

# **Staunton River Middle School**



## **Continuous School Improvement Plan 2023-2024**





*Bedford County Public Schools*  
**Continuous School Improvement Plan**  
**2023-2024 School Year**

**Part I: Vision and Mission**

STAUNTON RIVER MIDDLE SCHOOL	
Principal: Jessica Geyer	
<b>Vision:</b> Vividly paints a picture of the future/leads to a desired outcome.	The vision of Staunton River Middle School is to inspire our students to be life-long learners who can compete successfully on the global stage while contributing to their community as productive citizens.
<b>Mission:</b> Is focused on the present and is prescribed by the vision statement.	The mission of Staunton River Middle School is to educate diverse learners, nurture their potential, and empower them to be competitive, successful, and productive citizens.
<b>Accountability Information - Federal (ESSA)</b>	<b>Fully Accredited</b>

Accountability Information - State	Fully Accredited
<b>SMART Goal 1:</b> Mathematics	<p>Based on 2022-2023 SOL testing, as well as data from the 2023 Benchmark assessments, SRMS students will meet or exceed a pass rate of 70% on the 2023-2024 SOL Mathematics Test. The Algebra Readiness Initiative will be implemented for remediation and reteaching of targeted areas of growth. The following achievement gap groups will reduce their failure rate by at least 10% in math: African American, Economically Disadvantaged, and students with disabilities.</p>
<b>SMART Goal 2:</b> English Achievement & Literacy	<p>Based on 2022-2023 SOL testing, SRMS students will meet or exceed a pass rate of 75% on the 2023-2024 SOL English and Writing Test. SRMS students receiving SOL scores below pass proficient will demonstrate growth as evidenced by the division Benchmark Data. The following achievement gap groups will reduce their failure rate by at least 10% in science: African American, Economically Disadvantaged, and students with disabilities. Remediation will be provided for reteaching and reviewing targeted areas of growth.</p>
<b>SMART Goal 3:</b> Science	<p>Based on 2023-2024 SOL testing, SRMS students will meet or exceed a pass rate of 70% on the 2023-2024 SOL Science Test. The following achievement gap groups will reduce their failure rate by at least 10% in science: African American, Economically Disadvantaged, and students with disabilities.</p> <p>SRMS students receiving SOL scores below pass proficient will demonstrate growth as evidenced by mid-course and end-of-course Benchmark data. During the 2023-2024 school year, 70% of SRMS students will demonstrate growth by either passing the 2023-2024 SOL Science Test or showing improvement of at least 20% from the common pre-test to the end-of-course Benchmark.</p>
<b>SMART Goal 4:</b> Climate, Culture, & Safety	<p>During the 2023-2024 school year, tiered systems of support will result in increased reinforcement of effective interventions and strategies that promote positive climate, culture, and safety. Specific areas will be targeted using the 2022-2023 Climate Survey Data. By comparing the 2023-2024 data to the previous year's data points, the school climate at SRMS will improve as measured by student and staff surveys, decreased discipline referrals by 10%, and a reduction in unexcused absences by 10%.</p>

## Part II: School Leadership Team Members

Staunton River Middle School Leadership Team	
Name	Position
Jessica Geyer	Principal
Kathy Brisentine	Assistant Principal
Dawn Verhoeff	Assistant Principal
Sharon Blake	English Department Chair
Allison Russ	Math Department Chair
Allyn Short	Science Department Chair
Valerie Staton	Social Studies Department Chair/Lead Teacher
Brian Divers	Health & PE Chair/Athletic Director
Marie Levine	Related Arts Department Chair
Kate Cox	Library Media Specialist
Amanda Heffelfinger	School Counselor
Chad Smith	Instructional Technology Coach (ITC)
Julie Kricheldorf	SCT Coordinator
Linda Kennedy	Special Education Department Chair/Lead Teacher

