

Community Unit School District 300 School Improvement Plan, 2017-2018



School Name	Hampshire Middle School
Principal Name	Jim Szymczak
Mission and Vision	<p>Mission: To ensure all students are college or career ready upon graduation</p> <p>Vision: To provide an exemplary education in a safe and rewarding environment</p>
School Improvement Team Members	Jim Szymczak, Niki Burkey, Dawn Reig, Laura Young, Morgan Szymonik, Rick Pennington, Barb Taylor, Chris Mastalerz, Stacy Kribs, Vicki Hicks, Kathleen Williams, Jodi Winburn, Josh Horton, Tony Campbell, Lisa Banker, Mike York, Kelly Mullen, Stefanie Korabik (parent)
Cabinet Member Signature and Date	
Superintendent Signature and Date	
Board President Signature and Date	

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District Goal #1: Develop Great Teachers and Leaders					
SIP Goal #1: SMART Goal					
Attain a rating of 'More Implementation' on the 5 Essentials survey in the area of instructional leadership at the end of the 2017-18 school year. This would equate to a score of at least 16 points greater than the score given from the 2016-17 survey (44).					
Target Group or Subgroup:					
Teachers					
Rationale/Research: (Wiseways or other)					
The 5 Essentials survey results showed that there was a rating of 'average implementation (44)' for Instructional Leadership from the 2016-17 survey.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Use of reflective feedback form by administration at least 3 times for every teacher throughout the school year.	September 2017	Jim Szymczak, Dawn Reig, Niki Burkey	None		
Development and Implementation of peer to peer feedback structure	November 2017	SIP Team	None		
Develop and implement a tracking tool for feedback visits.	September 2017	Jim Szymczak, Dawn Reig, Niki Burkey	None		
Provide all classroom teachers with feedback from administration or peers at least 3 times throughout the school year, at least one of which will be peer to peer feedback.	March 2018	School leadership team	None	\$500	Building budget
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Visits will be recorded using a Google form and spreadsheet. Each visit whether by a teacher or administrator will be entered into the document. In addition, the visits completed by administrators will have a Reflective Practice written form submitted to the individual teacher based on the LEAD agreement.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
2016 5 Essentials survey showed a score of 44 (less implementation)	October 2017	January 2018	May 2018		

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District Goal #2: Engage Family and Community					
SIP Goal #2: SMART Goal					
Attain a rating of 45 or 'average implementation' in the category of parent involvement in the school on the 2017-18 5 Essentials survey.					
Target Group or Subgroup:					
Parents and community members.					
Rationale/Research: (Wiseways or other)					
The 2016-17 5 Essentials survey produced a score of 34, or 'less implementation' in the category of Parent Involvement in School.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Work with Parent Volunteer Committee to develop stronger parent-teacher connections within the school to increase the number of teachers and parents involved in the PVC; such as including PVC members during musical concerts	Ongoing	Leadership team and PVC	School	None	
Promote social media (i.e. FB, Twitter) following within the community.	Ongoing	Admin team	School	None	
Develop communication process by which community stakeholders can submit information to be uploaded and sent out via our social media outlets.	November 2017	Admin team and secretarial staff	None	None	
Work with staff to develop a mechanism to collect and track number of instances of parental contact throughout the year.	Ongoing	Leadership team	School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Parent surveys, and data from parental contact records will be reviewed. The number of entries indicating parent contact from the PLP may be used to gain an idea of the number of parent contacts were established.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
5/2017	October 2017	January 2018	May 2018		

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District Goal #3: Equitable and Efficient Use of Resources					
SIP Goal #3: SMART Goal					
Attain a rating of 50, or 'average implementation' in the subcategory of 'teacher influence' within the overall category of 'Effective Leadership' on the 5 Essentials survey during the 2017-18 school year.					
Target Group or Subgroup:					
Certified Staff Members					
Rationale/Research: (Wiseways or other)					
The data from the the 2016-2017 5 essentials survey was a score of 39, or 'less implementation.'					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Include staff in the budgeting process and budget overview.	March 2018	Admin team	None	None	
Continue to develop the purpose and routines of the 'discipline committee' that was created by staff members in the summer of 2017	Ongoing	Admin team and discipline committee	School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Dates for presentations will be established, and information will be communicated at that time. 5 Essentials data will be used to gauge the effectiveness of conveying the budgetary information to teachers. Written plans will be developed and shared by for staff members.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
2016-17 5 Essentials data score of 39 in the sub-category of 'Teacher Influence'			March 2018		

