORITIES (Align Action Steps with Timeline, Responsible Parties and Anticipated Evidence)	TIMELINE FOR ACTIONS	RESPONSIBLE PARTIES (Be Specific)	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL (Progress Monitoring at 30, 60, 90 and 120 Days)						
Students at Dorothy Hamm Middle School will experience a student-centered learning environment that is relevant, rigorous, and engaging.	By June 2020, all students who fell in the below basic range on the MI and RI in September 2019 will make at least one year's growth as defined by the MI and RI "Expected Growth" in Lexile and Quantile.	Student Success <i>focusing on closing the achievement gap</i>	<p>Provide targeted math instruction based upon each student's specific opportunities for growth in number sense (Standards 6.1, 6.2, 6.3, 6.4 / 7.1 / 8.1, 8.2, 8.3)</p> <table border="1" data-bbox="848 911 1730 1547"> <tr> <td data-bbox="848 911 1226 1049">Identify specific opportunities for growth for each student</td> <td data-bbox="1226 911 1440 1049">By end of Q1(November 5th)</td> <td data-bbox="1440 911 1730 1049">Math Coach Math/ EL/ SpEd teachers</td> </tr> <tr> <td data-bbox="848 1049 1226 1547"> Determine instructional plans for students based on proficiency ranges; can include: <ul style="list-style-type: none"> ● delivery considerations (model, scheduling, staffing) ● possible intervention during Phoenix Time Learning Seminars ● Math 8 strategies considerations ● number sense routines </td> <td data-bbox="1226 1049 1440 1547">By December 6th</td> <td data-bbox="1440 1049 1730 1547">Math Coach Math/ EL/ SpEd teachers</td> </tr> </table>	Identify specific opportunities for growth for each student	By end of Q1(November 5th)	Math Coach Math/ EL/ SpEd teachers	Determine instructional plans for students based on proficiency ranges; can include: <ul style="list-style-type: none"> ● delivery considerations (model, scheduling, staffing) ● possible intervention during Phoenix Time Learning Seminars ● Math 8 strategies considerations ● number sense routines 	By December 6th	Math Coach Math/ EL/ SpEd teachers			Evidence of Progress (Milestones): Test data (MI, PowerSchool), grades, student reflections
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			<ul style="list-style-type: none"> Tier 1 supports through guided groups during math workshop 			
			Revisit growth plans and adjust <ul style="list-style-type: none"> Administer mid-year MI 	As necessary, at least midyear and end of Q3	Math Coach Math/ EL/ SpEd teachers	
			Strategy: Provide targeted reading instruction based upon each student's specific opportunities for growth in reading comprehension (Standards 6.4, 6.5, 6.6 / 7.4, 7.5, 7.6 / 8.4, 8.5, 8.6)			Evidence of Progress (Milestones): Test data (RI, PALS, PowerSchool), grades, reading conference records, student reflections
			Identify specific opportunities for growth for each student	By end of Q1(November 5th)	MSRT ELA / EL / SpEd teachers	
			Determine an individual instructional plan for each student, including: <ul style="list-style-type: none"> delivery considerations (model, scheduling, staffing) possible intervention curricula (OG, LLI, WTW) comprehension strategy instruction guided practice and time with text reading conferences with targeted goals 	By December 6th	MSRT ELA / EL / SpEd teachers	
			Revisit individual growth plans and adjust <ul style="list-style-type: none"> Administer mid-year RI 	As necessary, and end of Q3	ELA / EL / SpEd teachers MSRT	

<p>Students at Dorothy Hamm Middle School will experience a school climate that is safe, healthy, and supportive.</p>	<p>SMART Goal: By June 2020, the amount of students able to identify a trusted adult with whom they feel connected and/or safe will increase by 25%.