**Part III: Data Analysis**  
**Accountability and Accreditation**

State Accountability - School Quality Indicators			
School Quality Indicator	21-22 Final Performance Level Based on 18-19 Data	22-23 Final Performance Level Based on 21-22 Data	23-24 Final Performance Level Based on 22-23 Data
Academic Achievement-English	Level One: At or Above Standard	Level Two: Near Standard	Level Two: Near Standard
Achievement Gap-English	Level Two: Near Standard	Level Three: Below Standard	Level Three: Below Standard
Academic Achievement-Math	Level One: At or Above Standard	Level One: At or Above Standard	Level One: At or Above Standard
Achievement Gap-Math	Level One: At or Above Standard	Level Two: Near Standard	Level Two: Near Standard
Academic Achievement-Science	Level One: At or Above Standard	Level Two: Near Standard	Level Two: Near Standard
Chronic Absenteeism	Level One: At or Above Standard	Level One: At or Above Standard	Level Two: Near Standard

State Accountability - School Accreditation Status	
Year	Rating
2023-2024 (based on 2022-2023 data)	Fully Accredited
2022-2023 (based on 2021-2022 data)	Fully Accredited
2021-2022 (based on 2018-2019 data)	Fully Accredited

## Part V: Action Plan

Area of Focus # 1: Mathematics					
<b>SMART Goal:</b> Based on 2022-2023 SOL testing, as well as data from the 2023 Benchmark assessments, SRMS students will meet or exceed a pass rate of 70% on the 2023-2024 SOL Mathematics Test. The Algebra Readiness Initiative will be implemented for remediation and reteaching of targeted areas of growth. The following achievement gap groups will reduce their failure rate by at least 10% in math: African American, Economically Disadvantaged, and students with disabilities.					
<b>1- Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Alignment of curriculum, instruction, and assessment to ensure students are receiving rigorous instruction in every core content class using the Table of Specifications; after each common benchmark, ongoing monitoring of formative and summative assessment data, and close monitoring of classroom instruction.					<input type="checkbox"/> <b>Academic Review Finding</b>
Action Plan					
Action Steps (Place in sequential order.)	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
Common math planning will focus on developing instructional materials and assessments that are aligned with the standards. Achievement from previous assessments will be utilized.	Math Teachers	Q1 - 10.19.23 Q2 - 1.11.24 Q3- 2.13.24	Department Agenda/Action Steps	Department Chair Principal	Monthly
Math content teachers will utilize the Division Benchmarks to collect student data three times a year.	Math Teachers	Q1 - 10.12.23/10.13.23 Q2 - 12.13.23/12.14.23	Data will be accessible through Mastery Connect	Department Chair Principal	October, January, and March

		Q3 - TBD			
An analysis of division Benchmark assessments will be provided to target student's weaknesses.	Math Teachers	After all content taught	Data will be collected from Mastery Connect within one week of assessment testing.	Department Chair Principal	May 2024
<b>2- Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Data analysis will be interpreted after the division benchmark. Results will be used to identify students for remediation. Specially designed instruction will be implemented for these students. Student achievement will be monitored and re-assessed over time to measure growth after remediation.					<input type="checkbox"/> Academic Review Finding
Action Plan					
Action Steps (Place in sequential order.)	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
Teachers will tier students by achievement level and design explicit instruction based on weaknesses.	Math Teachers	Fall & Winter	Department Action Steps Remediation Plan Lesson Plans <a href="#">Annual Goal Form</a>	Administrators will have access to Mastery Connect Analysis and SOL Growth data.  Data will be shared by Department Chairs	Monthly
The math department will create and implement a 45 day remediation plan that is submitted 50 days prior to the opening of the SOL testing window. These plans will group students by need and include explicit	Math Teachers  Math- Remediation Coordinator	Spring Testing Window	Department Action Plans	Department Chair Administration	Spring 2023



instruction based on weaknesses.					
An analysis of division Benchmark assessment will be provided to target student's weaknesses.	Math Teachers	After all content taught	Data will be collected from Mastery Connect within one week of assessment testing.	Department Chair Principal	May 2023
A Part-Time Math Remediation Teacher will be hired utilizing Algebra Readiness funding. The math remediation teacher will provide up to 20 hours per week.	Principal	On-going	Students Needing Remediation as Identified by Assessment Data, Remediation Plan	Department Chair Principal	On-going
Math teachers will utilize assessment performance data to identify students in need of remediation. Math teachers will also work with the Math Remediation teacher to plan remedial instruction.	Math Teachers  Data Duty Teachers  Remediation Coordinator	On-going	Remediation Student Rosters Lesson Plans	Department Chair Remediation Coordinator Principal	On-going
<b>3- Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Implement measures to support all staff with assisting students in the math content, specifically focusing on co-teaching support strategies and observation feedback.					<input type="checkbox"/> Academic Review Finding
Action Plan					