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District Goal #4: Develop the Whole Child					
SIP Goal #4: SMART Goal					
Increase the percentage of students responding positively in the category of 'academic personalism.' From the 2017 5 essentials survey the number was 35, or 'less implementation.' For 2018 our goal is to increase to at least 45 or 'average implementation.'					
Target Group or Subgroup:					
All students					
Rationale/Research: (Wiseways or other)					
The category of 'academic personalism' is reflective of the connectedness and support students feel with teachers in developing their success.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Investigate the reasons students are getting Ds or Fs and develop support plans as needed for individual students	Ongoing	Student services, teachers, admin team	School	None	
Continue developing PBIS practices and monitoring effectiveness of lessons and strategies used with students	Ongoing	PBIS and school leadership team	School	None	
Create and implement student support groups	September 2017	Student services team	None	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Checking data in IC regularly. Following up with students that are receiving D's and F's to determine any outside influences that may be preventing them from being successful in school.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
Review D and F report from mid-term and end of term report for term 1	September 2017 (mid-term)	October 2017 (1st quarter)	March 2018 (3rd quarter)		

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Goal #5: Academic Progress					
SIP Goal #5a: <i>ELA (Reading)</i> SMART Goal:					
By the end of the 2018-19 school year, HMS student performance will increase by 10% overall in the area of reading on the PARCC assessment, as compared to 52% of students meeting or exceeding standards on the 2015-16 PARCC assessment districtwide. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period.					
Target Group or Subgroup:					
Low Income: To improve PARCC reading from 38% to 62% by Spring of 2019. IEP: To improve PARCC reading from 13% to 62% by Spring of 2019. LEP: To improve PARCC reading from 0% to 62% by Spring of 2019. Hispanic: To improve PARCC reading from 45% to 62% by Spring of 2019 Black: To improve PARCC reading from 50% from 62% by Spring of 2019.					
Rationale/Research: (Wiseways or other)					
Reading is an essential skill to be able to continue to progress and be successful at the high school level.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Implement the ELA frameworks curriculum with a focus on student mastery of priority standards.	May 2018	ELA teachers and admin team	District	None	
Identify strategies to be used to target growth for students identified as being in the 'yellow' range in iReady scores	Ongoing	Teacher leaders	None	None	
Further develop ability of staff members to use I-Ready data to create short term Smartgoals for individual students.	Ongoing	Team leaders, dept leaders	School	None	
Build capacity of staff members to understand and use of Costas levels of questioning and how it relates to classroom instruction	Ongoing	School leadership team	District and School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Regular review of iReady and PARCC data with teams of teachers.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	52%	Spring 2017	Spring 2018	Spring 2019	
Low Income	38%	Spring 2017	Spring 2018	Spring 2019	
IEP	13%	Spring 2017	Spring 2018	Spring 2019	
LEP	0%	Spring 2017	Spring 2018	Spring 2019	
Hispanic	45%	Spring 2017	Spring 2018	Spring 2019	
Black	50%	Spring 2017	Spring 2018	Spring 2019	

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Goal #5: Academic Progress					
SIP Goal #5b: <i>ELA (Writing)</i> SMART Goal:					
By the end of the 2018-19 school year, HMS student performance will increase by 10% overall in the area of writing on the PARCC assessment, as compared to 28.5% of students meeting or exceeding standards on the 2015-16 PARCC assessment districtwide. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period.					
Target Group or Subgroup:					
Low Income: To improve PARCC reading from 25.1% to 38.5% by Spring of 2019. IEP: To improve PARCC reading from 16.9% to 38.5% by Spring of 2019. LEP: To improve PARCC reading from 16.5% to 38.5% by Spring of 2019. Hispanic: To improve PARCC reading from 27.0% to 38.5% by Spring of 2019 Black: To improve PARCC reading from 23.8% from 38.5% by Spring of 2019.					
Rationale/Research: (Wiseways or other)					
Writing is an essential skill for academic success for high school readiness.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, Dist	Cost:	Funding Source:
The second (2 nd) common writing assessment in Units 2 & 3 (scored with the common district rubric) will be implemented in google docs and teachers will give feedback digitally.	3/2018	Teachers and admin team	District	None	
Use of common rubric to score at least one writing activity in social studies	4/2018	Social studies teachers	District	None	
Build capacity of staff to be able to review student writing samples in PLC's	Ongoing	PLC's	School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
PLC's will review student writing samples to determine specific areas for improvement.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	28.5%	Spring 2018	Spring 2019	Spring 2020	
Low Income	25.1%	Spring 2018	Spring 2019	Spring 2020	
IEP	16.9%	Spring 2018	Spring 2019	Spring 2020	
LEP	16.5%	Spring 2018	Spring 2019	Spring 2020	
Hispanic	27.0%	Spring 2018	Spring 2019	Spring 2020	
Black	23.8%	Spring 2018	Spring 2019	Spring 2020	

