



School Improvement Plan
2015-2016

J.E. Holmes Middle School
211 North Pierce Street
Eden, NC 27288

J. E. Holmes Middle School

Rockingham County School's Vision

Rockingham County Schools will empower all students to compete globally.

Rockingham County School's Mission

Rockingham County Schools will provide a safe and dynamic globally competitive environment in which all students can reach their highest potential.

School Mission and Belief Statements

J.E. Holmes Middle School will prepare all students to be successful in high school and in their post-secondary life as global citizens.

J. E. Holmes Middle School believes that all students can be successful.



CONTACT INFORMATION

Leadership Team Members 2014-2015

School:

The following team members collaborated with school staff to develop the School Improvement Plan for our school (parents, faculty, and administrators must be included):

Name	Position	Signature	Date
Elliot Miller	Principal		
Estellé Gullett	Assistant Principal		
Hunter Smothers	Assistant Principal		
Mary Catherine Huss	SIT Chair, Teacher		
John Brown	CTE Teacher		
Sally Challenger	ELA Teacher		
Arbony Cooper	GEAR UP Program Coordinator		
Tammy Dorsett	AIG Specialist/Math teacher		
Kathy S. Eanes	CTE Teacher		
Laurie Erickson	EC Teacher		
Eric Johnson	Choral Director		
	Parent		
	Parent		



School Improvement Plan Approval Form

Update presented to staff and approval information

Date of Presentation/Approval Vote _____

Results of Approval Vote _____

Principal's Signature _____

Approved by Superintendent

Date _____

Superintendent Signature _____

Approved by Rockingham County Board of Education

Date _____



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LEA: Rockingham County Schools

School: J.E. Holmes Middle School

SMART Goal:

During the 2015-2016 school year we will implement rigorous lessons to increase proficiency in math and reading as measured by State Annual Measurable Objectives.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Develop and implement rigorous lessons for all certified staff members	Teaching for Rigor	Instructional Technology Support	11/3/2015, 12/7/15, 2/10/16, 3/7/16, 4/11/16	Common Assessments, Benchmarks, Teacher-made Assessments, Discussions at CASA Meetings, Pre-Mid-Post Assessments	Instructional Technology Support, Slasher Reading Level Assessment
Weekly dept. CASA meetings with discussions surrounding pacing, assessments, and student performance	Collaboration with Colleagues through schoolwide PLC - CASA	Teachers, Administration, Math, ELA, Science dept. chairs	Weekly from 9/18/2015- June 2016	CASA Portal/notes that reflect the strategies being implemented weekly	CASA Portals/Google doc.
Develop a minimum of one common assessment per unit to measure proficiency	Created per each unit	Math, ELA, Science dept. chairs	2015 - 2016 School Year	CASA Portal/notes that reflect the strategies being implemented weekly	SchoolNet, Connect Team Leaders, Additional Test Banks as needed
Increase Lexile scores to improve student outcomes through Silent, Sustained Reading of self-selected materials - 15 minutes per day in every ELA classroom	Training for conferencing during planning times	ELA Teachers	From November 9, 2015- June 2016	Conferencing with students every two weeks for student accountability. Increase Lexile scores to improve student outcomes on teacher made assessments, common assessments, and benchmark scores	Stem Questions, Google Sheet Check List
Altered schedule that allows each student to have Remediation and/or Enrichment time for ELA and Math each Friday	Remediation and Enrichment lesson plans provided by ELA and Math teachers	All teaching staff will support ELA and Math teachers by teaching mini remediation and/or enrichment lessons provided by ELA and Math teachers	Every Friday - November 13 - June 2016	CASA developed assessments for remediation and enrichment groups, Common Assessments, Benchmark Assessments	Teacher made lesson plans, Teacher made assessments

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Interim Update January 30, 2016:

What is the status of each strategy being used to attain this goal? What initial results/data have been collected? What should be modified to meet goal by June 2015?

Final Update June 26, 2016:

What strategies have been successful? What data have collected? What strategies will need modification for the upcoming school year?



LEA: Rockingham County Schools

School: J.E. Holmes Middle School

SMART Goal:

During the 2015-2016 school year, Holmes Middle School will target students who scored a 2 or 3 on the 2015 EOG by providing differentiated small group instruction in reading and math to increase student proficiency on the 2016 EOG to a minimum level 4.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
TA will dedicate 75% of her day to assist teachers with differentiated small group instruction	Lesson plans provided by teachers	Ms. Kimrey, teacher assistant	Daily beginning November 2, 2015 - June 2016	Common Assessments, Benchmarks, Teacher-made Assessments, Discussions at CASA Meetings, Pre-Mid-Post Assessments	Lessons/activities provided by teachers
JROTC students from MHS will serve as TA's in scheduled classes for support of struggling students.	Vetting of student volunteers to make certain they are proficient in the areas in which they will serve.	Ms. Cooper, GEAR UP Coordinator and Dr. Money and the JROTC instructor from MHS.	Weekly schedule beginning November 2, 2015 - June 2016	Common Assessments, Benchmarks, Teacher-made Assessments, Discussions at CASA Meetings, Pre-Mid-Post Assessments	Personnel
GEAR UP will provide additional tutoring in ELA and Math	Lesson plans provided by teachers	Ms. Cooper, Dr. Money, Diana Haig, Ron Shaffer	Weekly schedule beginning November 2, 2015 - June 2016	Common Assessments, Benchmarks, Teacher-made Assessments, Discussions at CASA Meetings, Pre-Mid-Post Assessments	Lessons/activities provided by teachers, Personnel