<b>Action Steps (Place in sequential order.)</b>	<b>Position(s) Responsible for Implementation</b>	<b>Implementation Frequency</b>	<b>Evidence/Artifacts: Implementation and Impact</b>	<b>Position(s) Responsible for Monitoring</b>	<b>Monitoring Frequency</b>
SRMS administration will engage in joint observations, both formal/informal, to improve internal reliability of observations. This will provide consistent, more meaningful feedback given to teachers.	Administration	Semester 1	Observations documented in Talent Ed	Principal Assistant Principals	On-going
All observations will be followed by a post-observation conference with suggestions, commendations, and next steps as deemed appropriate.	Administration	All Year	Observations documented in TalentEd	Principal Assistant Principals	On-going
The Administrative Team will identify those teachers in need of additional monitoring and implement additional observations and opportunities for feedback.	Administration	All Year	Observations, Plans of Improvement documented in TalentEd	Principal Assistant Principals	On-going
To support students with disabilities, a special education teacher has been	Special Education Teacher	All Year	Lesson Plans Observations	Principal Assistant Principals	On-going

assigned as a collab teacher in math inclusion classes.	Administration				
Provide training in co-teaching strategies to staff members, including high leverage practices.	Supervisor of Secondary Special Education  Administration	Monthly faculty meetings  Beginning of the year training	Faculty Meeting presentations, teacher lesson plans incorporating strategies	Principal Assistant Principals BCPS Instruction Team	On-going
Identified math teachers who will use the duty period to provide content support in the Math classroom, this will include math teachers with data analysis duties	Math Department Chair  Administration	Daily	Lesson Plans	Math Department Chair Administration	On-going

## Area of Focus #2: English and Literacy

**SMART Goal:** Based on 2022-2023 SOL testing, SRMS students will meet or exceed a pass rate of 75% on the 2023-2024 SOL English and Writing Test. SRMS students receiving SOL scores below pass proficient will demonstrate growth as evidenced by the division Benchmark Data. Remediation will be provided for reteaching and reviewing of targeted areas of growth.

**1- Essential Action / Research-based Strategy/Evidence-based Intervention:** Alignment of curriculum, instruction, and assessment to ensure students are receiving rigorous instruction in every core content class using the Table of Specifications, Data Analysis after each common benchmark, ongoing monitoring of formative and summative assessment data, and close monitoring for classroom instruction.

☐ **Academic Review Finding**

## Action Plan

Action Steps	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
<p>Teachers must use the daily lesson plan template provided and begin each lesson with an intentional, relevant warm up that connects to the big picture, activates prior knowledge, or reviews content from the day prior.</p> <p>Warm ups should be no more than 8 minutes. This warm up time will help students calm down, prepare for class, and get focused on instruction. There should be a written plan for closure to the lesson that reinforces what was taught that day and is tied to the objective.</p>	Teachers	Weekly	Lesson Plans	Department Chair Principal	November 2023 - May 2024
Professional development on unpacking the standards to focus on clear and measurable objectives that include content specific vocabulary.	Supervisor of New Teacher Support	September 2023	Aligned Objectives PD	Supervisor of New Teacher Support Principal  9.13.23	September 2023
Provide training on High-Leverage practices to implement	English Teachers, Co-Teachers	Asynchronous Semester 1	Asynchronous Modules via SRMS Canvas Course	Administration	On-going