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Goal #5: Academic Progress					
SIP Goal #5c: Mathematics SMART Goal:					
By the end of the 2018-19 school year, HMS student performance will increase to 40% overall in the area of math on the PARCC assessment, as compared to 25% of students meeting or exceeding standards on the 2015-16 PARCC assessment districtwide. In the 2016-17 school year, this increase will be at least 5%; in the 2017-18 school year, this increase will be an additional 5%: and finally, in the 2018-19 school year, this increase will be at least 5% - for an overall growth of at least 15% by the end of this three year period.					
Target Group or Subgroup:					
Low Income: Increase the students Meeting or Exceeding on PARCC Math from 14% to 40% by Spring 2019. IEP: Increase the students Meeting or Exceeding on PARCC Math from 9% to 40% by Spring 2019. LEP: Increase the students Meeting or Exceeding on PARCC Math from 8% to 40% by Spring 2019. Hispanic: Increase the students Meeting or Exceeding on PARCC Math from 14% to 40% by Spring 2019. Black: Increase the students Meeting or Exceeding on PARCC Math from 40% to 11% by Spring 2019.					
Rationale/Research: (Wiseways or other)					
Math skills are below the minimal skills needed to be ready for high school math.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD:	Cost:	Funding Source:
Teachers will engage in Growth Mindset professional development to further enhance teacher-student interactions	1/2018	Math teachers	District	\$300	School
Grade level math PLCs developing common formative assessments aligned to priority standards	Ongoing	Math teachers	District	None	
Use of iReady lesson passing rates/numbers as benchmarks to student understanding	Ongoing	Teachers	School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Regular review of iReady and PARCC data with teams of teachers.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	25%	Spring 2017	Spring 2018	Spring 2019	
Low Income	14%	Spring 2017	Spring 2018	Spring 2019	
IEP	9%	Spring 2017	Spring 2018	Spring 2019	
LEP	8%	Spring 2017	Spring 2018	Spring 2019	
Hispanic	14%	Spring 2017	Spring 2018	Spring 2019	
Black	8%	Spring 2017	Spring 2018	Spring 2019	

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Goal #5: Academic Progress					
SIP Goal #5d: <i>Science</i> SMART Goal:					
By the end of the 2018-19 school year, HMS student performance will increase by 10% overall on the Illinois Science Assessment (ISA), as compared to baseline data obtained from the 2015-16 Illinois Science Assessment. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for overall growth of at least 10% by the end of this three year period.					
Target Group or Subgroup:					
Low Income: TBD IEP: TBD LEP: TBD Hispanic: TBD Black: TBD					
Rationale/Research: (Wiseways or other)					
Proficiency in science skills and content is a prerequisite for success in high school coursework.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD:	Cost:	Funding Source:
Implement new science curriculum in all grade levels	May 2018	Science teachers, admin team	District	None	
Analyze data from district science summatives	January 2017, May 2017	Science teachers	None	None	
Target science standards that show a need based on district summative assessments.	TBD	Science teachers	School	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Once data is available from 2015 Illinois state science exam, we will be able to identify subgroups that are in need of additional supports.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	TBD	Spring 2017	Spring 2018	Spring 2019	
Low Income	TBD	Spring 2017	Spring 2018	Spring 2019	
IEP	TBD	Spring 2017	Spring 2018	Spring 2019	
LEP	TBD	Spring 2017	Spring 2018	Spring 2019	
Hispanic	TBD	Spring 2017	Spring 2018	Spring 2019	
Black	TBD	Spring 2017	Spring 2018	Spring 2019	