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School:

SMART Goal:

Holmes Middle School staff will engage the community on a personal level. Data will be kept to determine a baseline of parent involvement for future goal setting.

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
The SIT will increase parent membership from 1 - 3.	N/A	Ms. Huss and Mr. Miller	Beginning on 9/30/2015 - June 2016	Minutes of SIT Meetings	
PTSO will have a table set up to enroll members at open house	N/A	Ms. Wray and Ms. Smithy	8/19/2015	Completion of Task	
Principal will host monthly Coffee and Conversations at various locations.	N/A	Mr. Miller	Monthly beginning November 2015 - June 2016	Minutes from a Google document. Completion of Task	
PTSO president(s) and administration will have planning meetings a week before scheduled PTSO meetings.	N/A	Ms. Wray and Mr. Miller	Monthly beginning 9/2/2015 - June 2016	Completion of Task/Minutes	
Increase presence on social media to communicate with community on school vision and school culture	N/A	Mr. Miller and staff members	Daily 8-24-15 - June 2016	Twitter and Instagram posts and number of followers.	

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Safety SMART Goal:

Holmes Middle School will conduct routine safety drills as required by district level. Holmes will begin Tier 1 implementation of PBIS

Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required Budgeted
Revision of the school ERP and training of teachers on procedures to ensure the safety of students in the event of a school emergency.	District Level Crisis Team Training	Crisis Team	9/30/2015	District Rubric	All staff members, First Presbyterian Church
Develop PBIS Matrix, Train staff and students on PBIS Matrix, Implement and monitor PBIS Matrix	District Level PBIS Team Training	PBIS Team	8/30/2015	PBIS Levels	All staff members and students

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School-Based Management and Accountability Program

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District Support:						
RCS Central Office support will include professional development, coaching support for administration and coaching support for teachers						
Strategy	Professional Development	Person(s) Responsible	Timeline	Evaluation	Resources/Technology Required	Budgeted
Increase teacher knowledge of rigor in instruction	Schoolwide PD sessions on differentiation instruction by the district Professional Development Team	Christy Barham, District PD Team, HMS Admin and teachers	Oct. 2015 - June 2016	Evidence of implemented practices	Planning time, work days, after school staff meetings	
Increase teacher knowledge of classroom rigor and differentiation; whole staff professional development	Schoolwide PD sessions on differentiation instruction by the district Professional Development Team	Christy Barham, District PD Team, HMS Admin and teachers	Oct. 2015 - May 2016	District provided surveys, evidence of implementation	District PD Team Time	
Focused walk-through support and feedback in 6th and 8th grade math and ELA with Gregg Slate	Standardize administration feedback needed to improve teacher performance. Weekly visits.	Gregg Slate, Charles Perkins	Oct. 2015 - June 2016	Evidence of implemented practices	Planning time, work days, after school staff meetings	
Lesson plans focusing on engagement and differentiation for various learning styles developed	Schoolwide PD session on essential ingredients of engaging lessons	Gregg Slate, Charles Perkins, Mary Doggett HMS administration	Oct. 2015 - June 2016	Evidence of implemented practices	Planning time, work days, after school staff meetings	
Utilize PLCs (CASA) to plan, create common assessments, review results, and plan intervention during weekly CASA meetings	Collaboration with Colleagues through schoolwide PLC - CASA	HMS Administration, District Administration (Charles Perkins, Gregg Slate), Instructional Coach and Lead Math Teacher (Mary Doggett)	Oct. 2015 - May 2016	Improved student performance	Planning Time and Intervention Time	
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Provide a description of your school's Duty Free Lunch plan:

Each grade level will receive a duty free lunch on a rotating basis. Teachers will go to lunch in clusters of three. Each cluster will have 1 teacher release his/her class to the remaining two teachers to monitor. The teachers will rotate on a weekly basis, which will translate into a duty free lunch for a minimum of once every 5-6 weeks.



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Provide a description of your school's plan to provide the required planning time for teachers:

Holmes classroom teachers will have four out of five days of uninterrupted planning for 85 minutes. The fifth day will include CASA/PLC or other principal-mandated meetings. Parent conferences are considered a part of planning time as they involve planning for individual students.