consistent strategies across the content.	Instructional Technology Coach  Administration Team				
In order to capture student learning and whether the student demonstrated proficiency on the daily objective, teachers must use a daily formative assessment that is aligned to the standard taught that day and should be completed by the end of the class period.	Teachers	School Year	Observations documented in TalentEd	Department Chair Principal	August 2023-May 2024
For observations, administrators will provide specific feedback to teachers on alignment of instruction, the objective, and the assessment with the primary standard taught during that class period. Feedback will be meaningful and not just a recap of what is observed...word for work.	Administration	23-24 School Year	Observations as documented in TalentEd	Principal	November 2023 - May 2024
Walk-throughs in English classes by the instruction and special education division staff will take place monthly to identify co-teaching strategies, high-leverage practices and small	BCPS Instruction Team Supervisor of Secondary Special Education	23-24 School Year	BCPS Instruction Team will provide walkthrough feedback shared with Principfal	BCPS instruction Team Principal	October 2023 - May 2024

group tier 2 and 3 instructional strategies. This data will be shared with the administrator.					
Students who have not shown sufficient growth from the fall SOL Growth Assessment to the Winter Growth Assessment will receive additional skill-based remediation.	English Teachers Reading Remediation Coordinator	Q1- 9.5.23  Q3- TBD	Growth Assessment Data	Department Chair  Reading Remediation Coordinator  Principal	Semester
Teachers should report subgroup data to the administrators in all post-observation meetings. The administrator and teacher will discuss strategies for academic growth for student groups.	English Teachers	23-24 School Year	Documented in TalentEd and monitored through department meetings	Principal Department Chair	On-going
Special Education teachers should report subgroup data to the administrators in all post-observation meetings. The administrator and teacher will discuss strategies for academic growth for student groups.	SPED Teachers (Case Managers)	23-24 School Year	Documented on <a href="#">SPED Data Tracker</a>	Supervisor of Secondary Special Education Administration	On-going
Department meetings should be specifically focused on data analysis and using data to inform instruction.	English Teachers	Monthly	Department Meeting Agendas	Department Chair Principal	August 2023-May 2024

Department meeting minutes should be recorded on the provided template and submitted to administration after each meeting.					
2- <b>Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Use writing practice data to provide remediation in the areas identified through analysis.					<input type="checkbox"/> Academic Review Finding
Action Plan					
Action Steps (Place in sequential order.)	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
Use data analysis to identify students who need remediation in writing.	English Teachers	Quarterly	English Data Trackers and student remediation list	Department Chair Principal	Quarterly
Implement grammar instruction as outlined in the Savvas textbook along with additional supports to address specific gaps in student skills.	English Teachers	On-going	Lesson Plans Formal Observations	Department Chair Principal	On-going
Develop 8th-grade writing remediation that incorporates specific time for an intervention	English Teachers	On-going	Remediation Plan English Data Tracker	Department Chair Principal	On-going

on areas of weakness in writing.					
3- <b>Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Implement writing activities and assignments across all content areas. Based on the <a href="#">BCPS Writing Plan</a> , teachers will implement interventions specific to the <a href="#">SRMS Writing Plan</a> .					<input type="checkbox"/> Academic Review Finding
Action Plan					
Action Steps	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
History and Science Teachers will incorporate written assignments and grade them on a rubric and method provided by the English team	English Department Chair History Teachers Science Teachers	<a href="#">SRMS Writing Plan</a>	Completed writing activities	History Department Chair English Department Chair Administration	Ongoing
Math Teachers will add one written response question on each Unit assessment that should be answered in a full paragraph and be graded on writing as well as math.	Math Teachers	Each summative assessment	Collected sample questions and answers	Math Department Chair Administration	Ongoing
Related arts and health classes will incorporate writing in their classes at least 2 times per week.	Related Arts and Health Teachers	2x Weekly	Lesson Plans Formal Observations	Administration	Ongoing
Students in 6th grade will complete Alternative Assessments for US History II	US History II Teachers	Quarterly	Quarterly Writing Verification Form	History Department Chair	Quarterly



