



APS SCHOOL MANAGEMENT PLAN

SY: 2021-2022

Performance Priorities and Actions to be Taken to Address Student Achievement and School Priorities



School: Dorothy Hamm Middle School

Principal: Ellen Y. Smith

PERFORMANCE PRIORITIES <i>Provide description of qualitative and quantitative baseline data analyzed to support development of annual performance goals</i>	ANNUAL PERFORMANCE SMART GOALS <i>List SMART goals based on baseline data focused on key priorities: Student Acceleration, Professional Learning in Literacy and Numeracy, Social and Emotional Learning, Diversity, Equity and Inclusion and School Safety</i>	ALIGNMENT WITH LEADERSHIP PERFORMANCE STANDARDS <i>Indicate goal alignment to following Leadership Performance Standards (Leadership, Climate, Human Resource Management, Organizational Management, Communication and Community Relations, Professionalism, Student Academic Progress)</i>	ACTIONS TO PRIORITIES <i>List specific actions and strategies that will be implemented to support meeting desired goals and outcomes.</i>	TIMELINE FOR ACTIONS <i>List timeline for specific actions and strategies</i>	RESPONSIBLE PARTIES <i>List specific staff who will be responsible for measuring and monitoring progress on desired goals and outcomes</i>	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL <i>List specific evidence that will be used to measure and monitor progress on desired goals and outcomes</i>	RESULTS OF PROGRESS <i>List specific results on desired goals and outcomes</i>
Establishing a safe, healthy and supportive school culture: YVM Survey 2020 -57% of students feel they “belong” at DHMS (know and are known) -53% of students report no adult checked in with them about how things are going at school -80% of students did not notify an adult of hurtful or threatening incidents	-Social Emotional Learning -Diversity, Equity and Inclusion -School Safety By June 2022, DHMS Staff will develop relationships that support and foster social, emotional, and academic needs to ensure individual student success.	Leadership Performance Standard: -Climate, -Organization Management, -Communication and Community Relations, -Professionalism	-Training for 25 staff members on Responsive Classroom -Teach/Model Responsive Classroom strategies at staff meetings -Classroom observations focus on Responsive Classroom Strategies and provide feedback to teachers on their use -TA Committee designed a TA program over the summer to be implemented through the year -Structured Teacher Advisory Period including: Weekly TA Plans for teachers -lessons on SEL -lessons on RISE Student-led Conferences Academic Support	Training, Fall 2021 Staff Meetings Throughout the year Summer, 2021 Fall - Spring 2021	Admin Team Coaching Team Admin Team TA Committee Admin Team	-students report feeling supported academically and social-emotionally (Winter/Spring counseling surveys) -Walkthrough observations note rc strategies in action -students’ self-management self-assessment (Fall conf, Spring conf, end of year) reflect increased academic skills/habits -students grades reflect success -students report there is one adult who provides them with academic and SEL support (survey) -teacher survey of implementation/value of the TA program	

