



School Improvement Plan
2015-2016

Reidsville Middle
1903 S. Park Drive
Reidsville, NC 27320

Reidsville Middle

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.

Reidsville Middle School Mission and Belief Statements

"Whatever It Takes!"

Mission Statement

We at Reidsville Middle School are life-long learners who strive to make a difference with students as we help them become well-rounded, responsible, contributing citizens in a diverse society.

Mision Escolar

En nuestra escuela Reidsville Middle somos por siempre aprendices y nos preocupamos por ayudar a que nuestros alumnos se distingan al prepararse para ser ciudadanos contribuyentes, responsables, e integros dentro de una sociedad diversa.





CONTACT INFORMATION

Leadership Team Members 2015 - 2016

School: Reidsville Middle 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 |
|-----------------------|---------------------------|-----------|------|
| Brenda Nordan | Principal | | |
| Mel Martin | Assistant Principal | | |
| Brittany Knowles | Chairman, 7th Grade Rep | | |
| Maranda Robertson | Secretary - 7th grade Rep | | |
| Katie Singleton | 6th Grade Rep | | |
| Kathy Aldridge | 8th Grade Rep | | |
| Gabriela Anaya-Barrer | Elective Rep | | |
| Gretta Broadnax | EC Services Rep | | |
| Emily Boing | AIG Specialist | | |
| Melissa Winant | Instructional Coach | | |
| Flavia Snell | Counselor | | |
| Deborah Paylor | Counselor | | |
| Stella Barnes | Support Staff | | |
| Marty Velazquez/Mich | Parent Representative(s) | | |
| Michelle Walker | Parent Representative(s) | | |



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School Improvement Plan Approval Form

Update presented to staff and approval information

Date of Presentation/Approval Vote _____

Results of Approval Vote __40__ - Yes; 0 - No _____

Principal's Signature ____Brenda Nordan_____

Approved by Superintendent

Date _____

Superintendent Signature _____

Approved by Rockingham County Board of Education

Date _____



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SMART Goal 1:

During the Fall and Spring Semesters Reidsville Middle will implement best practices that promote growth and mastery of mathematic for all grade levels. Go Math will be used by all math teachers, in part, to build vocabulary and active prior knowledge. In addition, CASA spreadsheets track each student on each standard. This data will provide opportunities to differentiate instruction - tailored to the individual needs of each child. Subsequent assessments will be aligned with Common Core mathematical practices and standards. Test scores and administrative feedback from observations will be part of the evaluation process.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|--|---|--|---|--|---|
| GoMath Resources (Complete student consumable books, Increase student understanding, active prior knowledge, build on concepts learned, increase vocabulary) | Collaboration with Colleagues through schoolwide PLC - CASA | All Math Teachers Melissa Winant | Weekly | Lesson plans, observations, student assessment results | Title 1 (Approx. 15,000) |
| NCQuest (Build students understanding of mathematical concepts, Illustrate various strategies to problem solving) | 6th grade math training in collaboration with UNC Chapel Hill - US STEP Grant | 6th Grade Math Teachers - Sheila Webb, Beverly Davenport, Mark Griffin | August - October & January - March | Classroom observations, lesson plans, CASA, assessment results, student work | Title 1 Mary Doggett, June Nealy & Central Office Support |
| Math Workshops (Increase teacher mathematical knowledge, Collect new teaching strategies and resources) | NCCTM Conference, PTEC Instructors | All Math Teachers | As offered * | Classroom observations and lesson plans | Subs for Teachers during Workshops SchoolNet |
| Lego Robotics Team (Build a robot using critical thinking skills) | None Required | Katie Singleton, Manda Jackson | September - May Weekly Team Meetings | completion of robot, team performance at competition | Hardship Grant (\$300) Possible Additional Title I Funds |
| Gear-Up Tutoring (increase student understanding) | Collaboration with GEAR Up staff through schoolwide PLC - CASA | Gear-Up Staff & Tutors | September - April | Classroom Assessments | Gear-Up Funds |
| After-School Tutoring (increase student mathematical understanding) | Collaboration with Colleagues through schoolwide PLC - CASA | All Math Teachers | Mandatory 1 day per week per subject | Classroom assessments | None Required |
| TRANS MATH for selected 8th Grade students (Utilize research-based remediation program to increase student knowledge) | Collaboration with Colleagues through schoolwide PLC - CASA | Donna Johnson | October - May | Pre- & Post-Tests, Common Assessments, & READY EOG | Melanie Weston, Title I funds |