Utilize writing prompts to generate brainstorming activities in and use writing rubrics in resource class to target support for co-taught classes.	Co-Teachers	<a href="#">SRMS Writing Plan</a>	Lesson Plans Writing Samples	Administration	Ongoing
Collaborate with the division Dyslexia Advisor/Reading Specialist for Special Education to support data analysis and instructional planning in self-contained English classes (I.e. Sonday System).	Special Education Resource Teachers	Ongoing from August 2023  8.11.23 <a href="#">Training</a>	Lesson Plans Classroom Observations	Administration	Ongoing
All related arts teachers will incorporate written responses to videos, lessons, and/or activities in the lesson Examples: art- include poetry, narratives, and comics with artwork; chorus- writing activities with listening assignments and concert reflections)	Related Arts and Health/PE Teachers	All Year	Lesson Plans Classroom Observations	Administration	Ongoing
Health and PE teachers will incorporate more project-based lessons that include different writing styles in each unit.	Health/PE Teachers	All Year	Lesson Plans Classroom Observations	Administration	Ongoing

### Area of Focus # 3: Science

**SMART Goal:**Based on 2023-2024 SOL testing, SRMS students will meet or exceed a pass rate of 70% on the 2023-2024 SOL Science Test. The following achievement gap groups will reduce their failure rate by at least 10% in science:African American, Economically Disadvantaged, and students with disabilities.

SRMS students receiving SOL scores below pass proficient will demonstrate growth as evidenced by mid-course and end-of-course Benchmark data. During the 2023-2024 school year, 70% of SRMS students will demonstrate growth by either passing the 2023-2024 SOL Science Test or showing improvement of at least 20% from the common pre-test to the end-of-course Benchmark.

**1- Essential Action /Research-based Strategy/Evidence-based Intervention:** Alignment of curriculum, instruction, and assessment to ensure students are receiving rigorous instruction in every core content class using the Table of Specifications, Data Analysis after each common benchmark, ongoing monitoring of formative and summative assessment data, and close monitoring for classroom instruction.

☐ **Academic Review Finding**

### Action Plan

Action Steps (Place in sequential order.)	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency
Science content teachers will utilize the division benchmarks to collect student data 3 times per school year	Science Teachers	Q1 N/A Q2 1.3.24 Q3 TBD	Data will be accessible through Mastery Connect	Department Chair Principal	Quarterly
Common Science planning will focus on developing instructional materials and assessments that are aligned with the standards.  Teachers will utilize the table of specifications	Science Teachers	Q2 TBD Q3 TBD	Department Action Steps	Department Chair Principal	Quarterly

to align instruction and assessments.					
An analysis of division benchmark assessments will be provided to target student's weaknesses.	Science Teachers	Following each benchmark assessment,	Data will be collected from Mastery Connect within one week of assessment testing.	Department Chair Principal	December 2023 Ongoing
<b>2- Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Implement measures to support all staff with assisting students in the science content, specifically focusing on co-teaching support strategies and observation feedback.					<input type="checkbox"/> Academic Review Finding
Action Plan					
<b>Action Steps (Place in sequential order.)</b>	<b>Position(s) Responsible for Implementation</b>	<b>Implementation Frequency</b>	<b>Evidence/Artifacts: Implementation and Impact</b>	<b>Position(s) Responsible for Monitoring</b>	<b>Monitoring Frequency</b>
All observations will be followed by a post-observation conference with suggestions, commendations, and next steps and action steps as deemed appropriate	Administration	23-24 School Year	Observations, Plans of Improvement documented in TalentEd	Administration	On-going
Department meetings should be specifically focused on data analysis and using data to inform instruction. Department meeting minutes should be recorded on the provided template and	Science Teachers	Monthly	Department Meeting Agendas	Department Chair Principal	August 2023-May 2024

submitted to administration after each meeting.					
Teachers should report subgroup data to the administrators in all post-observation meetings. The administrator and teacher will discuss strategies for academic growth for student groups.	Science Teachers	23-24 School Year	Documented in TalentEd and monitored through department meetings	Principal Department Chair	On-going
<p>Teachers must use the daily lesson plan template provided and begin each lesson with an intentional, relevant warm up that connects to the big picture, activates prior knowledge, or reviews content from the day prior.</p> <p>Warm ups should be no more than 8 minutes. This warm up time will help students calm down, prepare for class, and get focused on instruction. There should be a written plan for closure to the lesson that reinforces what was taught that day and is tied to the objective.</p>	Teachers	Weekly	Lesson Plans	Department Chair Principal	August 2023 - May 2024