</p>	<p>Student Well-Being <i>connecting Students with staff and other students</i></p>	<p>Strategy: Students will be given multiple avenues for building relationships with staff members through Teacher Advisory, mentor program S.O.A.R, rotating Learning Seminars</p> <table border="1" data-bbox="844 215 1730 1235"> <tr> <td>Teacher Advisory</td> <td>ongoing</td> <td>All TA staff</td> </tr> <tr> <td>Rotating small group Phoenix seminars / Learner Profile Data Collection & Synthesis</td> <td>Initial learner profile- September 2019 ongoing</td> <td>Kat Partington, RTG</td> </tr> <tr> <td>Student Needs Assessment</td> <td>October 2019, January 2020, May 2020</td> <td>Counseling Department</td> </tr> <tr> <td>S.O.A.R. Mentor Program</td> <td>ongoing</td> <td>Mia Elliott, EEC</td> </tr> <tr> <td>Boys to Men</td> <td>Session 1 learning seminar</td> <td>Robert Loutsios & Mia Elliott</td> </tr> <tr> <td>TAB</td> <td>ongoing</td> <td>Jenny Shanker</td> </tr> <tr> <td>Sisterhood Group</td> <td>ongoing</td> <td>Mia Elliott, EEC</td> </tr> <tr> <td>Achieving Girls Groups</td> <td>Learning seminar</td> <td>Mia Elliott & Kat Partington</td> </tr> <tr> <td>Extracurricular Activities (clubs and sports)</td> <td>Ongoing</td> <td>Coaches and sponsors</td> </tr> </table>	Teacher Advisory	ongoing	All TA staff	Rotating small group Phoenix seminars / Learner Profile Data Collection & Synthesis	Initial learner profile- September 2019 ongoing	Kat Partington, RTG	Student Needs Assessment	October 2019, January 2020, May 2020	Counseling Department	S.O.A.R. Mentor Program	ongoing	Mia Elliott, EEC	Boys to Men	Session 1 learning seminar	Robert Loutsios & Mia Elliott	TAB	ongoing	Jenny Shanker	Sisterhood Group	ongoing	Mia Elliott, EEC	Achieving Girls Groups	Learning seminar	Mia Elliott & Kat Partington	Extracurricular Activities (clubs and sports)	Ongoing	Coaches and sponsors	<p>Evidence of Progress (Milestones): BOY/MOY/EOY student needs assessment survey; Phoenix Seminar session evaluation; attendance data</p>
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<p>Students at the Dorothy Hamm Middle School will experience a school climate that is safe,</p>	<p>SMART Goal: By the end of the 2019-2020 school year, at least 50% of staff will positively report influence</p>	<p>Workforce Engagement <i>ensuring that staff feel their voice is valued and they can have an impact on</i></p>	<p>Strategy: Ongoing staff involvement in decision making regarding school policies, procedures, and programs</p> <table border="1" data-bbox="844 1403 1730 1539"> <tr> <td>Implementation of staff Baldrige group initiatives (ex.</td> <td>ongoing</td> <td>Staff</td> </tr> </table>	Implementation of staff Baldrige group initiatives (ex.	ongoing	Staff	<p>Evidence of Progress (Milestones): Results from “Your Voice Matters” staff surveys for DHMS (BOY, mid-year, and</p>																								
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Students at Dorothy Hamm Middle School will experience efficient and effective procedures and processes so that the school runs smoothly.	SMART Goal: During the 2019-20 school year, DHMS will have less than 10% documented student and/or staff injuries.	Operational Excellence <i>ensuring that the school structures support safe operations</i>	<p>Strategy:</p> <ol style="list-style-type: none"> Educate staff and students on appropriate safe actions. Remind staff and students of safety drills and appropriate actions Collect data from documented injury reports. Follow-up documented injury with staff and students to discuss safety and appropriate actions <table border="1"> <tr> <td data-bbox="842 894 1140 1068">Safety Signs</td> <td data-bbox="1140 894 1434 1068">Post in classrooms/hallways/bathrooms</td> <td data-bbox="1434 894 1734 1068">All (including nurse, science, Tech Ed, PE, FACS teachers-specifically)</td> </tr> <tr> <td data-bbox="842 1068 1140 1133">Collect data reports</td> <td data-bbox="1140 1068 1434 1133">End of the year</td> <td data-bbox="1434 1068 1734 1133">Teachers/Staff</td> </tr> <tr> <td data-bbox="842 1133 1140 1198">Monthly Drills</td> <td data-bbox="1140 1133 1434 1198"></td> <td data-bbox="1434 1133 1734 1198">Lisa Moore</td> </tr> <tr> <td data-bbox="842 1198 1140 1304">Teaching student safety</td> <td data-bbox="1140 1198 1434 1304"></td> <td data-bbox="1434 1198 1734 1304"></td> </tr> </table>	Safety Signs	Post in classrooms/hallways/bathrooms	All (including nurse, science, Tech Ed, PE, FACS teachers-specifically)	Collect data reports	End of the year	Teachers/Staff	Monthly Drills		Lisa Moore	Teaching student safety			Evidence of Progress (Milestones): mid-year data collection; end of year data collection
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