| | | | | | |
|---|---|---|------------------------------|---|--|
| Weekly CASA Meetings (Discuss Lesson Plans, Create Activities, Compose Pre/Post Test Assessments, Discuss/Interpret Student Data for each student based on the standards, Reflect/Discuss Remediation Strategies) | Collaboration with Colleagues through schoolwide PLC - CASA | All Math Teachers, Melissa Winant, Mary Doggett | September - May | CASA Form, Lesson Plans, student assessment, Student Data Spreadsheet | Released EOGs, SchoolNet, Technology-based Math Sites: www.ixl.com, Manga High, Sumdog, Khan Academy, TenMarks |
| Remediation/Enhancements Remediation 45 Minute Mornings for Small Group (<11) | Collaboration with Colleagues through schoolwide PLC - CASA | Classroom Teachers | Monthly beginning in October | Informal Assessment | Title I Funds |

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?

SMART Goal 2:

During the Fall and Spring Semesters Reidsville Middle School will implement best practices that promote growth and mastery of English Language Arts standards for all grade levels. Subsequent assessments include pre and post tests, benchmarks, Achieve 3000, and SchoolNet - aligned with Common Core Standards. In addition, CASA tracks each student on each standard. This data will provide opportunities to differentiate instruction tailored to the individual needs of each child.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|---|--|---|---------------------------------------|---|--|
| Achieve 3000 (provide individualized instruction with a focus on informational texts) | All ELA teachers and support staff will be offered multiple training sessions throughout the year. | Melissa Winant, Jen Williams, August trained teachers, Shane Freeman, All ELA instructors | Minimum: 2 times/week | LevelSet scores (given three times during year) | internet access, classroom computers, Title I funds |
| Instructional Resources such as Flocabulary and Scholastic Scope Magazine (utilize to increase vocabulary, interest/motivation, and comprehension skills) | None required | All ELA instructors | September - May | Tiered Assessments based on CC standards | internet access, classroom sets of magazines, Title I funds |
| After School Tutoring (provide students with opportunities for remediation and one-on-one instruction) | None required | All ELA instructors | Weekly (one day per week per subject) | Interim report grades, report card grades, benchmark data | teachers |
| GEAR-UP After School Tutoring (provide students with opportunities for remediation and one-on-one instruction) | None required | GEAR-UP Instructors (pending teacher availability/contracts) | October - April | Interim report grades, report card grades, benchmark data | GEAR UP funds |
| Battle of the Books Competition Participation (provide enrichment opportunities for comprehension skills and content vocabulary) | None required | Emily Boing-AIG Specialist, & Kim Howard-Media Specialist | September - March | completed plot diagram and comprehension questions, participation in district competition | Approximately \$250.00 for testing and transportation, Battle of the Books Book List (team sets of these novels) |

| | | | | | |
|--|--|--|-----------------|---|---|
| Education Resource Group (ERG) (provide on-site professional development to enhance instructional strategies) | April Greenwood, Hope Reagan | All ELA Teachers, EC Teachers, Melissa Winant -Instructional Coach | October - April | Teacher lesson plans, Facilitator observation/feedback | Title I funds |
| Weekly CASA Meetings (develop assessments, analyze data, develop remediation plans) | None Required | All ELA Teachers, EC Teachers, Melissa Winant -Instructional Coach | September - May | alignment of lessons, units and assessments to the Common Core Standards and District Pacing Guides, remediation plans based on assessment data | district pacing guide, School Net test bank, Common Core Standards |
| "Read like a Historian" (utilized by social studies teachers to incorporate reading practice and reading comprehension strategies into social studies lessons) | None required | Social Studies Teachers | Every 6 weeks | assessment results and assessments created using primary sources and informational texts | Read Like a Historian online lesson plans |
| Professional Development (focused on differentiated instruction and teaching for rigor) | ITS on-site Professional Development Christy Barham | Offered to all ELA Content Teachers | October - March | classroom observations, lesson plans, assessments created | ITS Support |
| Word Part Vocabulary Building (enhance vocabulary through programs such as Just Words, Word Within the Word, and other word part programs/resources) | None required | Instructional Coach, EC Staff, ELA Teachers, Roberta Nickelson | Every 6 weeks | vocabulary pre and post assessments | Just Words program, Word Within the Words lists, other word part instructional programs/resources |

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SMART Goal:

Reidsville Middle School plans to grow all students in reading and math. Strategies include identifying those students who scored a high Level 2 or Level 3 on 2015 EOG's in reading and math. The strategy is to first remediate those students closest to the "bubble" who have the greatest opportunity for rapid growth. All students, likewise, have remediation opportunities as all teachers offer remediation / tutoring after school. Moreover, the Tier 4 Club develops groups of students for remediation.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|---|--|--|-----------------|--|--|
| Identify Level 3 and High Level 2 Students per READY EOG ELA & Math tests for focused interventions | Utilize schoolwide PLC - CASA to identify targeted students, using EVAAS and benchmark data points | Guidance Counselors/Instructional Coach/Teachers | October - April | Previous school year EOG scores | none |
| Developing groups of students for remediation Totalling Improving in Every Respect - Tier 4 Club | Utilize schoolwide PLC - CASA to identify targeted students, using EVAAS and benchmark data points | Guidance Counselors/Instructional Coach/Teachers | October - April | Assignment of students to Tier 4 Club during Elective class | none |
| Provide bi-monthly academic support with home-base teachers, 45 minutes, to monitor reading and math skill acquisition. | Faculty Meeting - Introduction of Solution Focused Counseling Techniques | Math and ELA Teachers, Homebase Teachers | October - April | Heightened Student Engagement, Interim/ Report Card, Increased classroom participation, improved attendance, Teacher Observation | Question Tickets, Stickers, Poster Board |

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SMART Goal:

As a Title I school, Reidsville Middle has a mandate to enhance parent involvement. Also a best practice, parent involvement enriches the holistic learning experiences of children. During the 2015 - 2016 school year, Reidsville Middle School's goal is to increase parent and community involvement by 10%. Strategies include after-school opportunities for meaningful social and academic experiences.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|---|---|---|------------------------|---|--|
| Title 1 Parent Open House (Locate Classrooms, Meet Teachers, Get aquanited with building, Obtain Student Schedules) | None Required | RMS Faculty | 8/19/2015 | Parent Sign-in Sheet | Student Schedules |
| 6th Grade Band Parent Meeting (discuss band requirements for instruments and class schedule) | None Required | Justin Terrell | 8/31/2015 | Parent Sign-in Sheet | None |
| Title I Parent Cyberbullying Night (Plan, present sexting and cyber bullying workshop through NetSmartz, a program of the National Center for Missing & Exploited Children) | Reidsville Police Department and school SRO will plan and conduct this professional Development | Reidsville Police Department, Corporal Joyce | 9/3/2015 | Parent Sign-in Sheet | None |
| Academically & Intellectually Gifted Differentiated Education Plan Parent Meeting (Complete all required forms and paperwork) | Differentiated Professional Development through the District PD Team/ Lead AIG Teachers | Emily Boing, AIG Teachers | 9/15/2015 | Parent Signatures, Paperwork completed | None |
| Title I Parent Technology Night (taught parents how to access student grades on the Parent Portal and showed parents how technology is being used in the classroom) | Christy Barham (explained Parent Portal) | Christy Barham, school staff and administration | 9/15/2015 | Parent Sign-in Sheet | parent access codes |
| Transition Meetings for rising-6th and 9th grade students | None required | High and Middle School Counselors, Staff Members, GEAR UP liaison | February - March, 2016 | Attendance and Participation in: High School Options, RECHS, Reading Pep Rally, GEAR UP & College nights | Title I funds |

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PBIS / Safety SMART Goal:

Addressing disproportionality is a district mandate. Reidsville Middle School, likewise, is sensitive to disproportionality among sub groups as it pertains to discipline. Programs and strategies are employed at Reidsville Middle that counter practices and predispositions that enable disproportionality. One specific strategy includes the "I Decide Program" which gives students (with their parent's consent) an alternative to suspension for certain major infractions.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|--|---|--|------------------|---|--|
| Teach Positive Behavior Intervention & Support lessons from the website. | Monthly PBIS Coaches Meetings and Training | All Staff | Review Quarterly | Data Tracker, PowerSchool student discipline (In-School-Suspension and Out-of-School Suspension) numbers, Grades (honor Roll Numbers), 6 week Raider Pass Incentives. | Data Tracker and PowerSchool |
| Reinforcing and practicing the Reidsville Middle School expectations. | Staff Review of schoolwide expectations | All Staff | Review Quarterly | Data Tracker, PowerSchool student discipline (In-School Suspension and Out-of-School Suspension) numbers, Grades (honor Roll Numbers), 6 week Raider Pass Incentives. | Data Tracker and PowerSchool |
| Support positive behavior (nine week rewards, raider passes, team incentives) | None required | All Staff | Review Quarterly | Data Tracker, PowerSchool student discipline (In-School Suspension and Out-of-school Suspension) numbers, Grades (honor Roll Numbers), 6 week Raider Pass Incentives. | Data Tracker and PowerSchool |
| Utilize counseling services for students with recurring office referrals. | None required | All Staff School Counselors | Review Quarterly | Data Tracker, PowerSchool student discipline (In-School Suspension and Out-of-School Suspension) numbers, Grades (honor Roll Numbers), 6 week Raider Pass Incentives. | Data Tracker and PowerSchool |
| "I Decide Program" or IDP (Students receive consequences at school and time to complete assignments in lieu of being sent home) | None required | Mr. Martin, Custodial Staff | Daily | Data Tracker | Data Tracker and PowerSchool |
| A committee of teachers and an administrator will participate in a county-wide Discipline Task Force that focuses on disproportionality. | Cultural Responsivity Training through the District Discipline Task Force | Martin, Daniels, Gamble, K. Jones, Singleton | Monthly | Risk Ratios for disproportionality | Data Tracker and PowerSchool |