In order to capture student learning and whether the student demonstrated proficiency on the daily objective, teachers must use a daily formative assessment that is aligned to the standard taught that day and should be completed by the end of the class period.	Teachers	School Year	Observations documented in TalentEd	Department Chair Principal	August 2023-May 2023
Science teachers will utilize the CIP consortium, science curriculum and BCPS pacing guide to support instruction.	Science Teachers	23-24 School Year	Classroom walk-throughs and observations as documented in TalentEd	Assistant Principals Principal	On-going
For observations, administrators must provide specific feedback to teachers on alignment of instruction, the objective, and the assessment with the primary standard taught during that class period.	Administration	23-24 School Year	Observations as documented in TalentEd	Principal	August 2023- May 2024
The Administrative team will identify those teachers in need of additional monitoring and implement additional observations and opportunities for feedback	Administration	23-24 School Year	Observations documented in TalentEd	Principal Assistant Principal	On-Going

Provide training in co-teaching strategies to staff members, including high leverage practices.	Susan Boyd Administration	Monthly faculty meetings  Beginning of the year training	Faculty Meeting presentations, teacher lesson plans incorporating strategies	Principal Assistant Principal	On-going
SRMS administration will engage in joint observations, both formal/informal, to improve internal reliability of observations. This will provide consistent, more meaningful feedback given to teachers.	Administration Team	Semester 1	Observations documented in Talent Ed	Principal Assistant Principals	On-going

#### Goal Topic #4: Climate, Culture & Safety

**SMART Goal(s) #4:** During the 2023-2024 school year, tiered systems of support will result in increased reinforcement of effective interventions and strategies that promote positive climate, culture, and safety. Specific areas will be targeted using the 2022-2023 Climate Survey Data. By comparing the 2023-2024 data to the previous year's data points, the school climate at SRMS will improve as measured by student and staff surveys, decreased discipline referrals by 10%, and a reduction in unexcused absences by 10%.

#### ACTION PLAN

**1. Essential Action/Research-Based Strategy:** Using technology tools, goal setting, remedial services, and innovative practices, teachers and case managers will collect, analyze, and use data to monitor student progress and make informed decisions regarding the continuous growth of SRMS. Student Support Services (counseling department, school psychologist and youth and family specialist) and Mental Health Support Team (MHST) will provide on-going support to Tier II and Tier III students.

Focus Area [Grade Level/Student Group(s)/Educators]	Action Steps	Person(s) Responsible for Implementation	Timeframe (Beginning to End Dates)	Evidence of Progress/Completion (Artifacts)	Person(s) Responsible for Monitoring and Frequency
Students without disciplinary referrals	Each team will select a Student of the Week, students will be acknowledged through a certificate, school-wide announcement	Team Teachers PBIS Lead Assistant Principal	Weekly	Student award recipients receive their certificate and	Team Teachers PBIS Lead Assistant Principal

	and/or social media..			recognition	
Students without disciplinary referrals	At the end of each Nine-Weeks, students with only one or no referrals will be eligible to participate in a grade level Eagles Day	Student Celebrations Committee Principal Assistant Principal	Once per semester	Q1 - 10.20.23 Q2 - TBD Q3 - TBD	Student Celebrations Committee Principal Assistant Principal  1st and 3rd Quarter
Students with less than two disciplinary referrals	At the end of each semester, students with no more than two referrals will be eligible to participate in a school-wide Incentive Day.	Student Celebrations Committee Principal Assistant Principal	Semester 1 December  Semester 2 May	Semester 1  Semester 2	Student Celebrations Committee Principal Assistant Principal  Quarterly
All Students Faculty & Staff	Each month, all teachers will recognize exemplary student behavior by issuing at least three positive referrals. Teachers will document each time they issue a positive referral through a Google Form entry.	Student Celebrations Committee Principal Assistant Principal	All Year	Positive Referral Google Sheet	Student Celebrations Committee Principal Assistant Principal  Monthly
Faculty	Departments will participate in monthly training in high-leveraged practices and provide examples of implementation each month	Teacher Principal Assistant Principal	Monthly	Faculty Meeting presentations Lesson Plans	Department Chair Principal Assistant Principal  Monthly
Faculty	Teachers will utilize formative assessments that are aligned to the standards, providing an accurate snapshot of student growth, and pinpointing specific standards that need to be remediated.	Teacher	On-Going	Gradebook Mastery Connect Lesson Plans Data Tracker Post Observation Conferences	Principal Assistant Principal  On-Going
Faculty	Teachers will utilize summative assessments that are aligned to the standards, providing an accurate snapshot of student growth and be used in the data tracker.	Teacher	On-Going	Gradebook Mastery Connect Lesson Plans Data Tracker Post Observation Conferences	Principal Assistant Principal  On-Going
Attendance Committee	Attendance Committee will review attendance data monthly, collaborate with MHST, Student Support Services and PBIS to support students identified as truant.	Attendance Committee Administration	Weekly/Monthly	Attendance Data Infographics Community Communication	On-going