			- Climate Committee Action Team focus on Community Building Activities PhoenixCon Team Building Clear communications about expectations Restorative meetings with students and other restorative practices School-wide Smart Goal	Summer, 2021 August 31-Sept 1 Ongoing Ongoing	Climate Committee Teachers Climate Committee and Admin Admin	-staff report feeling respected by students (survey) -decrease in student behavioral interventions as measured by student referrals	
<p>Creating relevant, rigorous, and engaging instruction for students:</p> <p>2020-2021 SOLs School Data -88% Pass – Reading -74% Pass – Math -84% Pass – Science Subgroup Data</p> <p>Subgroup - R/M Black - 73/49 Hispanic - 78/52 ED - 72/45 SWD - 67/38 EL - 50/38</p> <p>MI/RI Fall, 2021 Math below basic (number of students) --6th Grade -65/277 --7th Grade – 70/297 --8th Grade – 56/292 Reading below basic --6th Grade – 23/277 --7th Grade – 28/297 --8th Grade – 20/292</p>	<p>-Student Acceleration -Professional Learning in Literacy and Numeracy</p> <p>By June, 2022, 80% of students who scored below basic on the Fall MI or RI will have increased their score to proficient for their grade level.</p>	<p><i>Leadership Performance Standard:</i></p> <p>-Student Academic Progress, -Leadership, -Professionalism, -Climate, -Human Resources Management</p>	-Intervention plans developed with math and reading coaches to: identify, specify areas of weakness, develop plans for tier two and three interventions, implement interventions collect data around student improvement	November - June	Coaching team Teachers	-increased pass rate on MI and RI at mid-year and end-of-year -intervention reports for students reflecting growth after targeted intervention	
			-Implement teacher walkthroughs in math, English and Reading, EL and Special Education classes to support teachers with literacy and numeracy best practices	January – May	Coaching Team Admin Team	-increased teacher reflection and application of best practices in all classrooms (Walkthroughs)	
			-Continue implementation of Collaborative Learning Teams with a focus on: Unit planning Differentiation Common formative assessments Data analysis Tier One Interventions Common Canvas pages	September – May	Teachers Admin Team Department Chairs	-shared curricula (CLT self assessment) -teacher observations (admin) -student survey – students report high level of enjoyment/enthusiasm for their learning and classes -grades – students demonstrate mastery of the content -all students demonstrate at least one year’s growth on MI/RI	
<p>Improving student learning through staff collaboration:</p> <p>YVM Survey 2020 -42% of DHMS staff reported that school-based PL is relevant</p>	<p>-Professional Learning in Numeracy and Literacy -Diversity, Equity and Inclusion</p> <p>100 % of staff access and value the</p>	<p><i>Leadership Performance Standards:</i></p> <p>-Human Resource Management -Organizational Management</p>	-Coaching team (EEC, Librarian, Reading, Math, RTG, Testing Coord, ITC, Admin) designs and implements a professional learning plan for the year focused on tapping in to the needs of staff and the talented staff in the building	September – May	Coaching Team Admin Team	-feedback from teachers after school-based professional learning (survey)	
			-Change in Leadership model: Separate meetings/focus areas	August – June	Team Leaders Department Chairs Admin	-teachers report valuable professional learning offered by school (Survey)	

<p>-18% of DHMS staff reported they have input on PL -31% of staff reported school-based PL meets their needs</p>	<p>professional learning that is offered within the school as measured by mid-year and end of year surveys.</p>		<p>--Grade Level Team Leads – focus on supporting whole child and colleagues --Department Chairs – focus on improving instructional practices and supporting CLTs</p>			<p>-teachers report valuable learning occurs within their CLT that positively impacts student achievement (CLT Self-assessment)</p>	
			<p>-Staff participate in Equity-focused professional learning offered by APS and DHMS Grading for Equity Team DHMS Equity Team</p>	<p>August – June</p>	<p>Admin Equity and Excellence Coordinator</p>	<p>-teacher conversations around equitable grading practices at DHMS -teacher practices reflect awareness of implicit bias and counter actions -equity plan for the next year developed</p>	
<p>Ensuring a safe environment for all students and staff</p>	<p>-School Safety</p>	<p><i>Leadership Performance Standards:</i> <i>-Human Resource Management</i> <i>-Organizational Management</i> <i>-Leadership</i></p>	<p>-Mitigation strategies in place to support students and staff in staying healthy</p> <ul style="list-style-type: none"> ● Outside lunch maintained throughout the year as an option ● over 200 students and staff tested weekly ● Isolation room maintained for symptomatic students ● Keeping students outside as much as possible (before school) ● Handwashing, sanitizer, mask reminders - free masks handed out to students ● Monitoring hallways and central spaces for student safety ● Windows open in classrooms ● Ventilation systems maintained ● Messaging to families about keeping students home ● Continuing learning for students who have been quarantined 	<p>August - June</p>	<p>Admin Teachers Team Leaders</p>	<p># of Covid cases in school</p>	