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Safety SMART Goal:

Each month Reidsville Middle School will conduct physical drills and table-top scenarios to ready our staff and students with safety protocols should a crisis occur.

| Strategy | Professional Development | Person(s) Responsible | Timeline | Evaluation | Resources/Technology Required Budgeted |
|--|--|------------------------------------|-----------------------------------|--|--|
| Conduct 4 Lockdown / Secured Perimeter drills. | Monthly Safety Committee Meetings to Plan drills | Mel Martin, Safety Team, All Staff | 4 Times per Year, 2 each Semester | Safety team will meet after drills to discuss what went well and what needs to be improved | None Required |
| Monthly Fire Drills | Monthly Safety Committee Meetings to Plan drills | Mel Martin, Safety Team, All Staff | Monthly | Safety team will meet after drills to discuss what went well and what needs to be improved | None Required |
| All classroom doors will be closed and locked | Monthly Safety Committee Meetings to Plan drills | Mel Martin, Safety Team, All Staff | Daily (except Exam week) | Mel Martin, and Corporal Joyce will routinely check classroom doors. | None Required |
| Earthquake Drills | Monthly Safety Committee Meetings to Plan drills | Mel Martin, Safety Team, All Staff | Yearly | Safety team will meet after drills to discuss what went well and what needs to be improved | None Required |

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**School-Based Management and Accountability Program
Summary of School-Based Waiver Requests for 2014-2016**

LEA: Rockingham County Schools

School: Reidsville Middle School

School Code: 374

| REQUEST FOR WAIVER | |
|--------------------|---|
| Title of Waiver | <p>1. Describe the waivers you are requesting. To accommodate the reduction in faculty due to budget cuts at the Local and State levels, we are requesting an exemption on class sizes in grades 4-12.</p> <p>2. Identify the law, regulation, or policy from which an exemption is requested. 115C-301.1- Allocation of teachers; class size</p> <p>3. State how the waiver will be used. Due to reductions in Local and State Budget Allotments we would be unable to offer students required courses in all areas needed for graduation without the class size waiver. This will also allow us to include students in higher level classes when only singletons can be offered.</p> <p>4. State how the waiver will promote achievement of performance goals. Waiver of class size maximums will allow more effective scheduling where students are working on similar curriculum goals and objectives. Students can be more readily assigned to appropriate grades and classes.</p> |

B. Nordan (Interim)
Principal's Signature

9/8/2015
Date

Brittany Knowles
Chair of School Improvement Team's Signature

9/8/2015
Date

District Approval : _____ (date)



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Provide a description of your school's Duty Free Lunch plan:

Beginning October 19, 2015, teachers will be divided into Lunch Duty groups A and B, by grade level. Each teacher will walk his/her class to the cafeteria to ensure students are safe and orderly in line. Every Tuesday, Group A teachers will supervise their own and Group B's classes. Every Thursday, Group B teachers will monitor their own and Group A's classes. The non-monitoring teachers will then have Duty Free Lunch.



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

Back-to-back scheduling of grade level Elective Classes affords each Core Curriculum teacher 90 minutes of planning time per day. Elective Teachers have 78 minutes of planning during first period and an additional 20 minutes at midday. However, in the confines of an 8:10 to 3:10 instructional day, teachers' planning time is minimized with supervising student transitions, scheduling parent conferences, attending weekly CASA meetings, and receiving professional development training, to name a few.