	The Attendance Committee will communicate the importance of school attendance through weekly announcements, updates in family weekly updates and social media.				
<b>2. Essential Action/Research-Based Strategy:</b> The Mental Health Support Team, Student Support Services (counselors, psychologist, IDS, youth and family, support worker), and PBIS Committee will provide behavioral support to all students and mentor support for Tier Tier II & Tier III students.					
<b>Focus Area</b> [Grade Level/Student Group(s)/Educators]	<b>Action Steps</b>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> (Beginning to End Dates)	<b>Evidence of Progress/Completion</b> (Artifacts required)	<b>Person(s) Responsible for Monitoring and Frequency</b>
Tier III Students	<p>The Mental Health Support Team (MHST) will provide support for students with behavioral concerns.</p> <p>Mentors will serve as case managers to communicate with teachers and check in with students.</p> <p>IDS staff will support students academically and behaviorally through the Forbes Academy.</p>	Mental Health Support Team	August 2023-May 2024	<p>MHST Meeting Notes MHST Recommendations</p> <p>Assigned Case Manager/Mentor Plan</p> <p>Forbes Academy Transition Plans</p> <p>A Success Plan for 100% of students identified as Tier 3 Students (those with six or more disciplinary referrals) will be developed.</p>	<p>MHST Member IDS Staff Lead Teacher</p> <p>Monthly</p>
Tier II Students	<p>Intervention Design Specialist (IDS) check-in</p> <p>Behavioral Coach Monitoring</p>	Mental Health Support Team Counselors	August 2023-May 2024	Peer Mediation (Counseling Programming) Care Plan	<p>MHST Member IDS Staff Lead Teacher</p> <p>Monthly</p>
All Students	All teachers will utilize the Interventions document to keep a record of all attempted behavioral interventions at the classroom level. Teachers are required to attach the Intervention Document to any low-level disciplinary referral.	Teachers	All Year	Processing of Disciplinary Referrals	<p>SRMS Administration</p> <p>Ongoing</p>
Administration MHST	During monthly faculty meetings, administrators or another staff member should share discipline or climate data	Administration	Monthly Faculty Meetings	Administration Team	August 2023-May 2024



Student Support Services	with action steps for improvement or celebrations. Meetings with staff should include discussions about data related to SEL, discipline, and climate.				
<b>3. Essential Action/Research-Based Strategy:</b> Faculty and Staff Recognition program. Through Tiered Intervention and Supports and SRMS students and staff will increase school culture and climate through faculty and staff recognition.					
<b>Focus Area</b> [Grade Level/Student Group(s)/Educators]	<b>Action Steps</b>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> (Beginning to End Dates)	<b>Evidence of Progress/Completion</b> (Artifacts required)	<b>Person(s) Responsible for Monitoring and Frequency</b>
All Staff	Implement a method for nominating staff members, including criteria. The process will recognize staff who are exceeding job expectations. Process will be named Soaring Over and Above Reward (SOAR) to correlate with the Golden Eagle mascot.	Principal	All Year	S.O.A.R. Nomination Form	Administration Monthly
All Staff	Solicit rewards, gifts, and incentives from local businesses to reward winners each month.	Student Support Services	All Year	Donated Gifts	Student Support Services Administration Ongoing
All Staff	Review nominations and select monthly winners to receive incentives provided by local businesses.	Administration	All Year	Google Sheet & Recognition Certificate	Administration